

PRINCIPLES OF ENGAGEMENT >>>>>>

SUSPEND

- **Judgement**
- **Denial**
- **Shame/Guilt**
- **Assumptions**
- **Distractions**
- **Interruptions**
- **Side conversations**
- **Titles**

EMBRACE

- Awareness towards **understanding**
- Leaning into discomfort
- Critical **self-reflection**
- Opportunities for cognitive dissonance
- Helping to create an **open & brave space**
- Opportunity to **learn** about identities & biases
- **Vulnerability**, willingness to "catch" each other
- Speak from "I" perspective (not for an entire group); Allow others to tell their own stories (check first)
- **Share air time** - if you've spoken twice in a row, allow others to speak first
- Staying in the moment

WHAT'S SAID IN HERE, STAYS HERE (BUT THE LEARNING LEAVES!)



@UNTIDEA



@unt_idea



@UNT_IDEA

Land Acknowledgement

The land acknowledgement is a formal statement that recognizes and respects Indigenous Peoples as traditional stewards of this land and the enduring relationship that exists between Indigenous Peoples and their traditional territories. To recognize the land is an expression of gratitude and appreciation to those whose territory we reside on, and a way of honoring the Indigenous people who have been living and working on the land from time immemorial. It is important to understand the long existing history that has brought us to reside on the land, and to seek to understand our place within that history. Land acknowledgements do not exist in a past tense, or historical context: colonialism is a current ongoing process, and we need to build our mindfulness of our present participation. It is also worth noting that acknowledging the land is Indigenous protocol. We would like to open our event today by acknowledging that the land on which we gather is the occupied/unceded/seized territory of the Wichita and Caddo Affiliated Tribes. These tribes have stewarded this land throughout the generations and we would like to pay our respects to elders, both past and present.

We also acknowledge that this country would not exist if it wasn't for the free, enslaved labor of Black people. We honor the legacy of the African diaspora and Black life, knowledge and skills stolen due to violence and white supremacy. While the movement for justice and liberation is building and we are witnessing the power of the people, many are still being met with violence and even being killed. Please join me in a moment of silence in honor of Black and Indigenous ancestors who have passed and who have paved the way for us.



2022 UNT EQUITY & DIVERSITY CONFERENCE
IDEAs for Change: History, Hope, & Progress
Presented by: 

EDI in Organizations: A Libraries' Perspective

Presented by:
Coby Condrey
Yvonne Dooley
Stacey Wolf
Kevin Yanowski



COBY

Good afternoon and welcome! Thank you for joining us today. We are grateful for this opportunity to represent the UNT Libraries and to share some of the work happening in the Libraries that supports equity, diversity, and inclusion.

Today's Program

- Introduction & Contributors
- Facts about UNT Libraries
- Grassroots Support for DEI: Council for Diversity & Inclusion
- Changing for the Better: Subject Heading Revision
- Reaching Out: Trans Accessible Libraries Initiative
- Services for All
- Other Activities Supporting DEI
- Audience Participation: Polls & Discussion



COBY

This is the content that we'll cover today. After setting the framework and introducing our contributors, the presentation will start with a description of the role of UNT Libraries generally. Then we'll hear about the Libraries' employee-driven committee on diversity and inclusion. After that we'll tell you about a project to make some catalog language more inclusive, and a grant project to provide content specific to our transgender population. Then the presentation will provide a sample of many other library-driven activities that keep diversity in mind. At a few points during the presentation, we'll ask you to respond to a poll. Then, for the last 20 minutes of our time together, we'll invite you to share experiences from your workplaces that pertain to the topics that audience members found most interesting.

Introduction & Contributors

- Our Goal: Sharing, Engaging, & Learning
- Our Aspiration: Inspiring & Collaborating

- Presenters:
Yvonne Dooley, Kevin Yanowski, Stacey Wolf, & Coby Condrey

- Contributors:
Marcia McIntosh, Joshua Sylve, Sian Brannon, Laurel Crawford,
Brea Henson, & Shaureece Park



COBY

Today's presentation grew out of a number of conversations across different divisions of the library. We knew that there were many diversity-related activities throughout the organization, and that this conference would be a great opportunity to showcase some of these efforts. However, we wish to be very clear that we are not experts on equity, diversity, and inclusion. When we identify an opportunity to improve things, we head that direction. The library employees are committed to supporting diversity and inclusion in our practices, be they hiring, or providing services, or furnishing research materials, or any other aspect of the many things that the people who make up the UNT Libraries do. We present a sampling of our diversity-related efforts with the hope that some of our initiatives could show other institutional units what can be done, and we also hope to engage you, our audience, in a discussion later in this session. We continue to seek creative approaches to promote diversity and inclusion, to solicit feedback for consideration, and to identify potential partners with whom we can collaborate on diversity and inclusion projects.

Speaking to you today in this session are four librarians:

Yvonne Dooley is the business librarian & copyright specialist in the Public Services Division at the University of North Texas Libraries. She currently serves as co-chair for the UNT

Libraries Council for Diversity & Inclusion and is an active member of the LGBT Faculty Network Planning Committee. Prior to coming to UNT in 2017 she was a business reference specialist and a copyright information specialist at the Library of Congress.

