

## Florida Educational Equity Act Report July 2011 – June 2012

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 now 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 has become 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 Libraries have sought to recruit employees from a broad spectrum, including members of ethnic minorities and disabled persons as an integral part of the Libraries' recruiting program. George A. Smathers Libraries publicizes vacant librarian positions in over one hundred locations including the following specifically focused on diversity: The Gay/Lesbian/Bisexual Librarians Network; Latinos in Higher Ed; ALA/LAMA Diversity Officers Discussion Group; ACRL African American Librarians List; Joint Conference of Librarians of Color List.

As a result of these efforts 18% of the faculty and non-OPS staff hired in the libraries between July 1, 2011 and May 30, 2012 are from underrepresented groups.

### II. Equity Accountabilities

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

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

##### Current Projects:

- **"Influencing Patient Provider Communication and Patient Self-Advocacy in a University Based Internal Medicine Clinic"** to embed a medical librarian in an outpatient medical facility that provides care to underserved and minority patients. And **"Do Informed Patients and physicians achieve better health outcomes?"** The Department of Medicine Gatorade grant expands upon work done in the "Influencing Patient Provider Communication and Patient Self-Advocacy in a University Based Internal Medicine Clinic" grant project to reach additional clinics.

- **Center for Latin American Studies (CLAS) Title VI** – A four-year grant award to support Latin American Collection development and scholarship in the Center for Latin American Studies.
- **Center for African Studies (CAS) Title VI** – Four-year grant award to support African Studies collection development and scholarship in the Center for African Studies.
- **Strengthening Caribbean Research Through Technology Using the Digital Library of the Caribbean (dLOC) - FIU Technology Fee Grant** – Three-year grant provides for the digitization of Caribbean and circum-Caribbean materials for free, full, open access worldwide. It also supports faculty and students with the tools necessary to incorporate primary and secondary sources from the Caribbean into their teaching and research. Most importantly, this project implements an outreach plan that will ensure incorporation of these materials into existing classes which will diversify the curriculum and develop new linkages for FIU students and faculty for research and internships with dLOC partners in the Caribbean.

#### **Projects Completed between July 2011 and June 2012:**

- **Revealing Florida’s Arab Immigrants: An Oral History Collection (<http://ufdc.ufl.edu/oharab>)** – In partnership with the Dept. of Languages, Literatures and Cultures the Libraries developed a digital oral history collection focused on the daily lives and struggles of Arab immigrant families who have made Florida their home.
- **Training Program for “Opening Doors: Contemporary African American Academic Surgeons” Exhibit** – The Libraries hosted a series of events focusing on under-represented minorities in the health professions, with programming targeted to UF faculty, staff and students, as well as high school students in the community.
- **Kai Lai Chung Papers (<http://ufdc.ufl.edu/chung>)** - The Kai Lai Chung Papers Digital Collection consists of correspondence, both incoming and outgoing, and notebooks for Chung's lectures, research and publications. The collection reflects Chung's contribution to the study of mathematics and also his interest in the historical contributions of others, in particular Pao Lu Hsu and French mathematician Wolfgang (Vincent) Doeblin.
- **Moving Forward! A second-phase project to digitize anniversary issues of the legendary American Jewish newspaper, the Forverts (Jewish Daily Forward):** A second-phase project to preserve and digitize a unique collection of over 200 Jewish anniversary newspapers held in the Price Library of Judaica. The 22 issues of the Forverts, unique to the University of Florida, are endangered objects and their digital/physical preservation is vital.
- **Collaboratively Developing an Online Exhibit with International Scholars: About Face: Revisiting Jamaica’s First Post-Independence International Art Exhibition** : The Libraries developed a scholarly curated online exhibit that represents the historical exhibit, Face of Jamaica.
- ❖ **Organized, hosted and/or participated in a number of exhibits, events and projects including:**
- **Caribbean International Resource Network (IRN) Digital Collection (<http://dloc.com/icirn>):** The Caribbean IRN is a network that connects activists, scholars, artists and other individuals and

organizations who do research and work on issues related to diverse genders and sexualities in the Caribbean.

