Every voice can be heard: Using Diversity, Equity and Inclusion collections in an Academic Library

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Collection Development of DEI Materials

01 DEI Collection Need

02 ULDC Overview & Collection Development

03 Cataloging DEI Materials

04 DEI Collection Evolution
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**

**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.

188 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.

8 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.

58 Titles
DEI Collection Examples

Leadership in Inclusive Excellence

Diverse Perspectives

Diversity and Inclusion
Inclusive Excellence
Pillar 3 - celebrates diversity - different viewpoints

Engagement
Honors humanity as Belonging to a place within the Libraries holdings

Innovation
Create distinctly recognizable collections

Creativity
Conscientiously situate resources designed for identity

Problem-solving
Encourage visible collection building of “misses” voices

Experience
Promote equity of representation in collections

Institution
Values built on Openness, Equity, Inclusion & Belonging
Cataloging DEI Materials

Does an item belong in a DEI collection?

01. Relevance
   Is the content relevant to DEI collection criteria?

02. Content
   Is the work primarily about DEI subject matter?

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 item's discoverability.

**Subject Matter**
Emphasize the material's primary subject(s).

**Diverse Subjects**
Not all diverse topics have specific and appropriate subject headings.

**Controlled Vocabularies**
External vocabularies may help if you have more specific collections.

Homosaurus
## Placement of DEI Materials

<table>
<thead>
<tr>
<th>Lack of Guidance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Department Policies</strong></td>
</tr>
<tr>
<td>● Content relevance to DEI criteria.</td>
</tr>
<tr>
<td>● Is the work primarily about DEI subject matter?</td>
</tr>
<tr>
<td>● Is there a diverse perspective?</td>
</tr>
<tr>
<td><strong>Library Policies</strong></td>
</tr>
<tr>
<td>No written collection development policy/criteria.</td>
</tr>
<tr>
<td><strong>Demand Driven Acquisitions</strong></td>
</tr>
<tr>
<td>● Any patron may request an unowned item be purchased.</td>
</tr>
<tr>
<td>● To buy currently needed materials, not possibly needed materials.</td>
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<tr>
<td>● Fiscal responsibility.</td>
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<tr>
<td>● Support student and faculty success.</td>
</tr>
<tr>
<td><strong>Intentionality</strong></td>
</tr>
<tr>
<td>Intentionally requesting materials that are themselves diverse, and not focusing on one or two diverse topics.</td>
</tr>
</tbody>
</table>
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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