

Florida Educational Equity Act Report
George A. Smathers Libraries
July 2017 – June 2018

The George A. Smathers Libraries is strongly committed to a comprehensive approach to diversity, equity and inclusion 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?

The following are part of the Libraries standing procedures for recruitment:

Ensure 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 describes a standard preferred qualification for all professional positions: *"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, employees 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."*

II. Equity Accountabilities

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

❖ Committees Dedicated to Diversity

The Libraries have two formal committees established to address and support diversity initiatives in the Libraries and beyond.

The Committee on Diversity brings leadership to the Libraries' internal and external diversity and inclusion 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.

This year the Committee:

- Created a Library Excellence Award recognizing library employees for their work in furthering diversity, equity, and inclusion either internally or externally to our users. Specifically, the Diversity, Equity and Inclusion Award honors exemplary accomplishments that foster full participation by diverse and/or under-represented university personnel, students, and other stakeholders; contribute to a climate of inclusion within the Libraries, on campus and/or beyond; and promote diversity, equity, and inclusion to enhance educational, research or other outcomes.
- Updated the Diversity online guide to include information on upcoming events, community groups, and resources related to diversity, equity, and inclusion.

UF Libraries Accessibility Advisory Committee - founded in August 2014 and replacing the prior Services for Students with Disabilities Task Force. This committee is charged to ensure the Libraries is responsive to patrons needing disability accommodation and our policies, services, and resources are up to date, best meet the needs of our patrons as well as the standards set in the Americans with Disabilities Act. The committee works to implement as many recommendations as possible and continually assess the Libraries' ADA-related policies, services, and resources for our patrons and strive to ensure consistency and excellence throughout the branches. Each of the Library branches has a designated Accessibility Liaison to assist any patron with accommodation needs.

This year the Committee:

- **Accessibility and Internationalization through Campus Beacons** - The purpose of this project is to enhance the accessibility of campus information, both for those who have receptive language impairments (auditory or visual) and/or for those who speak languages other than English, using beacons and a beacon app.
- **Advancing Accessibility: Smathers Libraries 360-degree Virtual Tours** - Design and execute the first 360-degree virtual tour of the Smathers Libraries to increase accessibility. A person with a mental health disability could experience less anxiety or social phobia if they are able to view the layout and the environment of the library before entering the building. A person with a visual or physical disability often finds comfort in being able to map their way around certain buildings before actually going in them. Working with the Disability Resource Center, multiple spots in six campus Libraries will be photographed to create an interactive webpage. Virtual windows will allow the user to access additional information about the displayed area, including study spaces that are wheelchair accessible, quiet areas, and scanners to assist those with reading disorders.

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

- **Buried Treasure: Hidden Collections of Cuba Maps** - The team will test new methodology for identifying, describing, and providing access to these hidden collections of maps with the express purpose of prioritizing future preservation and digitization. It also will support current library initiatives with the Biblioteca Nacional de Cuba Jose Marti by focusing the scope of the pilot project on uncovering maps of Cuba (1500-1923) hidden within books.
- **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, by interpreting what is collected, by expanding the holdings through a self-submission tool, and by diffusing the knowledge via an open access digital library hosted within the existing Digital Library of the Caribbean.

❖ **Organized, hosted and/or participated in a number of exhibits, events and projects including:**