Kevin Yanowski is the head of Cataloging and Metadata Services in the Collection Management Division at the University of North Texas Libraries and has been working in libraries since 2015. When he is not untangling the quagmire of complicated record editing and cataloging instructions, his research interests include leadership in libraries and higher education, mentoring, cataloging unique collections, and how users interact with library catalogs.

Stacey Wolf is a cataloging and metadata librarian in the Collection Management Division at the University of North Texas Libraries. She specializes in batch editing e-resource records, catalog maintenance, authority control, and quietly performing miracles without fanfare to keep our catalog records in optimal condition.

I am Coby Condrey, and I am the collection development liaison librarian in the Collection Development Department at the University of North Texas Libraries. My position includes working with librarians, faculty, and library users to identify needs and to plan acquisitions of materials. I am currently the chair of the UNT Faculty Senate Committee on the Status of LGBTQ+ Faculty. Prior to joining UNT in 2012, I was the coordinator of print and electronic state publications acquisitions at the Texas State Library and Archives Commission in Austin, Texas.

This presentation is very much the product of many contributors. We acknowledge and most especially thank other library employees who supplied content for our sessions today: Marcia McIntosh, Digital Production Librarian and co-chair of the Library Council on Diversity and Inclusion; Joshua Sylve, Director of Marketing and Communication and former co-chair of the Council; Sian Brannon, Associate Dean of Collection Management and advocate for diversity and inclusion; Laurel Crawford, former Head of Collection Development and inaugurator of the library's first diversity interest group that eventually evolved into the Council; Brea Henson, Outreach and Instruction Librarian, Council member and lead liaison for the Help Yourself Campaign, and Shaureece Park, Director of Library Administrative Services and strong promoter of diversity and inclusion efforts library-wide.

Poll Question:

- When was the last time you visited a library (either in person or their online presence)?
 - In the last week
 - In the last month
 - In the last 6 months
 - In the last year
 - Over a year ago



COBY

Here's our first poll question. When was the last time you visited a library (either in person or their online presence)? In the last week, in the last month, in the last 6 months, in the last year, or over a year ago?

OK, let's give you a few more seconds to respond ... and here are the results. Great news! This audience loves its library. Yay!

Now, please welcome Kevin Yanowski as our next presenter.



University of North Texas Libraries

KEVIN

While many of you are familiar with libraries in general, I would like to take some time to highlight some of the specifics and cool stuff that the UNT Libraries has to offer.

UNT Libraries Locations & Services

- Main public service locations: Willis Library, Sycamore Library, Media Library (Chilton Hall), Discovery Park
- Public Services (service desks, AskUs, subject librarians, Interlibrary Loan & Document Delivery, stacks management)
- Special Libraries (Special Collections of archives & rare items, Music Library, Media Library, Discovery Park Library)
- Digital Libraries (the UNT Digital Library, website, search tools and interfaces)
- Collection Management (acquisitions and cataloging)
- Facilities (buildings, computing & tech support, maker-space)



KEVIN

We have four primary public services locations, Willis Library, Sycamore Library, the Media Library (in Chilton Hall), and the Discovery Park Library. We also have many smaller units and various types of services that work within the larger library system. There are our many public services, for example all of our service desks at each library as well as our subject librarians and Interlibrary Loan & Document Delivery services. We also have multiple special libraries that house unique collections like our Special Collections unit that keeps all our archives and rare items. Our Digital Library handles a lot of our digital content and website. The Collection Management division purchases, catalogs, and analyzes our collections. And our Facilities team maintains all of our buildings, technology support, maker-space, and remote storage facilities.

UNT Libraries Holdings

- Over 2 million print books, 46,000 print journals, 223,000 physical media
- Over 1 million e-books, 189,000 e-journals, 500 databases, 178,000 electronic media, and 1 million items in the UNT Digital Library
- Over 160 salaried Full Time Employees and 250 Graduate & Undergraduate student assistants
- Annual collection budget of \$857K for one-time and \$6.9 million for subscriptions



KEVIN

We have a very robust collection that specifically supports our students, faculty, and UNT community. We have almost 3 million print and electronic books as well as hundreds of thousands of print and online journals. On top of that we collect a lot of physical and electronic media including CDs, DVDs, video games, and board games.

We also have 160 full time employees and 250 undergraduate and graduate student assistants who make our library function.

Additionally, we have a collections budget that is close to 8 million dollars for both one-time purchases as well as ongoing subscriptions.

UNT Libraries Cool Stuff!

- Books
- Maps
- Journals
- Audiovisual resources (films, audiobooks)
- Video- and tabletop games
- Learning objects (anatomical models, chemistry kits)
- Government documents
- Music scores and recordings
- Calculators, headphones
- Laptops
- Makerspace tools (3-D printing, robots, sewing machines, etc.)



KEVIN

We do have some really cool types of materials we have available here in the library. From the typical books and journals, all the way to films and music recordings, video and tabletop games, calculators, laptops, 3-D printers, sewing machines, video game consoles, and even robots.

Poll Question:

- Has your department or organization developed its own EDI initiative or policy?
 - Yes
 - No
 - I don't know



KEVIN

Now, we would like to ask you all another poll question.

Has your department or organization developed its own EDI initiative or policy?

