

Florida Educational Equity Act Report
George A. Smathers Libraries
July 2014 – June 2015

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 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.”*

As a result of these efforts over 10% of the faculty and non-OPS staff hired in the libraries between July 1, 2014 and May 30, 2015 are from traditionally underrepresented groups.

II. Equity Accountabilities

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

Organizational Climate and Diversity Assessment

The Libraries engaged in a long and broadly participative process to develop documentation of the Mission, Vision, and Strategic Directions for the Smathers Libraries. Through that process, the following were identified as necessary elements in achieving our Strategic Directions:

- Promote a productive, diverse and team-based working and learning environment
- Foster an internal environment with equal partnership among all employees, based on the principles and practices of courtesy, professionalism and mutual respect
- Focus on the user experience and user needs for decision making
- Engage in assessment and evidence based decision making

- Innovate, experiment and adapt

To assess these elements of our workplace, the Libraries (and the Legal Information Center) participated in the Association of Research Libraries' **'ClimateQUAL®: Organizational Climate and Diversity Assessment'**. ClimateQUAL® is an assessment of library staff perceptions concerning:

- their library's commitment to the principles of diversity,
- organizational policies and procedures, and
- staff attitudes.

Following IRB approval, the Libraries promoted this survey as a unique opportunity to inform conversations about, amongst other things, the workplace elements which support or hinder diversity. The response rate to the inquiry by library staff was 92 percent. The interpretation of the ClimateQUAL® results are underway and include library-wide, unit level and other meetings and conversations.

Committees Dedicated to 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. **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.

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

- **Raising the Floor on Access to Technology for Patrons with Disabilities** – October 2014
- **Disability Resource Center Overview** – November 2014
- **Providing Understanding & Resources for Patrons with Disability – Part 1** – February 2015
- **Our Diverse Students** – April 2015
- **Providing Understanding & Resources for Patrons with Disability – Part 2** – April 2015
- **One Diversity Potluck** – April 2015
- **Prayer & Meditation Space** – in partnership with International Center students, the Marston Science Library is in the process of creating a prayer and meditation space

The Accessibility Advisory Committee was instrumental in recommending and helping to establish a dedicated room, **Library West Accessibility Studio/Room 335**, for use by UF students registered with the UF Disability Resources Center (DRC). Use of the studio is on a first come-first served basis and can be accessed during any of the hours Library West is open. Studio equipment includes: 42" display panel, 19"

monitor on a swivel arm, oversized flatbed scanner for large books and materials, both standard and accessible keyboards and mice, one topaz magnifying unit, and dry erase marker board. Software in the studio was chosen to mirror the same software in the DRC computer lab and includes: Kurzweil 3000, ClaroRead Plus, Dragon Naturally Speaking, ZoomText, JAWS, Adobe Creative Web Suite, and Microsoft Office.

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

New Grants:

- **Repositioning Florida's Judaica Library: Increasing Access to Humanities Resources from Florida, Latin America, and the Caribbean Communities** - The project team plans to raise \$1.5 million in the next four years to endow acquisitions, public and scholarly outreach activities, and collaborative digitization projects related to the Jewish experience in Florida, Latin America, and the Caribbean. [National Endowment for the Humanities – Challenge Grant Program](#)
- **Title VI National Resource Center – Center for Latin American Studies** - Funding to the Libraries for the next four years to digitize Latin American collection materials. [US Department of Education, Title VI](#)
- **Title VI National Resource Center – Center for African Studies** - funding to digitize African material collections, work on the African language archive, and support acquisition of materials for faculty, graduate research and teaching/training. [US Department of Education, Title VI](#)
- **The Legacy of Stetson Kennedy: A digital Archive for Social Justice** - This project will create a pilot digital archive for the Stetson Kennedy Papers, the Libraries' most significant collection related to activism and social justice. The archive will host a photo gallery, selected print works, and audiovisual interviews in which Kennedy speaks out on civil rights, environmentalism, fair labor practices, and other topics.
- **Developing a Digital Afro-Panamanian Collection** - The purpose of this project is to digitize the 1,200 positives and negatives, provided by Peter Szok, author of *Wolf Tracks: Popular Art and Re-Africanization in Twentieth Century Panama*. The focus of this collection is the popular art that is displayed on the "red devil" buses in Panama. The art is typically painted by self-taught but highly accomplished artists. Digitization will assist in maintaining these images as Panama's transportation division has decommissioned the "red devils" for being unsafe, loud and unsightly.

