

# Indiana University Libraries Bloomington

## 2020 Diversity Report

*A documentation of efforts toward Diversity, Equity, and Inclusion from July 1, 2019 to June 30, 2020 as reported to the Office of Vice Provost for Diversity & Inclusion at Indiana University on January 29, 2021.*

---

IU Libraries wishes to acknowledge and honor the Miami, Delaware, Potawatomi, and Shawnee people, on whose ancestral homelands and resources Indiana University was built.

---

### INTRODUCTION

The Office of the Vice Provost for Diversity and Inclusion partners with campus leaders to create a more diverse, equitable, and inclusive campus. Annually this office requests each Indiana University Bloomington unit to report progress toward its individual diversity goals as mapped in unit-based diversity plans. At present, IU Libraries and its Diversity Committee are guided by a plan first established in 2016 and revised periodically. Work is now in progress toward a fresh document informed by library-wide conversation at all levels and based on the foundational values of IU Libraries.

#### **Diversity is a Foundational Value of IU Libraries:**

“IU Libraries esteems DIVERSITY of all kinds, building collections and collaborations to support students from diverse socio-economic backgrounds and foster a global, diverse, inclusive community of excellent students, scholars, and teachers. In addition, the Libraries commits to diversifying its own staff to reflect a diversity of perspectives and backgrounds.” —*excerpt, IU Libraries Strategic Plan 2016–2020*

### DIVERSITY LEADERSHIP AT IU LIBRARIES

Position	Name	Email	Phone	Direct report and brief description of portfolio
Associate Dean, Planning & Administration	Diane Dallis-Comentale	<a href="mailto:ddallis@indiana.edu">ddallis@indiana.edu</a>	(812) 855-5679	<ul style="list-style-type: none"><li>• Reports to Ruth Lilly Dean of University Libraries</li><li>• Oversees administration (HR, Finance, Communication, &amp; Assessment), oversees planning for construction and special projects</li></ul>

HR Director	Jennifer Chaffin	<a href="mailto:jlchaffi@indiana.edu">jlchaffi@indiana.edu</a>	(812) 856-5407	<ul style="list-style-type: none"> <li>• Reports to the Associate Dean, Planning &amp; Administration</li> <li>• Manages the HR function for IU Libraries</li> </ul>
Diversity Committee Co-Chair (2019-2021)	Rachael Cohen	<a href="mailto:rachcohe@indiana.edu">rachcohe@indiana.edu</a>	(812) 855-3725	<ul style="list-style-type: none"> <li>• For this committee, reports to the Ruth Lilly Dean of University Libraries</li> <li>• Leads the Libraries' Diversity Committee</li> </ul>
Diversity Committee Co-Chair (2020-2022)	Julie Hardesty	<a href="mailto:jlhardes@iu.edu">jlhardes@iu.edu</a>	(812) 855-3710	<ul style="list-style-type: none"> <li>• For this committee, reports to the Ruth Lilly Dean of University Libraries</li> <li>• Leads the Libraries' Diversity Committee</li> </ul>

**EMPLOYEE METRICS AT IU LIBRARIES**

“Simply cloning our current faculty under the pretense that this is the way to maintain quality is a narrow, unimaginative vision of the world that serves to reify the status quo and even invites a kind of stasis. This approach will ill suit the campus for the kind of 21<sup>st</sup>-century cultural literacy, institutional innovativeness, and societal leadership that a truly great university should aspire to model.” —*excerpt, Diversity Plan guidance by the Office of Vice Provost for Diversity & Inclusion at Indiana University Bloomington*

	American Indian/Alaska Native	Asian	Black/African American	Hispanic/Latino	NR-Alien	Two or More Races	White
<b>Grand Total</b>	0.37%	3.69%	2.95%	1.11%	0.74%	0.74%	90.41%
Faculty Administrative							100.00%
Faculty Non-Tenure					12.50%		87.50%
Faculty Tenure	1.52%	6.06%	7.58%	4.55%			80.30%
Staff Professional		5.05%	2.02%		1.01%	1.01%	90.91%
Staff Service			20.00%			20.00%	60.00%
Staff Support		1.14%					98.86%

IU Libraries race representation of faculty and staff, by category of employment type.

*Data snapshot taken October 2020 by the Office of Vice Provost for Diversity & Inclusion to represent reported race identity of IU Libraries faculty and staff. AR-Alien represents those who are not residents of the United States.*

	Female
<b>Grand Total</b>	73.42%
Faculty Administrative	100.00%
Faculty Non-Tenure	87.50%
Faculty Tenure	69.70%

IU Libraries faculty gender representation.

