University of Oregon Libraries
Diversity Strategic Action Plan Progress Report
April 11, 2011

The report should include the following sections:

Summary of Activities. Provide an overview of the main actions that were addressed during the year. If actions specified in the adopted SAPs were modified or if new actions were undertaken during the year, describe these revisions along with the reasons for modification. Also, describe any actions specified in the SAP to be taken up during the year that were not pursued and the reasons for this.

Selected highlights from categories listed in current SAP (September 2007). See appendices for further detail.

Collections and Access

GOAL 1: The Library will improve the campus climate for diversity by diversifying its holdings and broadening access to library materials.

Significant purchases (for additional examples, see Appendix A):

Hispanic American Newspapers database
Date Purchased: 6/3/10
Cost: $44,347 + ongoing maintenance

Chicago Defender Online
Date Purchased: 8/20/10
Cost: $34,995 + ongoing maintenance

Special Collections and Manuscripts

Digital Collections: Several important digital collections were launched during 2010-2011. The Oregon Digital Newspaper Project selected publications from ethnic minorities as priority targets for full digitization, including the Portland New Age (1860-1907), the first African-American newspaper published in the state. See [http://libweb.uoregon.edu/diglib/odnp/newage.html].

The Oregon Folklife Digital Collection <http://oregondigital.org/digcol/folklore/index.php> documents the customary beliefs, social practices, and material traits of cultural, religious, occupational, and ethnic groups throughout Oregon and the Northwest.

“Latino Roots in Lane County: Contemporary Stories of Settlement in Lane County, Oregon” is a 33-minute bilingual documentary that uses in-depth interviewing in the tradition of Latin American testimonio and oral history and was made in conjunction with an exhibit in the Lane County Historical Museum. In partnership with CLAAS faculty, the film is made available through the UO Libraries’ streaming site and integrated into the librarians' archiving processes. <http://media.uoregon.edu/channel/?p=1704>


Two exciting new partnerships are taking shape this year. Tribal Legacy <http://cms.lc-triballegacy.org/> is an online resource supported by the National Park Service. With the appointment of CHiXapkaid to the College of Education, this project is moving to the UO. Interface redesign and hosting will be a collaboration of the COE and the Libraries’s Wired Humanities, Digital Library Services, and Interactive Media groups. This initiative was recently granted a 2011 Innovations in Diversity and Academic Excellence Program award of $12,000 to establish a Center and Repository of Indian History and Culture at the UO.
On June 6, 2011, the UO Libraries will begin accessioning the permanent archives of the PCUN (Portland Community United New Oregon's Farmworker Union (Pineros y Campesinos Unidos del Noroeste • Northwest Treeplanters and Farmworkers United). This collection will enable significant research and learning opportunities for students, faculty, and visiting scholars, while simultaneously strengthening ongoing connections to the Latino/a community in Oregon.

For more examples, see Appendix A

**GOAL 2: The Library will strive to create barrier free access to its collections by enhancing both intellectual and physical accessibility for all communities.**

In collaboration with Disability Services (Adaptive Technologies), the library offers Kurzweil K3000 and Zoomtext screen reading software on all workstations. By extending this license beyond the Adaptive Tech lab, more users with visual impairments or reading disabilities can use online resources independently. CMET Consulting received training from Adaptive Technologies on producing accessible PDF files, and has adopted this in working with faculty producing reading material for the courses on Blackboard. Web development and consulting services from CMET Interactive Media include accessibility as a required feature in design and testing. With the adoption of Universal Design as a library-wide strategic objective, we anticipate further progress in this area in the near future.

**Outreach and Instruction**

**GOAL 1: The library will ensure that students who receive library instruction are taught how to research and evaluate materials to explore diverse perspectives.**

**GOAL 2: The library will collaborate with schools, colleges, departments, and other organizations on campus to build a culturally responsive and aware community.**

**GOAL 3: The library will develop outreach programs for university student populations, keeping in mind historically underserved populations.**

The UO Libraries have a number of significant partnerships with academic programs that support diverse populations and/or foster multicultural awareness inside and outside of the classroom. Examples include but are not limited to First Year Programs (FIGs, Transfer FIGs, and Freshman Seminars), Pathway Oregon, and University Housing’s Academic Initiatives (Community Conversations; Leadership for the 21st Century).