The answer choices are

- Yes
- No
- I don't know

***Vamp about results

***Introduce Yvonne

UNT Library Council for Diversity and Inclusion



Yvonne Dooly
(co-chair, Public Services)



Marcia McIntosh
(co-chair, Digital Libraries)



Emily Aiers
(Secretary, Public Services)



Shaunece Paris
(ex-officio, Administration)



Steven Guerrero
(Special Libraries)



Angela Whitfield
(Public Services)



Sian Brannon
(Administration, Collection Management)



Kevin Yanowski (Cataloging & Metadata Services)



Megan Gelmier
(External Relations)



Joshua Sykes
(External Relations)



Laurel Crawford
(Collection Management)



YVONNE

We're going to shift gears a bit and talk about our current council, pictured here. The UNT Library Council for Diversity and Inclusion, which I will refer to as LCDI through the rest of this presentation, grew out of an employee-driven interest group that wanted to focus on generating and sharing ideas related to improving diversity, equity, and inclusion, or DEI, on campus and within UNT Libraries. Initially, the interest group had no administrative mandate or charge and was allowed to freely discuss DEI issues without senior management present. After these initial conversations took place in late 2019 and early 2020, the idea of a formal council was suggested by UNT's Diversity & Inclusion office. Library interest group members embraced the idea and began work to form this new council. It was also decided that the new council would have a close relationship with library administration.

Next slide, please.

UNT Library Council for Diversity and Inclusion

- Established Summer 2020 with 11 founding members
 - Lead by 2 Co-Chairs, 1 Secretary, 1 Admin (Ex-Officio)
- Representative from UNT IDEA included
- Inclusion, Equity, and Community Building (IECB) training required
- Established Council format:
 - Meeting schedule
 - Guiding documents, and
 - Communication channels



YVONNE

In the summer of 2020, LCDI was officially created with eleven founding members of diverse backgrounds and representing all divisions and levels of responsibility within UNT Libraries. The inaugural council set up the groups structure, which included two co-chairs, a secretary, and one admin ex-officio member to lead the group. Initially, a representative from the IDEA Division also joined and attended meetings.

Inaugural council members were required to complete the Inclusion, Equity, and Community Building training offered by the Diversity and Inclusion office. This continues to be a requirement for new council members at the beginning of their term. Inaugural members were also asked to commit to a one or two-year appointment so that future appointments could be staggered, adding continuity for the group. Appointments terms are now for two years. In LCDI's first year, they drafted and finalized guiding documents, including a charter, values, and a set of action plans around priority areas.

The overarching purpose of the council is to serve as a formal mechanism to influence DEI initiatives across all aspects of the library. The council provides recommendations to our Library Deans' Council and works together with them on some initiatives. Today, LCDI benefits from the help of other consultants who kindly provide their expertise to advance library DEI work. The council meets on a monthly basis and smaller sub-groups, focusing on

priority areas, meet as needed.

Next slide, please.

UNT Library Council for Diversity and Inclusion: 2020 Libraries Climate Survey



YVONNE

In the fall of 2020, UNT Libraries administered a Climate Survey to all employees, including students, which was adapted from the broader UNT campus Climate Survey. The survey consisted of 20 statements on culture, respect, belonging and empowerment, hiring and recruitment, and supervision and leadership. Respondents indicated levels of agreement using a 10-point Likert scale. A total of 92 employees, including students, participated in the survey. Findings and statements from the survey were summarized in a document and disseminated to all library employees. LCDI reviewed the data and used it to develop a list of DEI initiatives to be established, supported, and coordinated throughout fiscal years 2021-2023.

The analysis of the survey data identified that, overwhelmingly, employees wanted a more diverse workforce. Thus, LCDI made the primary focus of its first year to increase and establish more equitable, inclusive, and accessible hiring practices. Second to hiring in the results was a desire for improvement in areas the council labeled "Culture & Environment" within the Libraries and "Communication & Awareness" about DEI topics.

Next slide, please.

UNT Library Council for Diversity and Inclusion: Other Activity

- LCDI events & activities:
 - Library-wide hiring discussion
 - Emoji Story screening & discussion
 - Neutrality in libraries discussion
- Publications developed by LCDI
- Professional development and networking opportunities



YVONNE

Through its first two councils, LCDI has been able to host engaging events, create DEI related publications, and begin important initiatives. Examples of these include:

- Helping to arrange the Library Deans Council+LCDI Library-wide Hiring Discussions
- Coordinating the Emoji Story film screening and Discussion
- Tabling at the UNT International Affairs, World Fair event
- Planning and hosting a library-wide discussion on the idea of Neutrality in libraries
- Developing a set of guides on Hiring for Faculty and Staff Diversity
- Creating a Web Presence for the Council on the UNT library website
- Creating Guidelines for Planning Accessible and Inclusive Events
- Creating and distributing a Student Employee Survey to obtain perspectives from student workers
- Developing a series of themed Library Social Mixers, and
- Starting a “Radical Candor” Book Club for ideas on improving library culture (end slide)

Poll Question:

- Where do subject headings in a library catalog come from?
 - Wikipedia
 - Crowd-sourcing
 - Library of Congress
 - American Library Association



YVONNE

Now, we would like to ask you all another poll question.

“Where do subject heading in a library catalog come from?”