*Data snapshot taken October 2020 by the Office of Vice Provost for Diversity & Inclusion to represent reported gender identity of IU Libraries faculty.*

## **IU LIBRARIES ACTIVITY TOWARD DIVERSITY, EQUITY, AND INCLUSION, 2019–2020**

This section of the report will briefly narrate the work of the IU Libraries Diversity Committee, Libraries Human Resources, and Libraries Administration. The Diversity Committee is an administrative committee of IU Bloomington Libraries with shared oversight of the Libraries' Diversity Strategic Plan. The committee is charged to provide leadership and guidance to the Indiana University Libraries by promoting understanding in areas of diversity. The Committee serves as an advisory group to the Dean, Libraries Administration, and Libraries Human Resources by providing recommendations and planning on diversity programs and initiatives, staff and patron needs, and other concerns in the area of diversity. During the 2019–2020 fiscal year, the Diversity Committee usually met biweekly, either as a whole or in smaller subcommittees focused on topics such as *Hiring and Retention*; and *Engagement with Campus Partners*.

### ***Reported Initiatives***

#### **Wylie House Museum Offers Alternative Lens on History.**

Sponsored by the Arts & Humanities Council at Indiana University, *Call and Response: Creative Interpretations of Wylie House* held its opening on March 5, 2020, as part of Indiana Remixed, the Council's program celebrating the arts and ideas that shape Indiana today. The exhibition was a visible artistic extension of Wylie



House Museum's commitment to share the lesser-known histories of people associated with the 1835 Indiana home. In pursuit of narratives that tell all of our stories, the Wylie House Museum continued its interpretive journey through newly created pieces of art installed by eight professional Indiana artists. At the opening reception, Wylie House Director Carey Champion and Arts & Humanities Council Director Ed Comentale introduced the exhibition, and guests followed the artists through the house to hear in-depth commentary on each piece. Indiana University's Advanced Visualization Lab created a free virtual tour of the exhibition, which has allowed more individuals to experience the exhibition even as the museum remained closed in response to the ongoing pandemic.

## Addressing Bias in Systems the Libraries Control.

The IU Cataloging Congress, in partnership with the Council of Head Librarians, charged the Task Force for Mitigating Bias and Improving Inclusivity in IUCAT Metadata to address inclusiveness and diversity in the IU library catalog. Membership includes IU system-wide library representatives from cataloging/

• University students  
• College graduates  
• Formerly undocumented college graduates.

Subject headings Educational equalization--United States--Case studies.  
Discrimination in education--United States--Case studies.  
**Illegal aliens--United States--Case studies.**  
Illegal aliens--United States--Anecdotes.  
United States--Emigration and immigration.

Genre heading Electronic books.

ISBN 9781579223755 (cloth : alk. paper)  
1579223753 (cloth : alk. paper)  
9781579223762 (pbk. : alk. paper)  
1579223761 (pbk. : alk. paper)

**Holdings**

Library Blmgt - Herman B Wells Library  
Location World Wide Web

metadata, user experience, and technology departments as well as diversity groups within the libraries. The Task Force will evaluate challenges and impacts resulting from deviation from established Library of Congress (LC) subject headings and terms; and identify possible ways catalogers can use alternative local subject headings to replace LC-established subject headings that exhibit bias and do not reflect values of diversity, equity, and inclusion. One first step will be to follow in the footsteps of Dartmouth College's Change the Subject Project and conduct a case study to replace the established LC subject heading “Illegal aliens” and related terms with the local subject heading “Undocumented immigrants.”

## A Champion for Research Visibility.

In partnership with the Office of the Vice Provost for Faculty and Academic Affairs, the Office of the Vice Provost for Diversity and Inclusion, and the Center for Excellence for Women in Technology, IU Libraries co-hosted “Raise your Profile” in October 2019. The event offered an introduction to ways successful faculty and



researchers broaden the impact and awareness of their research. Organized by IU Libraries Associate Dean for Administration and Planning, Diane Dallis-Comentale (who also serves on the Center for Excellence for Women in Technology Advisory Board), the intent of the event was to raise the profile of women’s research at IU. She said, “There are many studies which have concluded that open access articles receive significantly more citations than non-open access

articles. This event empowered our female faculty, faculty of color, researchers, and scholars to take advantage of services the Libraries offer to raise the profile of their work.”

Topics included an overview of IU Libraries’ CV Service, use of Open Access Publishing, and demonstrated access to resources that successful faculty use to describe the impact of their work. Attendees also learned about immediate funding opportunities that support the publishing efforts of Indiana University faculty.