Subject librarians worked directly with all 65 FIGS. At least 24 of these courses included topics related to diversity and multicultural understanding. See Appendix B for details. We also participated in 4 Transfer Student FIGs focused on non-traditional students.

Research librarians met with 112 Pathway Oregon students in Winter 2011. Understanding the library research process is essential for academic success and early orientation and personal connection with subject librarians is especially important for students who represent their family’s first generation in college, or come from low income or backgrounds. Our partnership with Pathways is new this year.

Exhibits: The Winter 2011 Knight Library exhibit, “Making Ourselves at Home: The search for rights in Oregon,” presented images and interpretive text about women and minority athletes at the UO, and lesbian communities in southern Oregon (using many resources form the Ruth Mountaingrove collection mentioned above). This exhibit was developed in partnership with Phaedra Livingstone, Assistant Professor of Arts and Administration, and graduate student from the Museum Studies program in AAD. . The Spring 2011 exhibit, “Peace Corps 50 Years: Local and Global Connections,” will also include themes of diversity and multicultural understanding at the global scale.
Employee Training and Development

**GOAL 1:** The library will develop a training program for all new hires, including students, which includes the discrimination grievance process and creating a supportive work environment.

Progress: This was not specifically addressed in the past year, although the Libraries have offered culturally-supportive environment workshops in the past. The Library has a “Working Relationship” policy/guideline, which is referred to for new hires in our New Employee Orientation website (on Iris staff intranet).

**GOAL 2:** The library will review current programming, training events, and staff publications to ensure diversity is integrated into all regular employee activities

Progress: During 2010, the Gateway to Organizational Learning & Development (GOLD) sponsored four different diversity-themed programs as part of its regular staff development program.

“Oregon Folk Life Network,” chronicled the integration of this program into the Library environs, discussed what is folklore, what are folklife programs, and what is the Library’s role in these programs. There were 30 attendees.

The second annual library staff in-service day incorporated three separate diversity-themed programs into the day’s offerings. “Oregon Digital Newspaper Program” touched on the role of women and minorities in Oregon history (37 attended). “West Meets East: Why Our Relationships with Asian and Pacific Rim Countries Matter” highlighted a recent Pacific Rim conference program visit by the Dean of Libraries and the East Asian Bibliographer to China (30 attended). “Culturally-Sensitive Collaboration at Wired Humanities Project (WHP)” was presented by staff from WHP (27 attended).

Approximately 68% of our total permanent staff members attended these four events.

**GOAL 3:** The library will collaborate with the Center on Diversity and Community (CoDaC) to co-sponsor a program in the library for all employees on the meaning of a culturally responsive community. New hires will be required to attend this training when it is offered.

Progress: This did not happen during 2010.

**GOAL 4:** Develop guidelines for how library employees integrate cultural and diversity awareness into individual goals planning.

Progress: Classified and unclassified employees are strongly encouraged by library administration and the Director, Library Human Resources to reflect back on diversity awareness activities as they prepare annual self-reports and evaluations. The majority have been responsive.

Recruitment and Retention

**GOAL 1:** The UO Library Diversity Committee will coordinate a three-to-five year hiring plan for the Library. The plan will articulate what the Library should look like in five years and describe specific steps to be taken in order to achieve the Library’s goals.

Progress: This was completed by the Director, Library Human Resources in April 2010 in collaboration with others in library administration. A copy is attached (Appendix C).

**GOAL 2:** Explore options for obtaining better funding for some positions, and/or creating incentives in the form of a hiring package that may lead to more successful recruitment and retention from underrepresented groups.
Progress: This did not happen during 2010, particularly in light of current economic conditions. Central funding for diversity hires has generally focused on tenure-track positions. This may need to be reconsidered for another time.