- **Girls Technology Camp. Camp.** This year the camp offered 4 scholarships to underrepresented communities. 5 Day Summer Camp for 6th, 7th, and 8th grade girls including coding, augmentation reality, 3D printing and scanning, crafting with technology, and video production.
- **Bob Campbell's Photographs of Dian Fossey's Karisoke Research Center, 1968 – 1972. Exhibit.** 30 photographic reproductions from Bob Campbell's original slides. The photographs feature Dian Fossey, the Karisoke Research Center in Rwanda, neighboring peoples, and mountain gorillas.
- **Florida Tourism | Sunshine and Shadows. Exhibit.** Florida Tourism examines the social and racial inequities of tourism in Florida. It looks at the period of growth and increasing access to Florida vacations from the late 19th century until the opening of Walt Disney World in 1971.
- **From Generation to Generation: Gainesville Remembers the Holocaust. Exhibit.** This community-inspired exhibition explores how the Holocaust is remembered and memorialized by the residents of Gainesville, Florida.
- **Then and Now: Celebrating African American contributions in STEAM. Exhibit.** Showcases some of the lesser-known, “unseen”, but significant research in Science, Technology, Engineering, Art, and Math (STEAM) by African Americans.
- **José Revueltas: Literary and Political Duality. Exhibit.** To read José Revueltas is to approach one of Mexico’s most talented and politically involved authors of the twentieth century. His novels reflect an intriguing mind, dedicated to improving societal conditions in Mexico through literature. The bilingual exhibit includes signed copies of some of Revueltas most notable works.
- **Civil War: African-American Doctors and Disability Issues. Exhibits and Speakers.** This year the HSCL hosted the National Library of Medicine traveling exhibitions “Life and Limb: The Toll of the American Civil War” and “Binding Wounds Pushing Boundaries: African Americans in Civil War Medicine”. In addition to displaying the exhibits, the library organized and sponsored five speakers:
 - **Dr. Guy Hasegawa**, author of *Mending Broken Soldiers: The Union and Confederate Programs to Supply Artificial Limbs* and Senior Editor of the *American Journal of Health-System Pharmacy*.
 - **Dr. Margaret Humphreys**, author of *Intensely Human: The Health of the Black Soldier in the American Civil War*.
 - **Dr. William Link**, author of *Southern Crucible: The Making of an American Region*.
- **African American Agricultural Extension Agents in Florida. Online Exhibit.** This exhibit celebrates the contribution made by African American extension agents throughout Florida.
- **Jews in the Americas Speaker Series. Speaker Series.** Featuring talks by recipients of “Jews in the Americas” fellowships on topics relating to Florida’s Jewish community centers, Jewish immigrants, etc.
- **Operation Finale: The Capture & Trial of Adolf Eichmann. Talk.** The dramatic story behind one of the world’s most notorious escaped Nazi war criminals being brought to justice is told. Presented by the Florida Holocaust Museum and the Isser and Rae Price Library of Judaica.
- **Daring or Collusion? The Responsibilities of Literature in the Late Anthropocene. Panel discussion** with prominent Mexican authors.
- **James Haskins and Literary Activism. Talk.** James Haskins, the late professor of English at UF, grew up in the segregated South and came of age during the Civil Rights Movement. This illustrated talk by his widow and frequent co-author, Kathleen Benson Haskins, illuminates how his youthful experiences informed the rest of his life and career.
- **Hidden Human Computers: The Black Women of Nasa. Talk.** A talk by Dr. Miriam Harris. Hidden Human Computers discusses how in the 1950s, black women made critical contributions to NASA by

performing calculations that made it possible for the nation's astronauts to fly into space and return safely to Earth.

- **Digital Scholarship Showcase in Haitian Studies.** Talk. The showcase featured collaborative websites created by students in HAT 3564: Haitian Culture and Society
- The Libraries created the following digital collections to conserve additional historical records from underrepresented cultures and groups:
 - A collection for the Center for the Study of Race and Race Relations (CSRRR)
 - New born digital issues of Haiti en Marche, Haitian newspaper.
 - New born digital issues of Le Soleil de la Floride.
 - Cataloged first two LGBTQIA+ periodicals, OutClique magazine and Palette magazine.
 - Caribbean Newspaper Digital collections – 4 new Cuban titles: Adelante, Horizontes del Bibliotecario, Revista Cubana de Física and Vanguardia.
 - 100 new born digital editions of Jornal Pessoal from Brazil.
 - Asia Pacific Defense Forum published in English, Chinese, Indonesian, Thai and Korean; the Military Review published in English, Spanish and Portuguese; Kintai in English and Japanese; NATO's al- janoub in English and Arabic; the UN's Voices in Darfur in English and Arabic.
 - Titles for disabled veterans: After Action Report, BVA Bulletin, DAV Magazine.
- The following training webinars were hosted for library employees to strengthen our responsiveness to the diverse needs of our patrons:
 - Accessibility Study on User Experience
 - Writing for Accessibility Online
 - Survey Webcast on Diversity and Inclusion
 - Language minorities = 404 page not found
 - Diversity, Inclusion, and Empowerment in Library Makerspaces
 - Developing and Supporting your LGBTQ Collection
 - How Cultural Intelligence Makes a Difference in the Information Profession
 - Free Speech on Campuses Today
 - Mental Health Awareness and the Library Profession
 - Instruction and Outreach for Diverse Populations: International Students
 - Equity, Diversity, Inclusion & ALA: An Equitable Future for Libraries and the Profession
 - Intro to African American Genealogy
 - Awareness and Actions Towards an Inclusive Organization
 - Exploring (de)Authenticity: Impact on PoC; Implications for Practice
 - Accessibility: What Is Happening Now Online, On Campus, and Within the Marketplace
 - Cultural Awareness: Minimizing Implicit Biases and Microaggressions in the Workplace
- ❖ **Library Staff contributed to the literature and gave presentations/taught classes on diversity in the field of library and information science:**
 - **Bossart, J. and N. Bharti.** *Women in Engineering: Insight into why some engineering departments have more success in recruiting and graduating women.* Article. American Journal of Engineering Education.
 - **Jane Morgan-Daniel.** Medical Library Association. Appointed member of the national Medical Library Association's Task Force on diversity, equity, and inclusion issues.