Answer choices are Wikipedia, crowd-sourcing, Library of Congress, or the American Library Association

Changing for the Better: Subject Heading Revision

The Container, a play by Claire Bailey

Subjects: Human smuggling > Drama
Undocumented immigrants > Great Britain
Human smuggling
Undocumented immigrants
Great Britain



DIVISION OF INCLUSION,
DIVERSITY, EQUITY & ACCESS

Link to the catalog record:

<https://discover.library.unt.edu/catalog/b3475229>



2022 UNT EQUITY & DIVERSITY CONFERENCE
IDEAs for Change: History, Hope, & Progress
Presented by: 

KEVIN

Thanks Yvonne!

***Vamp About Poll Results

The Cataloging & Metadata Services Department initiated discussions to make a local change and remove an offensive subject heading from the catalog.

Up until very recently, the Library of Congress was still using the subject heading “Illegal Aliens.” As I will describe momentarily, we no longer wanted that heading to appear in our catalog and we took steps to change it locally. On this slide, there is a current example from our catalog where the old term was replaced with the new term “undocumented immigrants.” There is also a link to the record in our online catalog if you would like to look at it in more detail later.

Subject Heading Change – Part 1

- Researching history and other library's choices
- Proposing a local change and discussion
- Decision and implementation



KEVIN

The process of creating a local change in our catalog began with researching what other libraries had done.

The “illegal aliens” subject heading has been a know problem for quite a while, but officially changing headings is not a quite process. Therefore, other libraries had already started to make local changes to the terms in their catalog. One of the most well know examples was when a group of students from Dartmouth lobbied the Library of Congress and Congress itself to get the subject heading officially changed to “undocumented immigrants.” Their efforts were documented in the 2019 documentary “Change the Subject.” Their work inspired other libraries to locally change the subjects in their catalog and through our research, we found the majority agreed that “undocumented immigrants” was a good replacement term.

Once we completed our research, we drafted a proposal and took it our the Cataloging Workgroup which is a group of catalogers from the different units around the library who make cataloging decision for the library. This group only showed support of the change and discussed how best we could implement this on a large scale across the catalog.

We decided to work in the initial wide-spread update into another clean up project already underway and then it would be easier to catch any “illegal alien” subject headings as they came into the catalog (via newly cataloged materials) and simply change them at that time.

This change was widely supported by the entire library.

Subject Heading Change – Part 2

- Action by the Library of Congress
- Further discussion and recommendations
- Maintaining our original decision



KEVIN

However, not long after we decided to make our local change, the Library of Congress did act and decided to update the “illegal aliens” heading and make the replacement heading “noncitizens.”

This new heading was not widely liked by many in the library world. Most people still preferred the term “undocumented immigrants.” Because of this, CMS and the Cataloging Workgroup went to our Diversity Council as well as our Diversity Task Force on Cataloging and Metadata and asked for their opinions. The recommendation came back from the task force that we should not use the term “noncitizen” and keep our original local term “undocumented immigrant.”

This decision was again widely supported by the library at all levels and we continued to update our catalog records and only display the local subject heading

“undocumented immigrants.”

Local change is possible and it never hurts to start talking about change. You never know what might be achieved.

Also, if you ever run across any troubling or problematic terms in the our catalog, please reach out and we will see how we can continue to make the catalog more inclusive.

Poll Question:

- What was the last topic you researched for school, work, or personal interest? (short answer)



KEVIN

We now have another poll question for you, and this one is short answer.



Trans Accessible Libraries Initiative



COBY

Hello again. I'm Coby, and I had an opportunity to help with a project to address the information needs of the trans community at UNT. Here's what we did.

Trans Accessible Libraries Initiative

- Interdepartmental Collaboration
- Audience: Transgender and Gender Non-binary
- Goal: Remove Barriers, Provide Services and Collections
- Need Assessment
- Preliminary Action Plan



COBY

I have a colleague, Julie Leuzinger in Public Services, who is the subject librarian for women's and gender studies. She and I have worked on various projects in the past, and in 2020 she asked me if I would be interested in joining her on a project related to providing information to the transgender community on campus. Julie had noticed in various research articles that trans people did not perceive the library as a place to get information that was useful to them personally, and instead usually consulted its own ranks for a variety of information needs. Julie asked me to join her on this project for my experience with finding and acquiring appropriate materials, while she would develop ways to promote the materials as well as the services that she provides as a subject expert.

Our audience was the transgender and gender non-binary community. These individuals face some unique challenges in getting reliable information about their own community. Trans people are frequently lumped together in the acronym LGBTQ+, which tends to homogenize them in the minds of others, but their information needs can be significantly different than those of people who are lesbian, gay, or bisexual. Coming out, transitioning one's gender, and staying safe are just a few of the issues that are very different for transgender and non-binary people than for others in the LGBTQ+ group.

Our aim in this project was to remove known barriers to information access for transgender

people, to raise awareness of our services, to update our holdings with materials of particular interest to transgender library users, and to share our methods, actions, and activities with others in the library world.

Julie took the lead on needs assessment. She conducted a literature review, gathered data from other projects like a 2015 US Transgender Survey, and read studies on the information behaviors of transgender people and designing supportive services for them. Some of the salient points that she identified were that younger transgender people thought the library would not have current information for them, there were barriers related to being stigmatized for even investigating transgender issues, librarians needed to raise their awareness and sensitivity to this user group's needs, and the community needed to have better awareness of the range of reliable, scholarly material that could be pertinent to their lives as transgender people.

Once Julie had scoped out the needs, we developed a plan of action. We wanted to offer current literature and research related to health, legal matters, and political advocacy for transgender people. We would also ensure that the library was a welcoming place through non-discrimination policies and gender-neutral restrooms. And we would promote the library's offerings through an online guide and via collaborations with supportive faculty and the Pride Alliance.

