

## Florida Educational Equity Report – George A. Smathers Libraries 2009-2010

The George A. Smathers Libraries system 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.

To this end the George A. Smathers Libraries has -

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

### **Current project: Caribbean Newspaper Digitization Library: Disseminating and Preserving Records of Daily Life**

Subcontract over four years beginning October 2009, to digitize newspaper runs from various countries in the Caribbean. Leaders are FIU's Latin American & Caribbean Center and UF's Center for Latin American Studies, with partnering libraries at FIU, UCF, USF, and University of the Virgin Islands.

### **Current project: University of Florida Area Health Education Centers Program (AHEC)**

For HCSL to support the mission of the UF AHEC Program Office and the community based activities of its four AHEC centers (Big Bend AHEC in Tallahassee, Suwannee River AHEC in Alachua, Northeast Florida AHEC in Jacksonville, and West Florida AHEC in Crestview). Support includes: include we have done, includes reference assistance, document delivery, database training, preceptor support, support for students on rotations, consultation and technical assistance. The UFAHEC mission is to improve access to primary health care in north Florida's medically underserved areas through academic-community educational partnerships designed to recruit, train and retain community-based health professionals. One of 5 AHEC programs supporting the state's 5 medical schools, UF AHEC reports to the UF College of Medicine and is part of the Florida AHEC Network which has, over this past decade, addressed the primary health care needs of Florida's most vulnerable populations through a series of innovative strategies designed to: extend academic health resources; provide information and support for community providers; influence health professions education; and, influence the future health professional workforce.

### **Current project: Center for African Studies (CAS)**

Funding will provide \$2,000 for Library membership in national cooperative Title VI projects (African materials microfilming/digitization); \$5,000 stipend plus tuition waiver for graduate assistant; \$15,000 for Library materials/monographs Africana; \$8,400 for digital resources; and, \$5,000 for the Abraham Collection digitization.

### **Current project: Center for Latin American Studies (CLAS)**

For the 09/10 fiscal year, funding will support the Latin American Collection includes \$3,432 for a graduate assistant position; \$7,500 for travel to bring visiting scholars to UF to use the collection; \$4,300 to acquire electronic resources (CD-ROMS); and \$1,000 for Library international travel.

### **Current project: UF Virtual Library Exhibit**

In partnership with the Department of Computer Science and Engineering, a virtual experience in Second Life was created to simulate the experience of riding a bus during the Civil Rights Era. The bus ride takes the visitor on a tour through time where key figures from UF's desegregation history describe and relate important events. The visitor exits the bus and explores a library exhibit where all the materials used to recreate the bus ride may be viewed in addition to other materials from the Digital Collections. (Awarded: \$4,997)

### **Current project: Academic Research Library Longitudinal Recruitment Study**

For Phase I of a multi-year longitudinal study to investigate the efficacy of the current recruitment strategies employed by the Association of Research Libraries (ARLs). These strategies include advertising job vacancies and soliciting applications from a broad spectrum of applicants, with the purpose of recruiting traditionally underrepresented groups in the academic library workforce.

**Current project: Digital Library of the Caribbean (dLOC)**

To establish the Digital Library of the Caribbean in partnership with the UF Center for Latin American Studies, the FIU Latin American and Caribbean Center, UCF, UVI, and other Caribbean partners.

As the technical partner in the Digital Library of the Caribbean and the Caribbean Newspaper Digital Library, the Smathers Libraries are also assisting in the development of an online exhibit on Haiti, which should be available in 2010-2011.

**Current project: Cyrillic Character Inclusion in University of Florida Bibliographic Records**

To include Cyrillic characters particularly used in Russian language in the University of Florida's bibliographic records. Currently, approximately 10,000 records have only Romanized fields. As many studies have shown, searchability for foreign language materials is enhanced when these records include the original language, and this has been proven by the UF Libraries' efforts in Chinese and Japanese character inclusion, as well as national efforts in JACKPHY languages (Japanese, Arabic, Chinese, Korean, Persian, Hebrew and Yiddish).

