

MSU Libraries Diversity Policy: Strategic Diversity Plan

Preface

“Diversity is an essential component of any civil society. It is more than moral imperative; it is a global necessity. Everyone can benefit from diversity, and diverse populations need to be supported so they can reach their full potential for themselves and their communities. ... To achieve diversity in substance as well as form, libraries have to open their arms to all perspectives and experiences. ... To this end, these standards provide a framework to support [the MSU Libraries] in engaging the complexities of providing services to diverse populations, and recruiting and maintaining a diverse library workforce.” (ALA ACRL Diversity Standards 2012, p. 1)

“One of the greatest challenges facing colleges and universities today is that of creating and maintaining a campus community that reflects the rich diversity of this country. Mississippi State University (MSU) is committed to being such a campus; a campus where differences are welcomed, embraced, and valued. Not only are we committed to creating a campus that reflects the population of our country, but as leader of this beautiful campus, I am committed to creating a culture and climate where everyone feels included and is a valued member of the “Bulldog Family.”
--Mark E. Keenum, MSU President

General Policy Statement

The MSU Libraries are committed to promoting a working and learning environment free of discrimination on the basis of race, color, religion, national origin, sexual orientation or group affiliation, age, gender, disability, genetic information, marital status, or veteran status. The Libraries are committed to building and maintaining a diverse workforce which is representative of the availability of individuals with requisite skills in each component of the organization: management, faculty, staff, and student assistants. The Libraries are also committed to specific actions in recruiting, training, and mentoring which will contribute to this objective, and to fostering a work environment which will insure tolerance and respect for all. To this end, the MSU Libraries support and comply with [MSU's Diversity Strategic Plan](#) and with the American Library Association's Association of College and Research Libraries' (ALA ACRL) [Diversity Standards: Cultural Competency for Academic Libraries \(2012\)](#).

Mississippi State University's Diversity Goals

These are MSU's goals for achieving and maintaining a diverse, inclusive community:

- Goal 1:** Promote a campus climate that models respect for differences, recognizes the value of diversity in achieving organizational and academic excellence, and fosters success for all members of the learning community.
- Goal 2:** Increase the enrollment and graduation rate of minority and female students.
- Goal 3:** Increase the employment of minorities and females in administration, faculty, and staff.
- Goal 4:** Enhance the overall curriculum by infusion of content that enhances multicultural awareness and understanding.
- Goal 5:** Increase the use of minority professionals, contractors, and other vendors.

Action Plan (or Strategic Plan)

The MSU Libraries adopt the eleven ALA ACRL Diversity Standards as their over-arching goals. Where applicable, notations have been made showing how these actions support the University's Diversity Goals (DG).

Standard/Goal 1. Cultural Awareness of Self and Others

Librarians and library staff shall develop an understanding of their own personal and cultural values and beliefs as a first step in appreciating the importance of multicultural identities in the lives of the people they work with and serve. (DG 1)

Standard/Goal 2. Cross-Cultural Knowledge and Skills

Librarians and library staff shall have and continue to develop specialized knowledge and understanding about the history, traditions, values, and artistic expressions of colleagues, co-workers, and major constituencies served. (DG 1)

Standard/Goal 3. Organizational and Professional Values

Librarians and library staff shall develop and support organizational and professional values dedicated to culturally competent service. (DG 1, 4)

Standard/Goal 4. Development of Collections, Programs, and Services

Librarians and library staff shall develop collections and provide programs and services that are inclusive of the needs of all persons in the community the library serves. (DG 4)

Standard/Goal 5. Service Delivery

Librarians and library staff shall be knowledgeable about and skillful in the use and provision of information services available in the community and broader society, and shall be able to make appropriate referrals for their diverse constituencies. (DG 4, 5)

Standard/Goal 6. Language Diversity

Librarians and library staff shall support the preservation and promotion of linguistic diversity, and work to foster a climate of inclusion aimed at eliminating discrimination and oppression based on linguistic or other diversities. (DG 1-5)

Standard/Goal 7. Workforce Diversity

Librarians and library staff shall support and advocate for recruitment, admissions, hiring, and retention efforts in libraries, library associations, and LIS programs to increase diversity and ensure continued diversity in the profession. (DG 3)

Standard/Goal 8. Organizational Dynamics

Librarians and library staff shall participate in and facilitate the development of organizational dynamics that enable individuals, groups, and organizations to continually develop and exercise cultural competence. (DG 1-4)

Standard/Goal 9. Cross-Cultural Leadership

Library leaders shall influence, support, and encourage the creation of proactive processes that increase diversity skills; empower colleagues, co-workers, and constituents from diverse backgrounds; share information about diverse populations; and advocate for their concerns. (DG 1, 4, 5)

Standard/Goal 10. Professional Education and Continuous Learning

Librarians and library staff shall advocate for and participate in educational and training programs that help advance cultural competence within the profession. (DG 3)

Standard/Goal 11. Research

Research shall be inclusive and respectful of non-Western thought and traditional knowledge reflecting the value of cultural ways of knowing. (DG 3)

University Diversity Policy

The MSU Libraries Diversity Policy is in accordance with the University's Diversity Policy. **For more information from the University regarding diversity, visit**

- [MSU Diversity Strategic Plan](#)
- [MSU Office of Diversity and Equity Programs](#)
- [MSU Holmes Cultural Diversity Center](#)
- [MSU President's Statement on Diversity](#)

ALA Diversity Resources

The MSU Libraries Diversity Policy is in accordance with the ALA ACRL Diversity Standards. **For more information from the American Library Association regarding diversity, visit**

- [ALA ACRL Diversity Standards](#)
- [ALA Office for Diversity](#)
- [Strategic Planning for Diversity](#)

The MSU Libraries' Diversity Policy is available on:
SharePoint\Home\Diversity\Diversity Policy ...

Prepared by LaDonne Delgado, Coordinator of Collection Development and Special Projects
Last Date Revised: October 17, 2013
Last Date Approved by LAC: December 4, 2013