Trans Accessible Libraries Initiative (cont.)

- Grant
- Collection Parameters & Assessment
- Selection Criteria
- User Feedback [!]
- Titles Added



COBY

The administration of the Libraries supports new initiatives via annual Dean's Innovation Grants. Julie and I applied for funding via the grant process, and we received approval to proceed. We named the project the Trans Accessible Libraries Initiative. Most of the budget went to buying books and developing a promotional card about the program to distribute at service desks and other locations.

For my first contribution to the project, I identified how the topic of transgenderism appeared in classification systems and subject headings. Older materials often fell under subjects that were no longer acceptable to current audiences; for example the subject transvestism once covered many transgender topics, but that is not the case today. The result of my investigation was a list of subject terms (older and newer ones) and target classification number ranges that could have information related to transgenderism. Once I had these data, I asked our colleague Karen Harker, the collection assessment librarian, to review the holdings in the UNT Libraries. Karen's thorough assessment confirmed our impressions; the collection was relatively small, aging, primarily in print format, and showing declining use over time. The collection assessment report, using circulation and interlibrary loan data, provided guidance on the areas where there was the highest potential to meet patron needs.

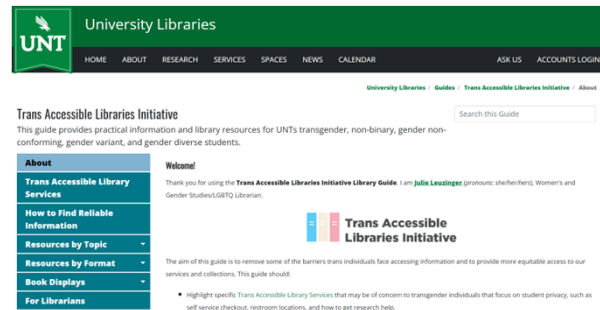
In addition to the target areas, I set some additional selection criteria. I wanted e-books so students could use them without having to visit the library or potentially out themselves to check one out. The titles should be published within the last ten years, in the English language, and written for an adult audience. I excluded books on teens, children, and the elderly since the audience was assumed to be young adults, and books that were on LGBTQ+ in general, as these tended to be too broad with little attention on the T. With these parameters, I then created a list from the Libraries' book identification tool, of 118 titles.

Julie and I deemed it critically important to know what materials would appeal to our transgender audience. Julie categorized the titles into classes of materials (social sciences, humanities, medical), created surveys, and then asked the Pride Alliance and select faculty to distribute anonymous surveys to transgender students. After gathering the results I selected materials within the budget constraints that the respondents indicated were of interest. We noted that the respondents showed no desire to read memoirs of transgender individuals but were highly interested in books on the medical aspects of transitioning gender.

In total, I selected about 40 titles to purchase outright and another 70 to add to the catalog as rent-to-own titles. Our rent-to-own titles have no immediate upfront cost and are purchased on the third use, so I believed it would be reasonable to make the extra titles available for patrons to find and if used would fit within the rent-to-own program's overall mission and budget.

Trans Accessible Libraries Initiative (cont.)

- Promotion: Online Guide
- Outreach
- Follow-Up Assessment
- Anecdotal Feedback [!]
- Lessons Learned, Future Efforts



COBY

As I worked on acquiring the selected titles, Julie developed the initiatives outreach efforts. First and foremost, she created a guide targeted to the trans community: <https://guides.library.unt.edu/trans>. She used her earlier needs assessment to highlight specific things in the library that would help trans users feel welcome, such as the privacy of using e-books, the library's use of a patron's chosen name, a self-check-out machine for print materials, online research help, and the availability of gender-neutral restrooms. The guide also promotes information literacy to encourage users to examine their sources; while talking to friends and community members may be good for social aspects of trans life, other issues like medical concerns should come from trusted sources that have been vetted for reliability. The guide directs attention to the categories of e-books we now offer as well as other material formats like databases, films, graphic novels, government information, journals, primary source collections, and datasets. The guide also has a section for librarians that documents our methods; we hope this information will help other libraries engage in similar efforts.

Due to the COVID shutdown, the plans for outreach had to be adjusted. Julie created two virtual book displays, issued social media posts drawing attention to the guide, and worked with our External Relations depart to create the graphic with the colors of the trans

community flag and a promotional card. The cards went to the services desks in the library, and once people returned to campus to the offices of the Pride Alliance and the Women's and Gender Studies program.

In December 2021 we asked Karen Harker to assess the trans collection again. Her follow-up assessment for the period September 2020 to August 2021 indicated the initiative had very positive results: 52% of the titles added had been used at least once, two titles in the rent-to-own group had received sufficient usage to trigger their purchase for permanent ownership, and the new additions were used significantly more than the legacy titles in the collection.

