CREATING AND SUSTAINING A CULTURE OF INCLUSION - THE LEADER’S ROLE

Maggie Farrell, Beth McNeil, and Janice Welburn

CONNECT

- Connect with University
  - Map library priorities back to the university/college

- Educate
  - Create a learning environment
  - Build awareness of inclusiveness
  - Orient new employees
  - Refresh and update all employees
  - Create a framework that leads to action
  - Ensure library employees have an understanding of university goals
  - Create an understanding of how diversity improves library collections, services, and engagement
  - Create an understanding of the global future facing today’s students
  - Assess and reassess employee awareness and actions
  - Leadership team models

- Action
  - Find your library’s unique path through constant and varied strategies
  - Employee surveys such as climate and morale surveys
  - Develop employee shared values and statements
  - Periodic review of values and statements
  - Hire diverse students
  - Hire diverse librarians and staff
  - Participate in regional and national diversity efforts
  - Celebrate global holidays
  - Provide diverse programming
  - Host diverse speakers and authors
  - Host diverse film and documentary series
  - Provide diverse images within library facilities
  - Partner with community partners
  - Create hiring practices that support diversity
  - Build a network of peer institutions and programs

ISU adopted these Principles of Community

WHAT ARE YOUR IDEAS?

- What has worked for your library?
- What strategies have been productive?
- What strategies were not as productive?

Contacts

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RESEARCH POSTER PRESENTATION

- Connecting Strategic Themes at Marquette University
- A Culture of Inclusion
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