

Florida Educational Equity Act Report July 2012 – June 2013

The George A. Smathers Libraries is strongly committed to a comprehensive approach to diversity and continuously seeks to improve its outreach to diverse users, to conserve historical records from underrepresented cultures and groups, and to increase the diversity of its staff.

I. Equal Opportunity Compliance

Describe internal and external policies that are followed to encourage non-discrimination practices. What were the results of any assessment, self-assessment, and monitoring of your program services?

Ensured that all Search Committees and hiring authorities are aware of, and conform to, the applicable UF policies and procedures with regards to inclusivity and seeking a broad and diverse pool of applicants. All position vacancy announcements for faculty positions include the following language in the job summary: *"To support all students and faculty and foster excellence in a diverse and global society, the <<title>> will be expected to include individuals of diverse backgrounds, experiences, races, ethnicities, genders, and perspectives in work activities."* In addition, the following language appears in the preferred qualifications section: *"Record of including individuals of diverse backgrounds, experiences, races, ethnicities, genders, and perspectives in research, teaching, service and other work activities."* This is one of the evaluation criteria used by search committees in making a recommendation for hire.

For each search staff are specifically encouraged to nominate and circulate position vacancies to maximize exposure and diversity. *"The Search Committee and the Department Chair identify at least five professional peers from institutions comparable to UF who have knowledge of minority candidates qualified for the vacant position. The Library HR Office contacts the individuals, inviting them to nominate candidates for the position. The Search Committee and Department Chair identify five potential minority candidates who are qualified for the position. They promptly forward the names and contact information to the LHRO, who invites the individuals to apply."*

As a result of these efforts over 25% of the faculty and non-OPS staff hired in the libraries between July 1, 2012 and May 30, 2013 are from traditionally underrepresented groups.

II. Equity Accountabilities

List or describe specific programs, visits, outreach activities and statements used to support diversity.

Two formal committees were established in the Smathers Libraries during this year:

1. **Committee on Diversity** – brings leadership to the Libraries' internal and external diversity initiatives. The internal initiatives focus on developing concrete steps for staff to increase their understanding of diversity issues and facilitating opportunities for broadening awareness of diversity as an essential way of creating a fair and open-minded work environment. The external diversity initiatives seek to inform library user oriented practices, assessment endeavors, collection development, provision of services and of course, customer service. In the first year of operation the committee is charged with:
 - *Creating and promulgating a Diversity Statement for the Libraries.*
 - *Creating an online presence including the following items:*

- Libraries' diversity mission, vision and committee
- Libraries' diversity initiatives
- Resources
- Research opportunities
- Funding opportunities
- Collections
- Services (language abilities, handicap access etc.)

2. Services for Students with Disabilities Task Force - assist in the evaluation of current library policies and procedures relating to services for students with disabilities, and to develop prioritized plans relating to programs and services for students with disabilities. Specific activities include:

- Formally assess, through surveys, interviews, and focus groups, current policies and procedures
- Review and consider the best practices and models of peer institutions
- Propose a framework and resources for providing exemplary services to students with disabilities
- Recommend a framework for public services units to incorporate policies and procedures into their workflows.
- Develop recommendations for campus-level collaboration

❖ **Sought financial support for a number of diversity initiatives through the following grant proposals:**

New Projects:

- **A Voyage to Health** - Hosted the National Library of Medicine's exhibit "A Voyage to Health." The exhibit features the resurgence of ancient Hawaiian traditions and how tradition, as well as other factors, (diet, spirituality, movement, etc.) are related to health. To accompany the exhibit, the HSC Library will host a series of events focusing on these factors with programming targeted to UF faculty, staff and students, and the community of Gainesville.
- **The Panama Canal –Preserving a Legacy, Celebrating a Centennial, Leveraging an Extraordinary Human Achievement** –A three year project to, among other things, lead a multi-institutional centennial celebration of the opening Panama Canal in 2014-2015 to promote public understanding of the achievement and the heritage resources available for scholarly, educational, and civic purposes;
- **Diario de Pernambuco** – to digitize 276 reels of newspaper microfilm dating from 1825 to 1923. Funds were awarded to initiate the project. This Brazilian newspaper is the oldest continuously circulating daily in Latin America, founded on 7 November 1825. It also is the oldest continuously circulating periodical edited in Brazil. The newspaper is published in Recife, Brazil.
- **The Florida Digital Newspaper Collection: Broadening Access and Users** – (\$21,753 cash, \$12,721 cost share) Provide technical assistance and training to broaden access and highlight "hidden" local and ethnic Florida newspapers.
- **The Vodou Archive: Curating and sharing the sources of Vodou religion and culture – Collaborative Research and Scholarship on Haiti and the Haitian Diaspora** This project led by UF and Duke University will improve the understanding of a central Haitian and Haitian-American spiritual tradition by gathering the audiovisual and textual sources of Vodou communities.

- **A Performing Arts Approach to Collection Development** – The project will generate three performances linked to and based on materials in the Isser and Rae Price Library of Judaica. The project will test the hypothesis that transformative performances linked to objects in a collection will create a durable, emotional connection to the objects and through them to the collection.

Ongoing Projects:

- **Strengthening Caribbean Research Through Technology Using the Digital Library of the Caribbean (dLOC) - FIU Technology Fee Grant** – Final year of a three-year grant provides for the digitization of Caribbean and circum-Caribbean materials for free, full, open access worldwide.
- **Revealing Florida’s Arab Immigrants: An Oral History Collection (<http://ufdc.ufl.edu/oharab>)** – Use the expanded oral history collection as the foundation for new curriculum in Arab business methods and increase promotion and awareness of collection through Arab immigrant contact and other education institutions.
- ❖ **Organized, hosted and/or participated in a number of exhibits, events and projects including:**
 - **Authors@UF: Benjamin Hebblethwaite** – “Impacting a Language: Publishing Haitian Creole in the United States.” Professor Benjamin Hebblethwaite, Dept. of Languages, Literatures and Cultures, discussed his fascinating work with the Haitian Creole language and Vodou songs, and the complex interweaving of Creole, French and English.
 - **Authors@UF: Paul Ortiz** – “Race Relations in Florida from Reconstruction to the Bloody Election of 1920.” Paul Ortiz, PhD, author of *Emancipation Betrayed: The Hidden History of Black Organizing and White Violence in Florida from Reconstruction to the Bloody Election of 1920*, discussed his penetrating examination of African American politics and culture.
 - **The Libraries participated in International Education Week activities:** November 2012.
 - Haiti-Where did the Money Go? film showing
 - **2012 Latin American Film Festival** - Two days of film showing in the Latin American Collection on topics relating to “Casualties of Neoliberalism in the Spanish-speaking World”
 - **Arabic Film Month** – Two nights of Arabic films co-sponsored by the Arabic Cultural Association of UF.
 - **UF Chapter of the Society of Women Engineers and Women In Science and Engineering Group** – Smathers faculty actively engaged in supporting and offering assistance through outreach to the groups’ members.
 - **UF McNair Scholars Program** - Smathers Libraries faculty and grants manager actively engaged in teaching research classes for this program which exists to support undergraduate college students from low-income, first-generation and underrepresented backgrounds in their progress towards a Ph.D.
 - **“Influencing Patient Provider Communication and Patient Self-Advocacy in a University Based Internal Medicine Clinic”** to embed a medical librarian in an outpatient university medical clinic that provides care to underserved and minority patients. Librarian attended clinic.