- **Law Library Microform Consortium’s Haitian Legal Patrimony Project** (<http://dloc.com/illmc>): In 2010, LLMC and a group of member libraries launched the LLMC Haiti Legal Patrimony Project. The LLMC Haiti Legal Patrimony Project combines the strengths of collections and resources in many law libraries around the world, locating, digitizing, and providing central access to these resources. All materials for the LLMC Haiti Legal Patrimony Project are available through LLMC Digital and the Digital Library of the Caribbean (dLOC).
- **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 degree.
- **SEAGEP – South East Alliance for Graduate Education and the Professoriate** – SEAGEP is designed to increase diversity in the nation’s professoriate in science, technology, engineering, and mathematics by providing students with exceptional Ph.D experiences. Smathers Libraries faculty actively engaged in teaching research classes for the SEAGEP program.
- **“Opening Doors: Contemporary African American Academic Surgeons”** Exhibit. The HSC Libraries hosted this National Library of Medicine (NLM) Travelling exhibit and scheduled a series of activities to support and enhance the poster exhibit including working with African American high school students; a panel titled “Clinicians of Color: How They Got Here; and an address by Dr. Levi Watkins, Associate Dean and Professor of Cardiac Surgery at the Johns Hopkins School of Medicine and first African American chief resident, professor of cardiac surgery, and associate dean at Johns Hopkins.
- **Several Instructional Sessions** on the use of HINARI, which provides low-cost or no-cost access to the major journals and databases in biomedical and related social sciences to local, not-for-profit institutions in developing countries. The faculty members and students, with representation including Egypt, Cambodia, Kenya, Mongolia, Peru, Romania, Thailand, Yemen, Benin and Haiti will then be able to train faculty members and students in developing counties.
- Co-sponsored with the Center for Jewish Studies: A talk by Peter Cole and Adina Hoffman entitled ***Sacred Trash: the lost and found world of the Cairo Genizah***. Sacred Trash tells the exciting story of the greatest discovery of Jewish manuscripts ever made. Its authors are award winning biographer and critic Adina Hoffman and acclaimed poet and translator Peter Cole.
- **Jewish Jacksonville exhibit**. Portrays the history and accomplishments of the Jewish population in Jacksonville and Florida from colonization to present day.
- Celebrating Women’s History Month: **“Women in the Civil War: Abolitionists, Cooks, Crusaders, Doctors, Nurses, Patriots, Scouts, Soldiers and Spies”** display in Library West in March 2012.

- **The Libraries participated in International Education Week activities:** November 2011. Some of the activities include:
  - “Rise Up: Stories from Jamaica’s Music Underground” film showing
  - “Arabic Culture: Enrichment through International Education” program featuring UF faculty and student speakers
  - “Mulan” Chinese film screening

❖ **Contributed to the literature on diversity in the field of library and information science:**

Publication: Bushousen, Ellie. Medical Libraries, Information Technology, and the African American Librarian. In The 21<sup>st</sup> Century Black Librarian in America: Issues and Challenges. Scarecrow Press, 2012.

**III. Diversity in Services**

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

George A. Smathers Libraries currently employs 273 faculty and staff with a general composition of 20.15% (2011 - 17.5%) from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 61% women (2011 -57%). The composition of the faculty at the George A. Smathers Libraries is 69% (2011 - 64%) women and 14% (2011-12.5%) from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino) - of which 4% (2011 - 5%) are African American.

**IV. New Initiatives**

What are your plans for 2012-2013 to support equity and increased diversity?

A working group was formed to participate in a series of webinars offered by American Library Association, Office of Diversity, “Diversity Leadership” - on creating a more tolerant and diverse workforce in libraries, and determine whether measures could be taken at the George A. Smathers libraries to improve services and employee awareness. As a result, a proposal for a library-wide diversity initiative was developed and submitted to the Libraries’ Dean and Associate Deans in April 2012. This proposal includes the creation of a standing committee; training; a web presence; an assessment of the libraries’ collections and public services as well as recruitment and staff development; publicity; and an annual event. This diversity initiative would focus on both internal (staff-oriented learning/recruitment) and external (patron oriented practices/collection development/surveys).

After a review and comments by senior administration, the Libraries will implement a diversity initiative in 2012-2013.

**V. Accolades**

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

The Libraries efforts towards recruiting a more diverse workforce were rewarded this year with an increase in our underrepresented groups.