Continuing Grants:

- **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 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. [US Agricultural Information Network, Project Ceres](#)

- **University of Florida and University of 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). [National Endowment for the Humanities, National Digital Newspaper Program](#)
- **dLOC Annual Support for Technical Leadership** – The Smathers Libraries serves 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.
- **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. [Institute of Museum and Libraries Services \(IMLS\)](#).
- **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. [National Endowment for the Humanities](#)
- **LAMP Digitization Project: Diario de Pernambuco Phase II** – The University of Florida’s holdings of the Diario 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. The grant provides funding to scan and digitize the Diario de Pernambuco collection.
- ❖ **Organized, hosted and/or participated in a number of exhibits, events and projects including:**
 - **Celebrating UF work with Historically Black Colleges and Universities (HBCU) in honor of the 125th anniversary of their establishment in 1890** – in partnership with the University of Virgin Islands and the Florida A&M University, the UF Libraries are highlighting the history of Florida and Caribbean HBCU history.
 - Participated in Wilmot Garden’s therapeutic horticultural **research study** on the positive effects of gardening on veterans with disabilities.
 - Created a specialized **LibGuide** (research guide) in cooperation with Collegiate Veterans Success Center related to subjects and resources of specific use for college military veterans
 - **The Literature of Prescription: Charlotte Perkins Gilman and “The Yellow Wallpaper.”** This exhibit and accompanying talks and coursework explore attitudes towards women’s health and physiology that

resulted in differential care and treatments that served to reinforce the status quo and women's social inequality.

- **Gender and Health Colloquium:** The final activity of the Sex and Gender Differences/ Women's Health Outreach Project with Dr. Myrna Weissman (Columbia University; "Depressed Mothers and their Children: Translating Epidemiology into Clinical Care"), and UF faculty Dr. Roger Fillingim ("Why are Women at Greater Risk for Pain?") and Dr. Marian Limacher ("When It's Important to Study Women: Lessons from the Women's Health Initiative").
- **Freedom Summer Oral History and Library Curation Project** - The 50th anniversary of the national Civil Rights Movement campaign called Freedom Summer took place 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.
- **Tan Men/Palm Women, Color and Gender in Archaic Greece in Europe (talk)** - Authors@UF – Mary Ann Eaverly: Associate Professor, Department of Classics.
- **UF McNair Scholars Program** – Faculty from the Libraries teach classes for the McNair Scholars Program, named in honor of Dr. Ronald E. McNair (an African-American engineer, scientist and astronaut who perished in the 1986 explosion of the space shuttle *Challenger*), exists to support undergraduate college students from low-income, first-generation and underrepresented backgrounds in their progress towards a Ph. D degree.
- **Arabic Film Month** – The Libraries co-sponsored two nights of films with the UF Arabic Cultural Association
- **Health Literacy Research Groups:** 2 library faculty members served on project teams researching the impact of limited health literacy levels (as determined by the REALM assessment tool) on the quality of health care and patient satisfaction at UF Health Shands Hospital and its associated outpatient clinics.
- **The Libraries participated in International Education Week activities:**
 - Screening of French film: *Herby, le Jazz et la Musique Haitienne*
 - Screening of film on Romania: 25 years after communism
 - Hosted International Student Open House
 - Hosted German Academic Exchange Service Programs presentation
- **Voices from the Panama Canal** – An exhibit representing the different voices that make up the history of the Canal; a history rich because of its diversity, but also dynamic and conflictive. This exhibition was based on the research and work of UF graduate students in ARH6836 Exhibition Seminar Fall 2013.
- **From Microscopic to Massive: Worker Health Challenges in the Construction Era** – An exhibit examining the whole health picture, from the narrative of scientific discovery to efforts to eradicate mosquito vectors and disparities in health care and treatment among Panama canal laborers.