While we did not request survey feedback from any users after the main objectives were complete, Julie did state on the guide that users were welcome to provide feedback directly to her via e-mail. She received four messages, which alone indicates a strong resonance within this community as most library users would not usually write to a librarian on their own accord about these matters. Two of the messages stated in essence that the readers were happy to themselves in the books they found in the collection. Another message expressed gratitude for the work we were doing to raise awareness of and within the trans community. The last message I'll quote for you: "I was recently admitted into the Toulouse Graduate School College [...] for Fall 2022. As a student, I really appreciate the effort UNT has put into creating a diverse and inclusive atmosphere, and your work specifically has helped me to fall in love with the university as a whole. I am so eager to attend a university with a bustling LGBTQ studies collection, Archive, and Trans Accessible Libraries Initiative." We were gratified by this testimonial and were pleased that our efforts helped persuade a potential student to select UNT to embark on her or his graduate program.

We concluded the project by reflecting on the development of the initiative and then making recommendations for best practices. These include conducting a needs assessment of the trans community to ensure the library is providing what the user perceives to be important; developing relationships with the trans community and allies (including faculty) as a means to establish communications with a group of people who can be somewhat hidden and sometimes reluctant to be visible on the campus; communicating frequently with the community to raise awareness and solicit feedback; following up on recommendations and suggestions when possible; being prepared to hear feedback that may indicate the library is not meeting the information needs of the group; and determining from the outset how to assess the initiative's success.

Our future efforts include plans to make further presentations at conferences and to publish an article on the project. Julie will continue to monitor the collection and request additional titles for it as all subject librarians do for their areas, and she will continue to update the guide, consult with faculty and student on needs, and promote awareness as opportunities arise.

Now we'll return to Yvonne for more on the diversity efforts of the Public Services division.

UNT Libraries Public Services DEI Initiatives

- Rotating book displays on DEI related topics
- Heritage month displays in collaboration w/MC & other groups
- “Creating Accessible LibGuides” project
- Help Yourself Campaign (HYC) initiative
- Services for Persons with Disabilities



YVONNE

The UNT Libraries Public Services Division has, in the past and will continue into the future, to take on initiatives that support diversity, equity and inclusion, or DEI. In the Willis Library, for example, we have rotating book displays featuring DEI related topics and commemorating Heritage months. As the division becomes aware of special needs within the UNT community, efforts are made to establish initiatives to help address those needs. Examples include our "Creating Accessible LibGuides" project that addresses best practices in guide design, accessibility, and instruction through continuous evaluation, our Help Yourself Campaign that connects students with library and University resources that may be difficult or stressful to discuss openly, and our "Services for Persons with Disabilities" that highlights library facilities, adaptive equipment, special software, and services for this unique population.

Next slide, please.

UNT Libraries Public Services DEI Initiatives

- Support of Neurodiverse Students and Employees
- Student retention initiatives w/MARTIAL Eagles, Early Start & Summer Scholars
- Accessibility of Electronic Course Reserves
- Human Library event, in collaboration with Multicultural Center
- DEI training promoted and supported across the division



YVONNE

Other initiatives that Public Services undertakes is our "Support of Neurodiverse Students and Employees at UNT." This involves our Science Librarian serving on UNT's Neurodiversity Initiative Advisory Committee and acting as a co-facilitator of a weekly online chat peer support group for neurodiverse students. Our "Student Retention Initiatives" involve our Sociology/First Year Experience Librarian assisting with programs such as MARTIAL Eagles, Early Start, Summer Scholars and other emerging efforts. Our "Accessibility of Electronic Course Reserves" initiative ensures electronic versions of articles, book chapters, and other portions of works are accessible to visually impaired students. In addition, we collaborate with the Multicultural Center in offering the annual Human Library event and coordinate, promote, and support DEI training across the division and library as a whole.

Next slide, please.

Library Resources Guides by Librarians (LibGuides)

- [Library Council on Diversity and Inclusion Library Guide](#)
- [Diversity & Inclusion Library Guide](#)
- [Multicultural Center Library Guide](#)
- [Help Yourself Campaign Library Guide](#)



YVONNE

Finally, Public Service librarians create online guides that compile library resources in support of many DEI related initiatives. These guides also promote related student services available at UNT, such as those provided by the Office of Disability Access, Diversity & Inclusion, the Multicultural Center, and Pride Alliance. A few examples of those guides are shown here. (end slide)

Poll Question:

- What can you check out from the UNT Libraries?
 - Books
 - Journals
 - Movies
 - Video games
 - Calculators
 - Laptops
 - Sensory kit
 - All of the above



YVONNE

We now have another poll question for you. "What can you check out from the UNT Libraries?"


Answer options are:

- Books
- Journals
- Movies
- Video games
- Calculators
- Laptops
- Sensory kit
- All of the above


(Results shared)

And now, please welcome Stacy Wolfe.


Accessibility



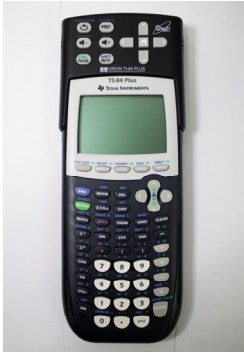
Assistive Listening Device




Xbox Adaptive Controller




Sensory Kit




Talking Graphing Calculator




C-Pen



DIVISION OF INCLUSION,
DIVERSITY, EQUITY & ACCESS



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STACY

Established Dean's Accessibility Grants to provide funding for research and projects that support making collections, services, and facilities more accessible to the UNT community.