### **Responsive Purchasing Adds Best-selling Titles on Diversity Topics.**

In the summer of 2020, to assist instructors with the ability to incorporate relevant nonfiction bestsellers into their curriculum, IU Libraries identified five ebooks available for simultaneous access. These titles have been licensed to allow for 30 concurrent users at one time and can be used in whole or part by Bloomington instructors. Faculty use IUCAT links to add them to a syllabus without need for student purchase. Additionally, some physical copies of the books were purchased, including 40 new paperback copies of *How We Fight White Supremacy*, available through the Herman B Wells Library Scholars' Commons, or [Request Delivery](#).

### **Editing for Equity and Inclusion.**

The IU Libraries Wikipedia edit-a-thon series highlights and explains gaps in the online encyclopedia while training students, staff, and faculty as site editors. For example, in March 2019 (and again in 2020) Sarah Carter, art, architecture and design librarian, hosted an Art+Feminism



Wikipedia Edit-a-thon. In an IDS article, Carter said, “Typically, the articles written about male subjects in general tend to be longer than those written about females, say, of the same notoriety or in equivalent positions in the field. So there is just a lot more published information from which people can draw on to include in Wikipedia articles.” In the timeframe of the current Diversity Plan, IU Libraries and its libraries have hosted edit-a-thons focused on content related to Native American histories and people, Black History Month, and election history.

### **Learning from Each Other.**

In the previous fiscal year, the Libraries Diversity Committee and the Assessment Librarian developed a climate survey to better understand library staff perceptions of diversity, equity, and inclusion within the organization. A 65% response rate provided confidence in results, which were used to inform public-facing and organizational development programming beginning in fall of 2019. One of these was a series of workshops led by Dr. Carmen Henne-Ochoa, assistant dean for Diversity, Equity, and Inclusion in IU’s College of Arts and Sciences. Participating librarians, library staff, and IU Press staff covered topics such as: *Brave Conversations: Moving Beyond the Barriers*; *Cultivating Cultural Intelligence*; *Asking Tough Questions*; and *Allyship as a Verb*.

### **Rental Scooters and Accessibility Issues.**

As a host site for orientation, IU Libraries has a unique opportunity to influence incoming students. In the summer of 2019, large lobby digital screens were used to educate all visitors about scooter safety—in particular the dangers of abandoning rental scooters in front of curb cuts,



ramps, in the middle of sidewalks, or in spaces that block access to someone using an assistive device. A collaborative video project between the Diversity Committee and IU Public Safety visualized the issue while celebrating the positive outcome of “Hoosiers helping Hoosiers.” The physical spaces of IU Libraries are central to campus and central to learning. The Diversity Strategic Plan recognizes this by calling for effort toward “maintaining comfortable and collaborative spaces that respect individuals’ social, cultural, mental, and physical differences.”

### **Fall Faculty Newsletter Shares Libraries Content from Underrepresented Areas.**

IU Libraries used its traditional Fall Faculty Newsletter to focus on the resources at Indiana University offered in support of explorations into topics such as American slavery, systemic inequities, and other impacts of white supremacy. These materials can provide inspiring moments of learning when used as part of course curriculum, and an online LibGuide, linked and highlighted in the newsletter, provided faculty curated paths to materials available to all students.

## **Lilly Library Renovation Increases Accessible Access.**

The Lilly Library celebrated its 60<sup>th</sup> anniversary in October 2020 while undergoing a first time, transformative renovation to reimagine its footprint for today's modern scholars. In July 2020, major upgrades began to the 52,516 square-foot facility's mechanical systems, including HVAC, fire protection, and security systems



engineered to both protect and prolong the life of the Library's irreplaceable materials. At the same time, the transformative interior work was underway. A reimagining of space usage, including installation of a new elevator for access to all public floors, will take full advantage of efficiencies gained from replacing outdated systems. For the first time, a public elevator will allow upper and lower floor areas of the Lilly Library to be used by all students, researchers, and guests. Adding the necessary infrastructure in a 60-year old building has required adjustments on every level.

### ***Looking Forward***

## **IU LIBRARIES DIVERSITY, EQUITY, AND INCLUSION EFFORTS, 2020–2021**

The first and most significant outcome of the 2016 IU Libraries Diversity Strategic Plan was the relaunch of IU Libraries Diversity Committee. While IU Libraries had a committee focused on diversity for decades, the reconceived committee was charged with greater responsibility and increased support from Libraries' Administration. Over the course of four years, this six to eight-member committee connected with campus and national resources to engage in programming and practices toward climate evaluation and change within the Libraries.

In 2021, with the support of multiple subcommittees ensuring library-wide planning, a new Strategic Plan will describe the vision for diversity, equity, inclusion, and social justice efforts through a renewed and examined list of guiding policies and best practices, and metrics for implementation and accountability.