

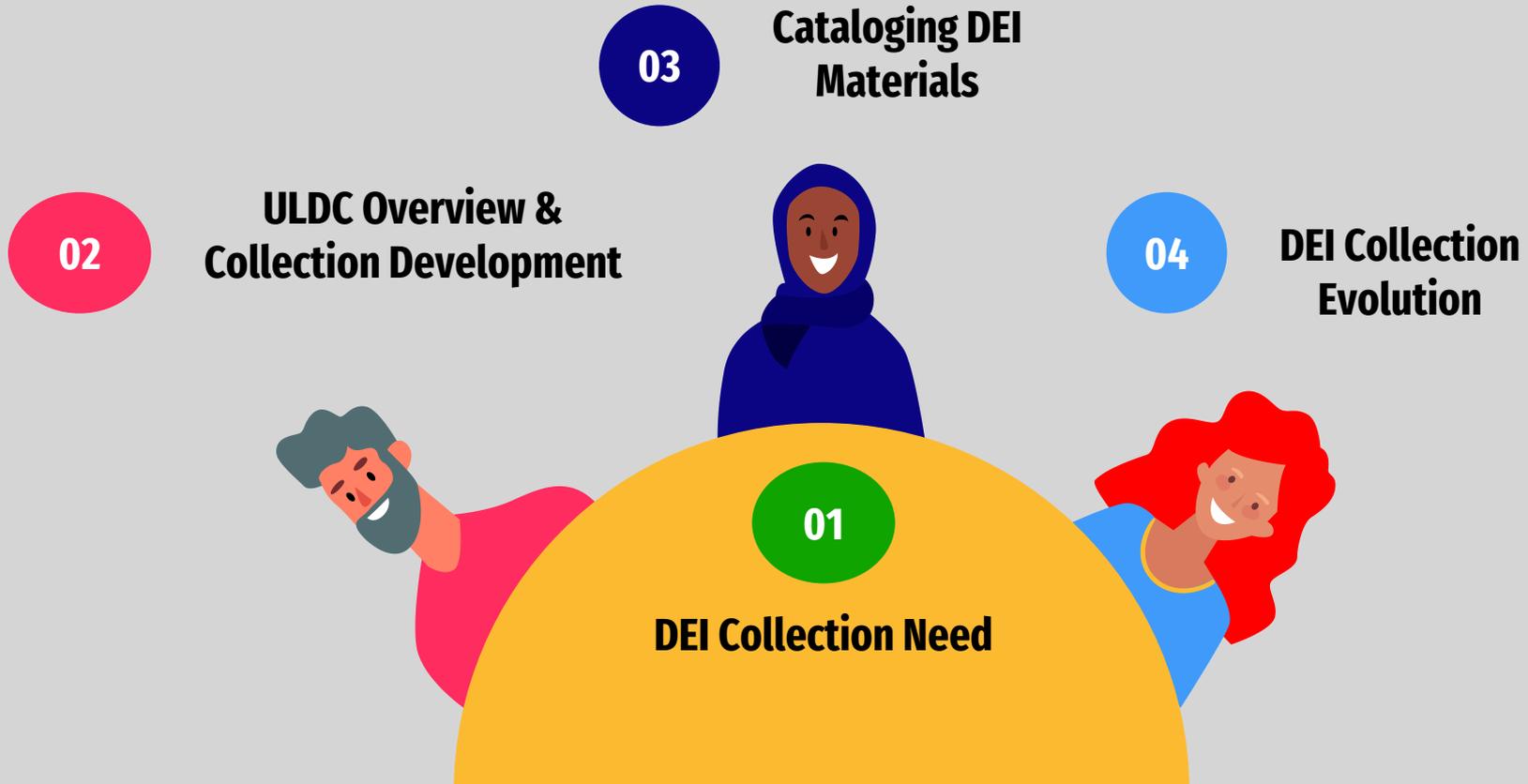
Every voice can be heard:

Using Diversity, Equity and Inclusion collections in an Academic Library



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Collection Development of DEI Materials



DEI Collection Need

Understanding

Seeing another's perspective helps with the development of understanding others.