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

**Ongoing project: Women in Development Digital Collection: *Women in Development*** collects research on societal structures in Africa, the Caribbean, and Latin America. These materials reflect the impact of women in rural and urban settings. They discuss issues of education, economic growth and legal rights among other topics. Collected here is the research of scholars such as [Elsa Chaney](#), [Susan Poats](#), [Helen Safa](#), [Anita Spring](#), [Marianne Schmink](#), and [others](#) who have pioneered research into women's issues in developing countries. These resources serve not only as research archive, but also as a means for building infrastructure to better support women in developing societies.

**Ongoing project: Cuban & Mexican Film Poster Digital & Conservation Project:** 400 film posters from Cuba and Mexico have been digitized and are now included in the Digital Library of the Caribbean (dLOC), and posted on the Belknap Collection for the Performing Arts webpage for user services.

**Grant Writing Workshops for Minority and Female Graduate Student Populations in the STEM Disciplines**

- How to Apply for National Science Foundation Graduate Research Fellowships (NSF-GRFP)
- How to Apply for National Science Foundation Doctoral Digitization Improvement Grants
- Collaboration Basics for Grants Seeking for Graduate Grant Writing Course, ALS 6486 for doctoral students
- How to Apply for Grant Awards and Fellowships for International

**Exhibit: "Chinese Artifacts: Literary and Otherwise"** - July 2009 – Smathers Libraries

Over the last decade the Smathers Libraries has been actively building the Chinese Studies Collection in print as well as electronic, film and other non-book formats, to meet the curricular, research and informal reading/viewing needs of the UF community. This exhibit of artifacts features art that may or may not contain literary components, but that illustrates the refined aesthetic and literate sensibilities that underlie traditional Chinese cultural production, as it played out in such works as scroll paintings that include calligraphic word puzzles and ancestral portraits that honor the family names through history.

**"Closing Ceremony, Florida Board of Education Fellowship Program"** – August 5, 2009 - UF Office of Graduate Minority Programs

**"Fall Welcome Reception, UF Graduate Minority Programs"** – August 25, 2009

**"Alumni Panel during Hispanic/Latino Alumni Weekend"** – September 11, 2009 – UF Institute of Hispanic/Latino Cultures

**“Donor recognition event for the establishment of the Book Fund in African Studies”** - September 20, 2009 – Smathers Libraries Development Office

**“Bacardi Lecture Series”** - September 28, 2009 – UF Center for Latin American Studies -

**Exhibit: “Banned and Challenged Children’s Books 1990-2008”** - September 2009 – Smathers Libraries

**“Graduate Student Workshop”** – October 26, 2009 - UF Graduate Minority Office - November 23, 2009

**Exhibit: “The Efrain Barradas Collection of Mexican & Cuban Film Posters”** - January 2010 – Smathers Libraries  
In the Fall of 2008, Ramón Figueroa, Associate Professor of Spanish at Millsaps College in Mississippi, donated his personal collection of Mexican and Cuban film posters to the University of Florida Smathers Libraries Popular Culture Collection, in honor of Efrain Barradas (LAS/Spanish and Portuguese Studies), his former professor and friend. Due to Figueroa’s gift, UF now holds the largest public collection of Mexican movie posters in the United States.

**“Question and Answer Session with Dr. Ben Carson”** - January 26, 2010 - UF Multicultural & Diversity Affairs

**“Annual Conference Speaker Presentations and Round Table Discussion”** - January 30, 2010 - UF Center for Latin American and African Studies

**“Donor recognition/fundraiser for creation of Women in Development Fund”** - January 31, 2010 – Smathers Libraries Development Office

**“Talk by scholar Dina Krauskopf”** - March 23, 2010 - UF Center for Latin American Studies

**“Presentation on Time Management”** - March 24, 2010 - UF Hispanic Student Association

**“PhD Student Forum”** - March 31, 2010 - UF Office of Graduate School/Office of Graduate Minority Programs

**“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.

- ❖ 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 a dozen specifically focused on diversity, including: Diverse Issues in Higher Education; The Gay/Lesbian/Bisexual Librarians Network; Diversity web; Hire Diversity; Affirmative Action Register; Workplace Diversity; Diversity at the American Library Association (ALA); Black Caucus of the American Library Association; Chinese American Librarians Association; and Asian-Pacific American Librarians Association.

George A. Smathers Libraries currently employs 294 faculty and staff with a general composition of 17% from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 57% women. The composition of the faculty at the George A. Smathers Libraries is 64% women and 12% from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino) - of which 5% are African American.