- **Beast in the Book: Animals in Jewish, Christian, and Islamic Illustrations from the Middle Ages** – An exhibit encouraging the viewer to reflect upon the ways in which the illustrations combined high art and imagination along with didactic messages.

Focused on Jewish history

- **“Frozen Time, Liquid Memories: 1942-2012” Film Screening & Q&A with Dragan Kujundžić** on the round-up of Jews and Serbs in Novi Sad and in Paris by the Nazis in 1942.
- **“Sing Me to Heaven: Songs of Remembrance” Presented by Vox Madrigalis** - Music set to poems written by children in the Theresienstadt ghetto.
- **“Theresienstadt: The Nazi Fiction of the ‘Privileged’ Ghetto”**. Lecture by Professor Geoffrey J. Giles
- **Daniel Mendoza, Professor of Pugilism: How a Sephardic Jew in Eighteenth-Century Britain became one of the World’s First Sports Stars**, a talk by Ronald Schechter (College of William and Mary, London), [Co-sponsored with the Center for Jewish Studies].
- **East and West (March 29, 2015, 3pm) and A Borrowed Identity (March 30th, 2015, 7pm), 5th Annual Gainesville Jewish Film Festival at the Hippodrome State Theatre**, [Co-sponsored with the Center for Jewish Studies, the Jewish Council of North Central Florida].
- **Economic trust and Anti-semitic Violence: Jewish Cattle Traders, Nazis and Farmers, 1919–1939**, a talk by Stefanie Fischer, [Co-sponsored with the Center for Jewish Studies].
- **A Talk with Ari Shavit** (Senior Correspondent for Haaretz, an Israeli newspaper), [Co-sponsored with UF Hillel].
- **How many Jews...?: Driving the Volkswagen through Space and Time**, a talk by Natalie Scholz (University of Amsterdam), [Co-sponsored with the Center for Jewish Studies].
- **Writing Retribution: Holocaust Justice and its Meaning**, an international conference [Co-sponsored with the Center for Jewish Studies and UF Hillel, and the Harn Museum of Art].
- **Does the History of Anti-Judaism have anything to do with the Present?** a talk by David Nirenberg (University of Chicago), [Co-sponsored with the Center for Jewish Studies].
- **Child-like Humility to Spiritual Crisis: Victorian Anglo-Jewish Women Novelists**, a talk by Dr. Nadia Valman (Queen Mary College, University of London), [Co-sponsored with the Center for Jewish Studies].
- **The Return of Yiddish in American Comedy**, a talk by Tony Michels (University of Wisconsin), [Co-sponsored with the Center for European Studies].
- **Recuperando el Cuerpo Nacional: Intelectuales Homosexuales y UMAP en la Revolución Cubana**, a talk by Abel Sierra Madero (New York University), [Co-sponsored with the Center for Latin American Studies, UF Cuba Program, UF History Department].
- **The Dutch Paradox: History and Memory of the Holocaust in the Netherlands**, a talk by Ido de Haan (Utrecht University), [Co-sponsored with the Center for Jewish Studies]

- ***A Window on Warsaw: Integration and Its Obstacles in Poland after the Holocaust***, a talk by Karen Auerbach (University of North Carolina Chapel Hill), [Co-sponsored with the Center for Jewish Studies].
- ***The Kabbalistic Friendships of Giacomo Casanova***, a talk by Pawel Maciejko-Milano (Hebrew University) [Co-sponsored with the Center for Jewish Studies].

