

**University of Tennessee Libraries
Diversity Committee
Annual Report
2006-2007**

Purpose and Organization

The 2006-2007 UT Libraries' Diversity Committee consisted of nineteen library staff and faculty members from across the organization. In its sixth year, the Committee continued to endorse a broad definition of diversity and provide programs and resources that enhance knowledge of and encourage understanding of diversity, both within Libraries and in the UT campus community.

Below is a summary of Diversity Committee activities and accomplishments, based on the Committee's goals for 2006-2007, and for the period July 1, 2006-June 30, 2007.

LIBRARY STAFF ENRICHMENT

Provide a welcoming, supportive, and inclusive work environment for library staff by sponsoring educational and training opportunities and other activities.

- *Provide opportunities for social interaction and communication.*
- **Holiday Party, December 15, 2006:** The Committee helped with the set up and cleanup of the December Holiday Party. A collection drive for telephone cards, clothes, and toys for the Ronald McDonald House was initiated throughout December, but the effort peaked in conjunction with the party.
- *Continue to sponsor the Libraries' recognition program for library student workers.*
- **5th Annual Student Appreciation Celebration, March 28, 2007:** The Committee hosted the fifth annual Student Recognition Celebration, themed "Students are the 'Luck' of the Libraries". Student workers who had worked at the Libraries for two or more years received special recognition with a certificate presented by the Dean and a book plated in their honor. The Dean with certificate presentations also honored members of the Dean's Student Advisory Committee.
- *Create opportunities for staff to learn about diversity-related issues and topics using a cultural enrichment discussion series. Encourage exploration and tolerance of individual differences and promote openness to learning from others.*

The Committee continued its "Let's Talk About It" series with the following installments from the fall of 2006 through the summer of 2007:

- **"The Amazing J. Lawrence Cook of Tennessee"**, March 13, 2007: Alan Wallace from Reference and Instructional Services presented a multi-media discussion of the great Athens, Tennessee musician and influence on our culture – J. Lawrence Cook.
- **"Tour to China"**, April 25, 2007: Technical Services & Digital Access head Joanne Deekon shared cultural details of her trip to China. Included in her presentation were the many photos of cultural sights from different regions and an array of items of interest she brought back from her trip.
- **"Return From TLA"**, May 2, 2007: Library staff and faculty members that participated in the TLA trip shared their experiences with their co-workers and what they learned from those experiences.
- **"Memories of Poland"**, May 24, 2007: Wanda Rosinski from Cataloging offered an overview of the history of Poland and insights of her youth growing up there. She shared memories brought from her homeland and talked of the culture, language, customs, and traditions of Poland.
- **"Travel Vicariously...to Scotland"**, July 31, 2007: Music Library & Media Center's Pauline Bayne provided a whirlwind tour of Scotland through her multi-media presentation based upon her recent vacation there.
- **"Travel Vicariously... to Barbados and India"**, August 9, 2007: Library Dean Barbara Dewey shared her experiences through her multi-media presentation of her and her sister's search for family history in Barbados. She also included her insights from the off-season visit she and her husband completed to accompany their son from India back to the United States.

OUTREACH & COLLABORATION

Provide educational opportunities by creating collaborations within the Libraries and throughout the University.

- **Support and contribute to the University's Quality Enhancement Plan: The International and Intercultural Awareness Initiative.**
- **Diversity Survey:** Committee supports re-issuing the survey to update the results. It is felt that there is a need to compare the initial results with updated results to see how far the library has come to achieve its initiatives in helping patrons.
- **Develop and strengthen partnerships with diversity-related groups and programs on campus.**
- Collaborated with Disability Services Office to complete the Culture Corner including their help with selecting the theme, categories within the theme, and books and providing handouts.

Comment [KB1]: You should remove this one – since nothing was actually done.

Add: Members of Committee worked on Libraries' Diversity Plan which was named a Best Practice plan – may need to recheck the wording on this (Best Practice, or Best Plan, can't remember).

Also add that members of committee were also on the Libraries' QEP Committee. Check with Jane Row for official list and official name of the Committee. Include their trip to the Highland Center if possible.

- Kawanna Bright involved in conjunction with the "Ready For The World" event "International Focus Tour of the Library" held August 30, 2006 in Hodges Library where resources were offered for library use as well as communication needs of students for staying connected with their home countries.
- ***Continue to develop library resource guides on diversity topics and themes.***
- **Black History Video/DVD Bibliography:** A diversity resource guide listing the videos and DVDs available in the UT Libraries' collections was created. The guide divided into a number of categories, including Art & Theatre, Military & War, and Race Relations & Racism.
- ***Continue to develop the Libraries' Culture Corner as a way to promote the Libraries' rich and diverse collections.***

The Committee continued to offer many and varied themes in the Corner during the fall, spring and summer semesters.