<https://guides.library.unt.edu/c.php?g=1187058&p=8681983>

- Accessibility equipment
- Xbox adaptive controller
- C-pen
- Talking calculators
- Sensory kit
- Assistive listening device

<https://library.unt.edu/services/persons-with-disabilities/>

TOPAZ Desktop Magnifier The TOPAZ Desktop Video Magnifier makes seeing printed type, pictures, handwriting and small details easier. Place a letter or picture on the moveable reading table, and adjust the magnification level and the display colors to work best for your eyesight. The document displays in large size on the screen.

Kurzweil 3000

The Kurzweil 3000 provides literacy support with built-in tools for reading, writing, and study skills to help students become independent learners.

Perkins Brailer

The Perkins Brailer is available for use by visually impaired patrons.

Installed accessibility software such as JAWS and Magic on all machines for individuals with visual impairment.

The UNT Libraries' Accessibility Committee

Portal to Texas History Accessibility

- Item Organization and Features
- Page Structure
- Text Alternatives & Audio/Video-Specific Information



STACY

- Item Organization and Features

Items follow predictable patterns of organization

Images that represent content with text may be searchable. When viewing a page or sequence that contains your search terms we attempt to highlight those terms on the images by overlaying a yellow box. The color of this overlay can be changed. Most image-based items include a full screen magnification tool which allows you to zoom in on the finest details.

- Page Structure

Most pages on this site follow a consistent organizational pattern.

To the best of our ability we have attempted to make the site navigable using only the keyboard, though we are always seeking to improve this experience for you.

- Text Alternatives & Audio/Video-Specific Information

Images derived from text-based sources (like newspapers, books, etc.) will often include a link to the automatically extracted text derived from optical character recognition software.

We are in the process of adding captions to our audio and video recordings. If the

item you need is not captioned yet, click the “Request Captioning” link in the left sidebar of the descriptive item record.

Though limited in number, some videos do have related scripts that may contain a transcript of the spoken dialog.

Texas Digital Newspaper Program and Rescuing Texas History

All images come from the Portal to Texas History, <https://texashistory.unt.edu>

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The Rescuing Texas History (RTH) program is over a decade old and provides digitization services to organizations and collectors who are interested in making their collections available through the Portal. A collaboration between the Digital Libraries and the External Relations division, we actively recruit organizations to apply and try to include as many diverse organizations as possible. This program has allowed us to expand the number of collections in areas such as the Latinx communities and the African American experience in Texas.

The Texas Digital Newspaper Program (TDNP) works with partners from across the state and the U.S. to build access to a variety of newspaper collections, representing diverse communities and voices over time. These include, but are not limited to:

- Texas Borderlands Newspaper Collection, 1859-2012
- The African American Newspaper Collection, 1859-1928
- The San Antonio Register, 1931-2000
- La Prensa, 1913-1923
- Nuestra Voz, 2013-2019
- The Texas Jewish Post, 1950-2011
- The Jewish Herald, 1908-1949, 1942-1974, 2008-2014
- The Southwest Chinese Journal, 1976-1985

- The Texas Catholic Newspaper Collection, 1888-2019
- The Dallas Voice, 1984-2019

UNT Libraries' Research Fellowships

- From Round-Up to Trails End: Enslaved and Free Black Cowboys in Texas from 1840 to 1885
- A Queer History of Dallas: The Formation, Development, and Integration of Big D's LGBT Community, 1965-2005
- Trails of Tears and Freedom: Slavery, Migration, and Emancipation in the Southwest Borderlands, 1830-1887



STACY

Each year, Portal to Texas History Research Fellowship stipends are awarded to support research using the Portal's resources. We specifically target Historically Black Colleges and Universities both in Texas and across the US with a goal of increasing the diversity of our applicants. This program has been successful in supporting research and researchers that study and represent diverse communities.

<https://library.unt.edu/research-fellowships/>

Poll Question:

- What is the first word you think of when someone mentions *archives*? (short answer)

Special Collections



Special Collections department holds one of the largest archives of Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) materials in the United States. The collection is on-going, with a targeted interest in documenting underrepresented voices within the LGBTQ community. Items from the collection are displayed in an annual Pride Month exhibit at Dallas City Hall and Special Collections has participated in outreach events such as PriDenton and the TWU Drag Show.

The Texas Black Academy of Arts and Letters (TBAAL) collection comprises 247 boxes of archival documents, video and photographs documenting the history and activities of the Dallas-based arts organization. TBAAL was founded in 1977 by Curtis King, as an outgrowth of the New York City based Black Academy of Arts and Letters, with a mission to create and enhance an awareness and understanding of artistic, cultural, and aesthetic differences utilizing the framework of African, African American, and Caribbean Arts and Letters.

internal accessibility grant to perform research for a pilot project exploring how to translate and host bilingual versions (Spanish and English) of finding aids, digital exhibits, and metadata.

highlights materials created by underrepresented groups in exhibits, including Raíces: Raza History at UNT, Women in the Archives, and Threads of Remembrance.

