

Diversifying Collections

2019 Minitex Technical Services Symposium
Diversity, Equity, and Inclusion in Technical Services

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Scope

- Develop collections
- Promote collections
- Diversity as policy
- Advocating for funds

Develop Collections 1

- Are your collections representative of your community?
- Are your collections preparing dominant members of your community to engage in culturally competent relationships with people who have marginalized identities?
- Diversity Audits
 - [Measuring Diversity in Collections](#) *Library Journal* article
- State resources
 - [Minnesota State Demographic Center](#)
 - [Minnesota Racial Equity Resources](#)

Develop Collections 2

- General Diversity Lists
 - [WeNeedDiverseBooks.org](https://www.weneeddiversebooks.org)
- Race/Ethnicity
 - [Arab American National Museum](#) awards
 - [Asian/Pacific American Librarians Association](#) literary awards
 - [Black Caucus of the ALA](#) literary awards
 - [Las Comadres](#) Latino book of the month selections
 - [American Indians in Children's Literature](#) children's/YA books + curriculum

Develop Collections 3

- Disability
 - [Disability Studies in the Humanities](#) awards
 - [Disability in KidLit](#) reviews and blog posts
 - [VPAT](#) voluntary product accessibility template, for ER vendor reports on how they comply with Section 508 standards for IT accessibility
- LGBTQ+
 - [Lambda](#) literary awards
 - [Rainbow](#) youth lists
 - [Over the Rainbow](#) adult lists
 - [Stonewall](#) awards

Promote Diverse Collections

- Community outreach
 - Local diversity organizations
- Partnerships
 - Student diversity organizations
- Social media
- Swag (tshirts, stickers, buttons)
- Recommended reads board

What else?

Diversity as Policy

- Examples

- [American Library Association Library Bill of Rights](#)
- [MIT](#)
- [University of Maryland](#)

How to make this work for you?

Advocating for Funds 1

- What do you need funds for?
 - Acquiring materials
 - Community partnerships
 - ILL
 - Minitex courier service

Advocating for Funds 2

- External advocacy – grant applications
 - [Inspire Collection Development Grant](#) (K-12 schools)
 - [Mitsubishi Electric American Foundation](#) (disability focus)
 - [LibraryGrants.blogspot.com](#) (blog list of various grants)
 - connect.ebsco.com/s/article/Grants-Funding-Sources-for-Libraries (list maintained by EBSCO)
- Internal advocacy – What successes have you had?

Conclusion

- What is one thing you can commit to doing?