- **Summer 2006:** The Committee featured the Culture of the Caribbean including information on the people, places, and things that make the area so diverse. The Corner was featured on the University of Tennessee's "Current Students" page during the summer.
- **Fall 2006:** For Fall the Committee featured the Life of the Mind: Hope and Other Dangerous Pursuits. This is an on-going series that explores a different topic within the subject area each fall, and started in 2003.
- **Spring 2007:** The Spring Corner concentrated on the theme of Appalachia: the Cherokee. For thousands of years the Cherokee have inhabited the area we now know as Tennessee and thus have left us a rich legacy of cultural diversity, traditions and heritage to borrow from.
- **Summer 2007:** The Committee offered Disability Awareness as the theme for the summer Cultural Corner. This was to raise awareness to the needs and desires of a sometimes 'hidden' segment of our population, and to offer support to those who have been labeled 'handicapped'.
- ***Utilize various publicity venues to share the Libraries' diversity initiatives, educate and communicate.***
 - **International Festival, April 20, 2007:** The Committee hosted a table at the 2007 festival where they invited attendees to enjoy free cookies and candy while learning about the Committee's activities and library services related to diversity. Attendees were also invited to place a pin on a large world map to indicate their hometown.
 - **Libraries' Welcome Back Table, August 21 - 22, 2006:** The Committee hosted a Welcome Back Table for the UT students on the two days before

Comment [KB2]: Move to outreach.

classes began for the fall semester. Members of the Committee and others in the Libraries volunteered to staff the table, which offered students information on the Libraries' services and also gave them a chance to enter a drawing for bookstore gift certificates.

- **Trunk or Treat- October 31, 2006:** Committee members Rita Smith, Sara Green, Thura Mack, LaVerne Gray, Mark Punte, Teresa Walker, Kawanna Bright, and Molly Royse along with student worker Delphine McClelland, decorated Kawanna's trunk on Circle Park in conjunction with the many other vehicles participating there to give out candy to children for the holiday. Kawanna and Mark were both quoted by the Beacon following the event.

Comment [KB3]: Not sure if this is the right place for it but considered it as good as any.

- ***In conjunction with Black History Month:***
- **Martin Luther King Jr. Day Celebration**, February 19, 2007: A trilogy of films were shown that included titles: "Martin Luther King: I Have A Dream", "Legacy Of A Dream", and "Martin Luther King: The Legacy".
- **Martin Luther King Jr. Day Celebration**, February 27, 2007: The film "Unchained Memories: Readings From the Slave Narratives" was shown.
- ***In conjunction with Women's History Month:***
- In celebration of Women's History Month, the Committee sponsored showings of 4 films/documentaries: "Hearts and Hands: The Influence of Women & Quilts on American Society" on March 6, 2007; "Iron Jawed Angels" on March 8, 2007; and "The Quiltmakers of Gee's Bend" and "The Quilts of Gee's Bend" on March 20, 2007.

PROFESSIONAL DEVELOPMENT

Participate in professional development activities to educate Committee members as well as share the Libraries' diversity initiatives with the library profession.

- ***Explore ways to educate ourselves as Committee members, taking advantage of educational opportunities on campus and in the community.***
- ***Attend and participate in conferences such as the Tennessee Library Association conference and the Association of College & Research Libraries national conference.***
- **TLA Poster Session:** "Diversity Activities at the UT Libraries", Jeff French presented a poster session at the 2007 TLA meeting held April 18-20, 2007.
- ***Share with the library profession via publication.***

RECRUITMENT

Assist the Libraries and the library profession in recruiting and retaining a diverse workforce.

- *Continue to participate in the administration of the Libraries' Minority Librarian Residency Program.*
- **Summer 2007:** A new group of interviewees are being accepted for the next 2-year 'leg' of this program that will be chosen with input from the Diversity Committee.
- *Further explore collaborations and partnerships with UT's School of Information Sciences.*
- *Assist search committees in the recruitment of a diverse pool of applicants for positions at the UT Libraries.*

Members of the Committee served on various search committees, contributed suggestions on how to locate diverse applicants, and posted Library positions to diverse listservs, such as Diversity-L and DINE.

- *Promote awareness of the non-discrimination clause and other UT policies and procedures that may affect the recruitment of a diverse university community.*

Conclusion

The Diversity Committee for 2006-2007 remained committed to the goals as set forth by the dean of university libraries and committee members. As part of that commitment members participated in activities throughout the year to promote diversity within the library system as well as the local community. The Committee will continue into the new physical year striving to further promote and support diversity within the library system as well as within our local community while devoting ourselves to the amelioration and fulfillment of our goals.

Submitted by Sara Green, Co-Chair
UT Libraries' Diversity Committee
07/08