Cultivating a DEI mind frame (Administrative Support)



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"[M101 - The Pinwheel Galaxy](#)" by [Jared Smith](#) is marked
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- Allowed time for participation in programs offered by UNT's Division of Inclusion, Diversity, Equity and Access (IDEA), such as Unlikely Allies in the Academy, the Equity and Diversity Conference, or the Inclusion, Equity, and Community Building Series
- Provided dedicated work of a Diversity Fellow to the UNT Division of Inclusion, Diversity, Equity, and Access (IDEA).
- Providing space for Unlikely Allies meetings and Male Alliance for a Rigorous, Transformative and Interdisciplinary Approach to Learning (MARTIAL Eagles) study sessions

Poll Question:

- Have you hired someone in the last year or will hire someone in the next few months? (Select all that apply)
 - Yes, in the last year
 - Yes, in the next few months
 - No, haven't hired anyone lately, nor plan to

Hiring overhaul

- Search committee training mandate
- Unconscious bias awareness
- Job descriptions and posting redesigned to be more inclusive
- Salary or salary range listed on the posting
- Casting a wider net when sourcing candidates



- Hiring for diversity is hiring **based on merit** with the goal of increasing the diversity of candidate pools. Diverse hiring practices also help identify and remove potential biases in sourcing, screening, and shortlisting candidates that may be inadvertently eliminating qualified, diverse candidates. A diverse pool of qualified applicants increases the likelihood that the committee selects the person with the best skillset.
- Create a diverse selection committee that keeps EDI on the radar and outlines **required [Faculty Search Committee Training](#) for all selection committee members once annually.**
- All committee members should be mindful of [unconscious bias](#).
- Design a more inclusive job description and posting by including the Libraries and unit descriptions, diversity statement & [Faculty and Staff Benefits Guide](#).
- Inclusive postings are mindful of the impact of minimum and preferred qualifications and decreases biased language in the posting by using a [gender](#)

[decoder](#) and other resources.

- Cast a wide net when sourcing candidates. The hiring manager (position's supervisor) and AD recommend places to post the job with input from committee chair. Admin Office makes the final decision. Several resources are outlined for places to post jobs including: [list of HBCU's](#), [library job posting sites](#), [Vocational Rehabilitation \(Texas\)](#), [Workforce Recruitment Program \(WRP\)](#), and [Employer Assistance and Resource Network \(EARN\)](#). Selection committees should be asked to identify additional listservs, email groups, or other venues

Hiring overhaul

- Ensure objectivity by creating templates for
 - Candidate selection matrix
 - Phone screen template
 - Interview guides
- Interview questions related to success of the position
- Ensure inclusive interviewing



- Ensure objectivity in application review. Before reviewing applicants, define what will make the candidate successful and develop the interview questions (with evaluation criteria) based on that. Use the [candidate selection matrix](#) to help evaluate the candidates objectively
- [Phone screen templates](#) and [Interview guides](#) that contain questions, criteria for evaluation, and scoring should be used by the selection committee as a template. All candidates should be asked the same questions, but follow-up questions for clarity are appropriate.
- Interview questions as with all other evaluation criteria must be demonstrably related to success in the position
- Ensure inclusive interviewing. Diverse candidates mean diverse needs and preferences.
- Candidates should be evaluated on their holistic presentation as a candidate and not on any one attribute. Avoid using “fit” and in place of “professionalism” use

competencies like “collaboration” and others to evaluate those qualities of the candidate. Both of these can be harbingers for a “like me/us” bias.

Recap

- We are Allies
- We are Inclusive
- We are Learning
- We are Grateful. Thank You!
- Next Up: Discussion



COBY

That concludes our sampling of recent ways that the UNT Libraries are working toward the promotion of diversity, equity, and inclusion. There are other initiatives that we could not discuss due to time limitations, and our conversations and plans related to diversity are ongoing. Again, while we claim no authority regarding diversity, we do hope that our proactive engagement with the issues is contributing to a campus climate that is more welcoming to people of all types. We encourage our library users to consider us allies in the development of an academic community that is representative of every constituent of our students, faculty, and staff.

We also strive to be inclusive: to ensure all voices are represented in our collections, to provide space for all abilities and opinions, even when the ideas are not ones with which we personally agree. We know that a wide range thought, tastes, beliefs, backgrounds, and experiences make academic pursuits more enjoyable and more fulfilling. The UNT Libraries wish to facilitate the sharing of ideas and experiences so that all campus community members can learn and grow, and ideally to appreciate each person's unique contributions to the development of a better academic environment for everyone.

We admittedly don't have all the answers. We are still learning how to promote diversity, to

be inclusive, to act from an equity mindset. If you have ideas to share with us about how the Libraries could do things better, or if you see an opportunity for us to collaborate with you on your journey along this path, please reach out to us. We welcome the chance to build new relationships and to share knowledge and skills reciprocally.

Finally, we are grateful for many things. It is an honor to be included in this conference. We are thankful for your attendance and participation during this session. We are fortunate to have the support of the administration of the University and of the Libraries for diversity-related endeavors. For all of these benefits and privileges, on behalf of the presenters I extend our heartfelt gratitude. Thank you, very much.

Now, we have one last poll for you, and once we have those results we'll open up the floor for discussion.

Discussion topics:

Which topic(s) would you like to discuss more about? (Select all that apply)

- Should the library be neutral? / What is the role of the library?
- Hiring practices
- Language in the catalog
- Collection development
- Accessibility
- Grassroots efforts and administrative support



COBY

Which topic(s) would you like to talk more about? You can select multiple answers if you like.

- * Should the library be neutral, or more broadly what is the role of the library in providing information?
- * Hiring practices
- * Language in the catalog
- * Collection development (or acquisitions)
- * Accessibility in the library
- * Grassroots efforts and administrative support for DEI

ALL (for the discussion)



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Presented by:  **Fidelity**
INVESTMENTS

Thank you for participating!

Please complete the conference survey.