Representation

Feeling seen in a space one regularly frequents helps with a sense of belonging.



Personal Growth

Learning how another thinks and feels broadens the way one sees others and the world.



GS Libraries DEI Collections

188
Titles

Diversity & Inclusion

This broad-coverage collection focuses on all aspects of human differences, social identities, and social group differences; issues, ideas, practices and policies related to identifying and addressing structural inequalities which advantage some populations and disadvantage others; and focused and sustained efforts to increase mutual respect, opportunities for achievement, and sense of belonging in our communities.



8
Titles

Leadership in Inclusive Excellence

This collection focuses on sources that help university leaders at all levels gain a greater understanding and awareness of diversity, equity, and inclusivity issues at the workplace that when appropriately managed, could provide additional opportunities, engagement, advancement, creativity, and innovation for persons from diverse backgrounds.

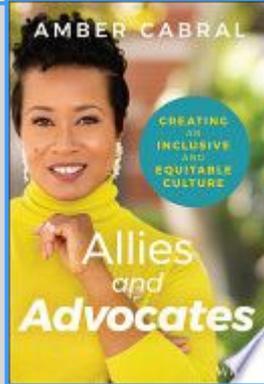
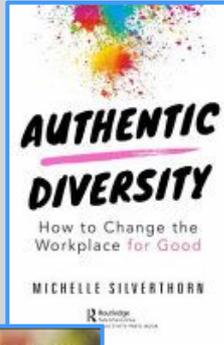
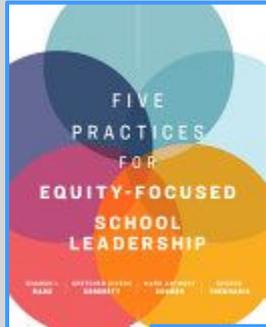
58
Titles

Diverse Perspectives

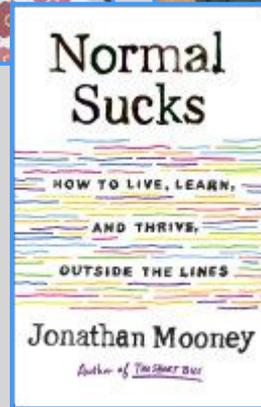
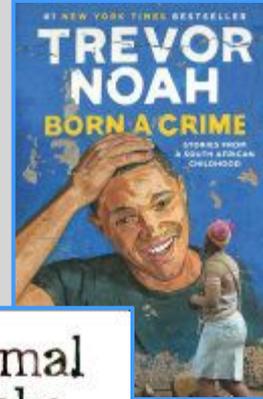
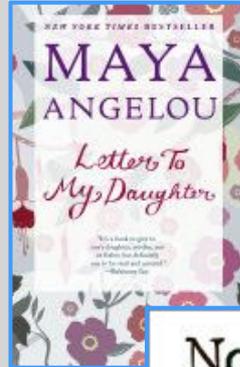
This collection focuses on sources authored by a member or members of historically underrepresented groups or by an underrepresented minority group about that group. These diverse authors share unique, multiform perspectives drawn from or inspired by their own experiences.

DEI Collection Examples

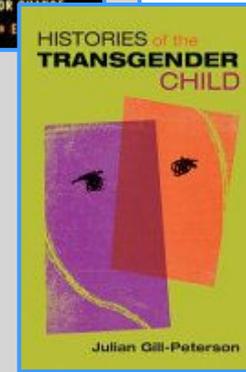
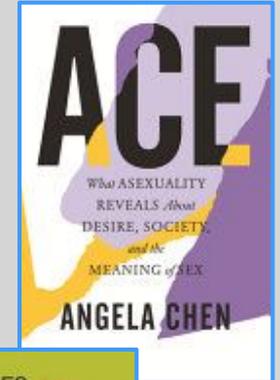
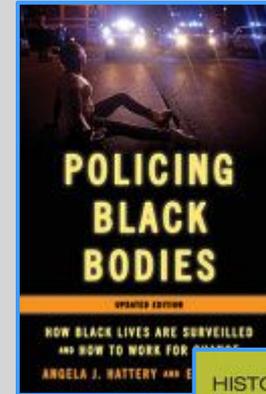
Leadership in Inclusive Excellence