- **Women’s Health – Sex and Gender Differences in Health** - seven-part campus-wide outreach effort in the area of sex and gender differences research. The goals of the project are to facilitate the growth of such basic research in sex and gender differences in health and women’s health, and develop a diverse clinical workforce able to recognize these differences and to apply this knowledge in clinical endeavors to improve human health.
- **Testimony** is an exhibit that showcases primary sources that bear undeniable witness to the fact of the Holocaust. *Testimony* documents the impact of the Holocaust on the victims and survivors, and it gives voice to the immense aftershock felt by subsequent generations.
- **The Gathering Storm – Jewish Life in Germany and Eastern Europe in the 1930s** - Online exhibit. Features items produced by or pertaining to European Jewry before WWII, including rare German and Yiddish newspapers, as well as ephemeral publications such as calendars, yearbooks and other communally inspired commemorative works.
- **About Face – Revisiting Jamaica’s First Exhibition in Europe** - Online exhibit. Celebrates Jamaica’s 50th Anniversary of Independence by revisiting the country’s first post-independence exhibition to tour Europe.
- **Values in Action: 75 Years of the Visionaires** is an exhibit celebrating the lives of eight young female activists who founded Gainesville's first formal organization for African-American women, and how they and their successors have enriched the civic, social and educational lives of African-Americans over the past seventy-five years.
- **Letter from Birmingham Jail** - A reading of the Letter to commemorate the 50th anniversary celebration of the day that Martin Luther King, Jr. began writing his letter. The public reading is co-sponsored by the UF African American Studies Program and the Institute for Black Culture.
- **Working with Troubled and Disruptive Students Workshop** training provided to Library employees.
- **Improving Library Service for People with Disabilities** training provided to Library employees.
- ❖ **Library Staff contributed to the literature on diversity in the field of library and information science:**
 - *“Perceptions of healthcare delivery among ethnic and racial groups in two UF&Shands clinic settings”*, contributed poster, College of Medicine Research Day, University of Florida, Gainesville, FL, March 11, 2013 (N Singh, M Wegman, LC Butson, HF Norton, RR Pauly)
 - *“Encouraging women’s health and sex and gender differences research and education at the University of Florida”*, contributed poster, College of Medicine Research Day, University of Florida, Gainesville, FL, March 11, 2013. (LC Butson [presenter], HF Norton, ME Edwards, N Schaefer, MR Tennant, RR Pauly)
 - *“Expanding sex and gender differences research and education at the University of Florida”*, contributed poster, Emerging Pathogens Institute Research Day, University of Florida, Gainesville, FL, February 14, 2013 (HF Norton [co-presenter], LC Butson, ME Edwards, N Schaefer [co-presenter], MR Tennant)
 - *“Women’s Health/Sex and Gender Differences Outreach Project”*, contributed poster, Special Library Association annual conference, San Diego, CA, June 11, 2013 (MR Tennant [presenter], LC Butson, HF Norton, N Schaefer, ME Edwards, B DeFarber)

III. Diversity in Services

Provide data, population statistics, cost, awards, participants and staffing that reflects diversity in services.

George A. Smathers Libraries currently employs 265 faculty and staff with a general composition of 20% from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 58% women. The composition of the faculty at the George A. Smathers Libraries is 64% women and 14% from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino) - of which 6% is African American.

IV. New Initiatives

What are your plans for 2013-2014 to support equity and increased diversity?

Implementation of the work of the **Committee on Diversity** and the **Services for Students with Disabilities Task Force** -

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Continued contributions:

- Revealing Florida’s Arab Immigrants: An Oral History Collection (<http://ufdc.ufl.edu/oharab>)

- A Voyage to Health Exhibit
- The Panama Canal –Preserving a Legacy, Celebrating a Centennial, Leveraging an Extraordinary Human Achievement
- Diario de Pernambuco Digitization Project
- The Florida Digital Newspaper Collection: Broadening Access and Users
- The Vodou Archive: Curating and sharing the sources of Vodou religion and culture – Collaborative Research and Scholarship on Haiti and the Haitian Diaspora
- A Performing Arts Approach to Collection Development Performances

V. Accolades

What events afforded you the best results in equity and diversity in this reporting year?

The George A. Smathers Libraries is consistently focused on recruiting, servicing, highlighting and reaching traditionally underrepresented groups, cultures and ethnicities. The programs, events, visits, outreach activities and collaborations sponsored, organized and implemented by the George A. Smathers Libraries this past year, in support of the University's diversity initiatives, reached thousands of people and will have a lasting impact.