

## Florida Educational Equity Act Report July 2013 – June 2014

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

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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, 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."*

As a result of these efforts over 20% of the faculty and non-OPS staff hired in the libraries between July 1, 2013 and May 30, 2014 are from traditionally underrepresented groups.

### II. Equity Accountabilities

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

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

- 1. The 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.

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.

The Committee on Diversity organized, announced, and hosted the following presentations and events for library employees:

- **Our Diverse Students** - October 24, 2013
- **The New Age of Diversity** - February 6, 2014
- **Gator Allies Development Training Program** - March 26, 2014
- **Working with Troubled and Disruptive Students** - March 21, 2014
- **Serving Our Islamic & Muslim Students** - April 23, 2014
- **Two Diversity Potlucks** – November 20, 2013 and April 23, 2014

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

**New Projects:**

- **Sex and Gender Differences in Health - Women's Health** - multi-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.
- **University of the Virgin Islands (UVI) and University of Florida collaboration: digitization for preservation.** In partnership with UVI Libraries, the project team will 1) digitize and make available print materials published between 1962 to 1988 pertinent to contemporary and historical agriculture and essential to the study of Caribbean History and Economics of Agriculture; and, 2) create a comprehensive bibliography of materials available for future digitization.
- **Florida and Puerto Rico Digital Newspaper Project** –In partnership with the University of Puerto Rico (UPR) will select, digitize, and make available to the Library of Congress 80,000 newspaper pages through the National Digital Newspaper Project (NDNP).
- **Freedom Summer Oral History and Library Curation Project** The 50th anniversary of the national Civil Rights Movement campaign called Freedom Summer will occur in 2014. In this highly publicized campaign, over 1,000 activities across the US came to Mississippi to register blacks to vote. This turbulent period of social unrest has been documented by the UF Samuel Proctor Oral History Program (SPOHP) in more than 100 recorded interviews with veterans. These interviews, including those recorded with activist Rosa Parks are part of the Libraries' James S. Haskins Collection. The goal of this Freedom Summer Project is to make these unique, hidden oral histories accessible to scholars and the general public, while promoting the collections.

**Ongoing Projects:**

- **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 we collect,

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.

- **LAMP Digitization Project: Diário de Pernambuco Phase II** – The University of Florida’s holdings of the Diário de Pernambuco newspaper collection include 276 reels of microfilm dating from 1825 through 1923. These reels are the only holdings outside of Rio’s Biblioteca Nacional, which was UF’s original source. Scan and digitize the Diário de Pernambuco collection.
- **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;
- **dLOC Annual Support for Technical Leadership** – Serve as the Technical Host for the Digital Library of the Caribbean (dLOC), including maintaining website functionality, facilitating electronic submission of metadata and images, reviewing/enhancing metadata, supporting online exhibits, collaborating on research projects, developing documentation, and broadly promoting dLOC and dLOC technologies.
- **Revealing Florida’s Arab Immigrants Phase II: The Arab Business Community** – Based on the success and current content of Phase I’s oral histories, the project team plans to focus Phase II oral history interviews on expanding the content of information related to the business lives of Florida Arab immigrants.
- ❖ **Organized, hosted and/or participated in a number of exhibits, events and projects including:**
  - **Sex and Gender Differences / Women’s Health Outreach Project** – Five-part outreach effort focusing primarily on awareness building skills development on the part of UF students and faculty in the basic sciences and health professions, facilitating collaboration development among interdisciplinary researchers, and raising the visibility of existing on-campus work in this area.
  - **Health Literacy Project Team** – Health Science Center Libraries’ faculty member actively participating in a UFHealth project team implementing health literacy screening of patients through Shands hospital and clinics and promoting the provision of low literacy educational materials and discharge instructions by nurses to patients with identified low literacy status.
  - **Teaming with Healthcare Professionals to Provide Health Information to Patients** – Provide a medical librarian for an outpatient university medical clinic that provides care to underserved and minority patients.
  - **Abilities, Disabilities, and Disability activism: Polio Survivors Oral History Project**
  - **Chestnut Family and Chestnut Funeral Home Centennial, 1914 – 2014** – Exhibit focused on the Chestnut family’s contributions to the African American community in Gainesville, as well as the State of Florida. Attended by over 100 city officials and community dignitaries.
  - **Haiti: An Island Luminous** – online exhibit with contributions from over 100 scholars on the History of Haiti.

- **2013 Latin American Film Festival** – Four films shown in the Latin American and Caribbean Collection on topics.
- **Authors@UF: Lillian Guerra** – “Visions of Power in Cuba: Revolution, Redemption and Resistance, 1959-1971”. Guerra, from the Department of History, spoke about the tumultuous first decade of the Cuban Revolution, Fidel Castro and other leaders saturated the media with altruistic images of themselves in a campaign to win the hearts of Cuba’s six million citizens.
- **The Libraries participated in International Education Week activities:** November 2013.
  - The French in Florida - film showing
  - Palestine in the South - film showing of the Palestinians refugees in the Republic of Chile
- **Arabic Film Month** – Two nights of Arabic films co-sponsored by the Arabic Cultural Association of UF.
- **Haggadah: why is this book different? Exhibit** – Featuring rare and unique haggadot from the Price Library of Judaica.
- **Revolucionarias: Women and the Formation of the Cuban Nation** – Exhibition that examines the lives of various women throughout Cuban history, their impacts on the country, and the country’s impact on them (this is the libraries’ first bilingual exhibition)
- **Panama Canal Centennial Celebration** – in preparation for August 2014 celebration a 152 page magazine was produced with articles written by UF and international authors and widely distributed throughout the United States, Panama, the Caribbean and the Netherlands.
- ❖ **Library Staff contributed to the literature on diversity in the field of library and information science:**
  - *“Transforming biomedical research and practice: promoting research and awareness of sex and gender differences in health”*, contributed poster, American Library Association Annual Conference, 29 June 2014, Las Vegas, NV
  - *“Beyond the (standard) male: collaborating to increase faculty and student awareness of sex and gender differences in health research”*, contributed poster, Special Libraries Association Annual Conference, 9 June. 2014, Vancouver, Canada
  - *“Searching for sex in all the right places – a guide to the access and dissemination of recommended resources and their use for sex- and gender-based research”*, contributed poster, Southern Chapter/ Medical Library Association Annual Conference, 19 Oct. 2013, Jackson, MS
  - *“Women’s Health/Sex and Gender Differences Outreach Project”*, contributed poster, Special Library Association annual conference, San Diego, CA, June 11, 2013

### **III. Diversity in Services**

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

George A. Smathers Libraries currently employs 255 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 67% women and 14% from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino) including 6% African American.

#### **IV. New Initiatives**

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What are your plans for 2014-2015 to support equity and increased diversity?

Scheduling four trainings/workshops for employees of the Smathers Libraries to cover areas that have not been covered so far.

Continued contributions:

- Revealing Florida's Arab Immigrants: An Oral History Collection
- The Panama Canal –Preserving a Legacy, Celebrating a Centennial, Leveraging an Extraordinary Human Achievement
- Diario de Pernambuco Digitization Project
- Sex and Gender Differences in Health - Women's Health

#### **V. Accolades**

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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.