Diverse Perspectives



Diversity and Inclusion



Diverse Collections Infographics

Perspective

Inclusive Excellence
Pillar 3 - celebrates
diversity - different
viewpoints



Innovation

Create distinctly
recognizable
collections



Problem-solving

Encourage visible
collection building
of “misses” voices



Institution

Values built on
Openness, Equity,
Inclusion &
Belonging



Engagement

Honors humanity as
Belonging to a
place within the
Libraries holdings



Creativity

Conscientiously
situate resources
designed for
identity



Experience

Promote equity of
representation in
collections



Cataloging DEI Materials

01

Relevance

Is the content relevant to DEI collection criteria?

02

Content

Is the work primarily about DEI subject matter?



Does an item belong in a DEI collection?

03

Diversity

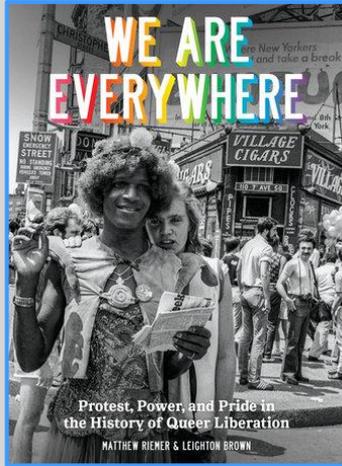
Does the work show a diverse perspective?

04

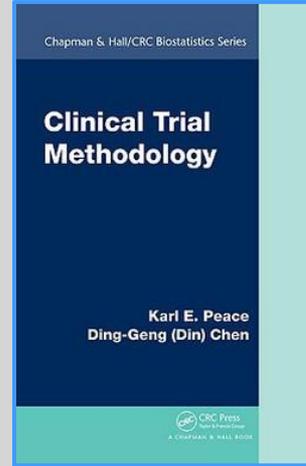
Decision-making

Do all standards need to be met exactly?

Determining Relevance Examples



We Are Everywhere is in the DEI collection, Diversity & Inclusion, because it is primarily about the LGBTQ+ community.



Clinical Trial Methodology is not in the DEI collection, despite having an author who is POC, because the subject matter is not relevant to DEI matters and does not offer a DEI perspective.



Cataloging DEI - Subject Headings

Discoverability

Appropriate subject headings help with an items discoverability.

01

Subject Matter

Emphasize the material's primary subject(s).

02

Diverse Subjects

Not all diverse topics have specific and appropriate subject headings.

03

Controlled Vocabularies

External vocabularies may help if you have more specific collections.

Homosaurus

Placement of DEI Materials

Lack of Guidance



Department Policies

- Content relevance to DEI criteria.
- Is the work primarily about DEI subject matter?
- Is there a diverse perspective?



Library Policies

No written collection development policy/criteria.



Demand Driven Acquisitions

- Any patron may request an unowned item be purchased.
- To buy currently needed materials, not possibly needed materials.
- Fiscal responsibility.
- Support student and faculty success.



Intentionality

Intentionally requesting materials that are themselves diverse, and not focusing on one or two diverse topics.

The Evolution of DEI

Diversity and inclusivity in libraries evolves alongside social justice movements.



Suffrage and Civil Rights Movements



LGBTQ Liberation Movements



Modern Equity and Inclusivity Movements

Thank You!

For any questions, please contact:

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CREDITS: This presentation template was created by Slidesgo, and participating groups.

