

1/17/95

Presentation to Library Teams by Diversity Council
1-95

Introduction:

Members of the Diversity Council are:

- Louise Greenfield
- Mimi Hernandez
- Ron Cormie
- Jean Colton
- Libby Hilmar
- Bob Diaz
- Theresa Salazar
- Chris Kollen
- Kathy Wirtz
- Ditas Reitz

Mission, Charge:

University of Arizona Library Mission Statement:

The University of Arizona Library has a dual dimension: 1) it is an institution whose function is to collect and provide access to information and ideas that have derived from varied intellectual traditions representing people and cultures over many centuries 2) it is a community of people, a microcosm of the University community, which seeks to represent the richness of human diversity and to integrate and promote this pluralism. Through its collections and services, the Library seeks to be a model of and a model for this intellectual and social diversity. Our vision for diversity represents a new effort to move beyond statements of concern to plans for action which will encourage diversity among our patrons and staff as well as our collections and services. The University of Arizona Library guarantees students, scholars, and staff equitable access to its resources, and for employees, equal access for advancement, without regard to their race, color creed, religion, national origin, sex, sexual orientation, ancestry, age, marital status, handicap, or Vietnam-era veteran status.

Charge:

The Diversity Council reports to the Dean of Libraries with the following authority and charges:

The council will be an advisory board for the Dean and the Library Administration and will make recommendations concerning diversity issues and their impact on existing policies and procedures. It will also make recommendations for changes to policies and procedures or make recommendations for implementation of new policies and procedures.

The council will work to be a model for the Library for creating a multi-cultural organization.

The council will be a resource on issues of diversity to all staff.

The council will assess needs and assist the Library in moving towards a diverse environment.

The council will set long range goals to meet the University and the Library mission statements.

The council will provide training on diversity issues.

The council will communicate and coordinate programs and events with related committees and groups within the Library, the University and the Tucson community.

Goals for 94/95

The Diversity Council would like to pursue the following goals in the coming year:

1) To establish a working relationship with the Information Resources Development and Preservation Council to increase the diversity of our Library collections.

2) To sponsor six Diversity Roundtables over the course of the year; (we've had two already, one on friendship and the other called A Multicolorful Celebration where staff created collages)

3) to continue to balance training, programming and celebration;

4) to coordinate diversity training for the staff as outlined in the Library's 94/95 Strategic Plan;

5) to use the \$6,000 given to the Council to sponsor "racial awareness" training for up to twenty five members of the Library staff and;

6) to have representatives of the Council visit each team in the Library to introduce themselves and to provide an overview of the activities that we are planning in the coming year.