- **N Stoyan-Rosenzweig**, J Pufahl, **M Daley**, **HF Norton**, **MR Tennant**, **M Ansell**. *Theater Arts and Filmmaking in Health and Health Education: Creation of Videos to Reach At-Risk Groups with Information on HIV/AIDS*.
- **M Tennant**, **M. Andriamihajanirina**, GL Gibson, MM Miyamoto, ST Nguyen, J Ranaivoson, **N Stoyan-Rosenzweig**. *Bringing Madagascar to Florida: A Librarian's Experiences with the 8th Continent*. Poster Presentation.
- **N Stoyan-Rosenzweig**. *Culture, Health and the Arts in Sub-Saharan Africa and the US*. Class. Examines the roles of arts in promoting healing in Sub-Saharan Africa, both in African and biomedical health systems.
- **Nina Stoyan-Rosenzweig and Nancy Schaefer**. *The Man with the Bionic Brain and Other Victories over Paralysis*. Class. Discussed physical, financial and psychosocial impacts of traumatic brain injury and stroke on adults and their caregivers and families.
- **Nina Stoyan-Rosenzweig**. *Cutting for Stone*. Class. History of Ethiopia and Kerala, India; health issues in the developing world; female genital cutting.
- **N Schaefer, J Morgan-Daniel**. *Oak Hammock Retirement Community: Finding Online Health Information*. Information Session. Instruction to residents of the Oak Hammock retirement community on finding reliable health information online
- **B Smith**. *Academic Research Libraries (ARL) Symposium for Strategic Leadership in Diversity, Equity and Inclusion*. Symposium organization committee member.

III. Diversity in Services

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

The George A. Smathers Libraries hired a Postdoctoral Fellow in Caribbean Studies Data Curation - This fellow is a team member with Digital Library of the Caribbean program, the Latin American & Caribbean Collections, and the Center for Latin American Studies to meet additional data needs for Caribbean Studies. Active collaborations include digitizing legal materials for Haiti and Cuba, Anglophone literary journals, Caribbean newspapers, grey literature, government documents, and Caribbean related theses and dissertations at UF.

The George A. Smathers Libraries, Education Library now include a lactation room, two ADA compliant attendant accessible restrooms and an ADA compliant circulation desk.

The George A. Smathers Libraries seek to improve access to spaces and services for students with disabilities. To that end the Libraries:

- Renovated a classroom to better meet the needs of disabled students
- Designed and designated four study worktables to be wheelchair accessible.
- Installed "Welcome" signs in multiple languages at service points and in front of Library West to express support for the library as a welcoming environment for all patrons.

George A. Smathers Libraries currently employs 235 faculty and staff with a general composition of 24% from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 60% women. The composition of the faculty at the George A. Smathers Libraries is 69% women and 11% from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino).

IV. New Initiatives

What are your plans for 2018-2019 to support equity and increased diversity?

- The Libraries will finalize its Diversity, Equity and Inclusion strategic direction and identify associated goals.
- The Libraries will identify a DEI assessment tool to gauge internal climate.
- The Libraries will create a Global Directions Committee to better support a global community of learners within the University of Florida and beyond. The Committee will focus on services, engagement, and outreach for increased globalization to enhance its effectiveness as a global community. These activities and outreach include the support of international students, the internationalization of campus, global access to information resources, and international partnerships.
- Diversity Committee will review recruitment strategies with the goal of increasing diversity of applicants and ensuring equitable experiences of all staff.

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. It is the combination of programs, events, and trainings for both internal and external audiences that make the diversity efforts of the George A. Smathers Libraries outstanding. These programs, events, visits, outreach activities and collaborations sponsored, organized and implemented by the George A. Smathers Libraries reached thousands of people this past year and will have a lasting impact.

The Libraries engaged in a long and broadly participative process to develop a strategic direction on Diversity Equity and Inclusion to improve supports for and retention of underrepresented groups among our patrons and employees, to become leaders to engage the Libraries and University community in a diverse learning environment.

The Libraries affirmed their commitment to Inclusion and Intellectual Freedom by writing and publicizing the following statements:

Inclusion Statement: The George A. Smathers Libraries support intellectual freedom, freedom of speech and the open exchange of ideas and opinions that support the community building, learning and research efforts of the University of Florida. The Libraries welcome all members of our community, regardless of their race, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, national or ethnic origin, or citizenship status.

Intellectual Freedom Statement: The Libraries are committed to protecting and advancing intellectual freedom, as an important set of rights. Intellectual freedom includes the right to access the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous. When intellectual freedom exists, these views and expressions are accessible without the necessity of endorsement by other individual, groups or institutions, and without the imposition of political, moral, or aesthetic views of another individual, group or institution. Intellectual freedom includes the right to free expression, where an individual or group may fully engage in the quality and diversity of thought and expression, and develop their own views and expressions without being coerced and/or inhibited. The right to privacy is essential for intellectual freedom.