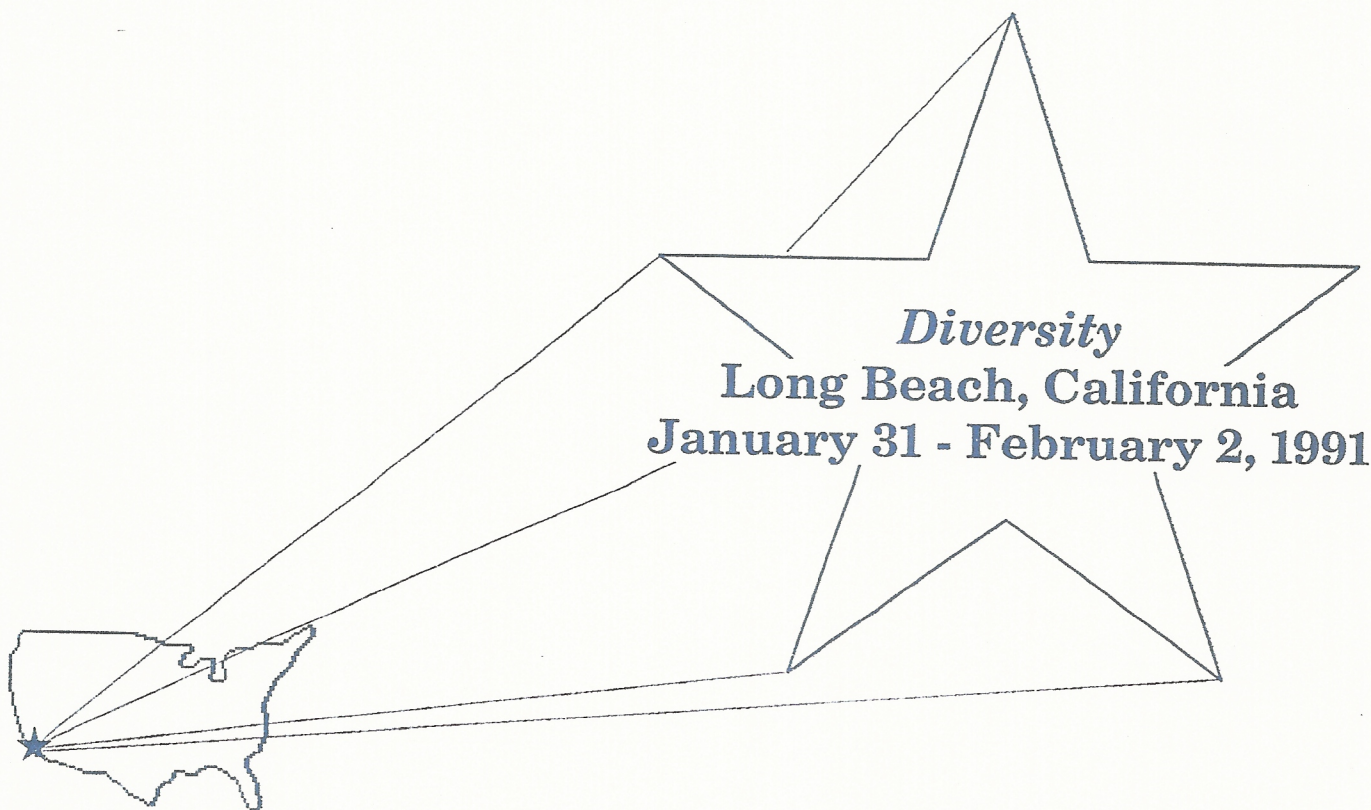


Proceedings

The Freshman Year **EXPERIENCE**

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The University of Michigan

Ann Arbor, Michigan 48109

Promoting Diversity: A Library's Campus Role

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Institutional and interpersonal racism are still common in our society today, which is reflected on our college campuses. Even before a University-wide mandate was issued by Michigan's President to diversify the campus, the University of Michigan's University Library undertook a leadership role in developing staff programs and user services to promote diversity within the library and throughout the campus. In an attempt to put principles into action, the library has developed a range of programs and services to combat racism at many levels, both internally with staff development programs, as well as externally with exhibits, services and collections. Internally the library has sponsored a series of workshops, discussion groups and film discussions designed to promote and encourage diversity amongst staff. These programs were designed so that they are easily duplicated by other libraries across the country, as well as other units campus-wide. Externally, the library has funded a new Diversity Librarian whose job includes supporting minority faculty research, campus-wide programming and collection development in ethnic studies. Also, the library has planned and conducted University convocations, supported an undergraduate minority retention program, emphasized the selection of minority related materials, and much more.

This presentation will illustrate a variety of internal and external programs that help our unit maintain a diverse workplace and help departmental staff better serve a multicultural university community. Staff member reactions to these programs will be included.



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