❖ **Library Staff contributed to the literature and gave presentations/taught classes on diversity in the field of library and information science:**

- **“Mentoring Librarians of color: A step in the right direction.”** In R. Hankins & M. Juarez (Eds.), *Where are all the Librarians of Color? The Experience of People of Color in Academia*. Los Angeles, CA: Library Juice Press.
- **Disability search tips and resources.** *Medical Reference Services Quarterly*, 34(1): 60-74
- **Overcoming Disease and Injury to Build the Panama Canal.** *Sea History*, 148: 18-9.
- **“Culture, Health and the Arts in Sub-Saharan Africa and the US”** (AFS3352). 3 credit course taught by the HSCL archivist, focused on the experience of health and illness and role of the arts in traditional African healing systems, use of arts in health systems today and their role in changing African systems today.
- **Facilitating Collaboration and Research in Sex and Gender Differences and Women’s Health: Year One Experiences.** *Medical Reference Services Quarterly*, 33(4): 408-27.
- **“Outreach to increase understanding of the impact of sex and gender on health and wellness”**, contributed poster, 2nd Annual Southeastern Conference Symposium, Atlanta, GA.
- **“Librarians facilitating research collaboration and accessibility: sex and gender differences research at an Academic Health Center”**, contributed poster, Medical Library Association Quint Chapter Meeting, Denver, CO.
- **“Sex and gender differences in health: educational and collaborative outreach to genetics researchers, clinicians, and students”**, contributed poster, American Society for Human Genetics Annual Meeting, San Diego, CA also Florida Genetics Symposium, Gainesville, FL
- **“Promoting awareness of and access to sex and gender differences research”**, contributed poster, Society for Neuroscience annual conference, November 15, 2014, Washington, D.C.
- **“Outreach to clinicians, researchers, and students on sex and gender differences and women’s health research”**, contributed poster, Medical Library Association Annual Conference, May 17, 2015, Austin, TX
- **“Limitless collaboration - librarians, clinicians and researchers partnering to further national goals in sex and gender differences and women's health research”**, contributed presentation, Medical Library Association Annual Conference, May 17, 2015, Austin, TX

- “**Sex and Gender Differences in Health Information Resources**” session for undergraduate students in UF’s Health Disparities minor (Women’s Health and Well Being course).
- “**Sex and Gender Differences in Health Information Resources**” for undergraduate students in UF’s Health Disparities minor (Introduction to Health Disparities course). 50 students attended this session on November 12, 2014.

III. Diversity in Services

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

George A. Smathers Libraries currently employs 261 faculty and staff with a general composition of 21% from underrepresented groups (American Indian/Alaskan; Asian; Black/African American; Hispanic/Latino) and 59% women. The composition of the faculty at the George A. Smathers Libraries is 69% women and 12% from underrepresented ethnic groups (Asian; Black/African American; Hispanic/Latino).

IV. New Initiatives

What are your plans for 2015-2016 to support equity and increased diversity?

As described above, the Libraries (and the Legal Information Center) participated in the Association of Research Libraries’ ‘ClimateQUAL®: Organizational Climate and Diversity Assessment’ and are using this as an opportunity to inform conversations about, amongst other things, the workplace elements which support or hinder diversity. The interpretation of the ClimateQUAL® results are underway and include library-wide, unit level and other meetings and conversations. A group of library staff and administrators are employing innovative data visualization methods to maximize the usability of the results.

- Assess services and respond to needs of patrons and employees with disabilities.
- 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 documentation of the Mission, Vision, and Strategic Directions for the Smathers Libraries and importantly, these “an internal environment

with equal partnership among all employees, based on the principles and practices of courtesy, professionalism and mutual respect”. As described above, the Libraries (and the Legal Information Center) participated in the Association of Research Libraries’ ‘ClimateQUAL®: Organizational Climate and Diversity Assessment’ and this is proving to be an opportunity to inform conversations about the workplace elements which support or hinder diversity. The response rate to the inquiry by library staff was 92 percent. The interpretation of the ClimateQUAL® results are underway and include library-wide, unit level and other meetings and conversations. The attention and focus on diversity afforded by process has been very productive.