**GOAL 3: Establish a more active, creative, and accountable hiring process for all library positions**

Progress: New “Best Practices” require all search committee members to consider how they may contribute to the recruitment process. This may include face-to-face interactions at conferences, personal phone or email contacts, generating ideas for posting announcements on web sites or on email lists, etc. Members have been very pro-active within their own networks, but it has not yet resulted in a hire from an underrepresented group. Search committee reports to the dean specify their active recruitment tactics. The final report to the dean must address three questions, including “how does this candidate contribute to our diversity goals.” See Appendix ___ for specific actions and strategies.

**GOAL 4: The library will identify funding opportunities to create a Residency Librarian position to introduce a recent graduate to academic librarianship. The purpose of the Residency Program is to attract entry-level librarians who are members of the historically underrepresented groups to professional learning and service at the University of Oregon Libraries and, ultimately, to a career in academic librarianship.**

Progress: Due to funding restrictions and general staff shortages, this idea has been placed on the back burner. This needs further review as to whether this is feasible or advisable for the UO Libraries, especially considering other staffing priorities.

**GOAL 5: The library will make job openings more visible and attractive.**

Progress: Job openings are regularly posted on relevant email lists, Library and campus web sites, advertised in newspapers (print and web), and occasionally, depending on the type of position, placed on Craigslist. This would be worth discussing with hiring department heads and managers to gauge their success with the results.

**GOAL 6: The library will develop an outreach program for UO undergraduate and high school students from underrepresented groups with the aim of informing them about the possibility of a career in libraries or librarianship.**

Progress: This has not yet happened in any formal way, but the timing may be ripe in 2011-2012 with the introduction of the PCUN project and the Tribal Legacy Project. This could also be attractive to undergraduate students as they consider future career directions. Partnering high school students, undergraduate students, and librarians in these endeavors would have high visibility and impact in shaping collections and providing rich career exposure.

**GOAL 7: The library will develop retention strategies for all levels of employees.**

Progress: The Director, Library Human Resources, has reviewed recent retention data, and it does not appear to be a problem area that we can address in a particular way. The majority of employees who have left the Libraries have done so because of retirement, changes in spouse or partner employment, and/or promotional opportunities elsewhere. If Library Administration is aware that someone is looking for other outside opportunities, possible feasible options may be explored within a current or new role assignment. This may no longer need to be a goal.
Progress and Results. Describe the activities directed toward specific actions during the year and the results obtained. Describe the results of any planned analyses (qualitative or quantitative) related to program outcomes. Background information for specific program activities, flyers, marketing materials, etc. may be included in appendices. Describe any unanticipated consequences and any challenges encountered. If technical problems were encountered in carrying out particular activities, describe any modifications.

Impact. Describe the aggregate impact of unit efforts towards the goals of SAPs.

Please refer to appendices for further background, especially Appendix D: Annual Report

Future Plans. Summarize plans to address ongoing and/or new activities related to the SAP during the next year. Include any important modifications to the original plans.

The library’s planning process uses a set of strategic directions and objectives to prioritize and assess all new initiatives, projects, and ongoing programs. In the current cycle (2010 – 2013), Advance Diversity was identified as a core strategic direction, with associated objectives:

- Increase diversity of collections
- Contribute to an inclusive campus environment
- Increase diversity of staff
- Adopt universal design principles to improve accessibility

Inclusion in the library-wide plan keeps diversity objectives in the foreground, and will serve as a prompt to look for opportunities to advance diversity goals in library programs of all kinds. See Appendix E: Strategic Directions.

In Fall 2010, the Library Diversity Committee (LDC) charge was clarified to emphasize the LDC’s responsibility to monitor progress toward goals, as opposed to delivering diversity programming. The library’s organizational development team (GOLD) is specifically responsible for programming related to staff, professional and organization development. As diversity is emphasized as a strategic priority and infused into the organizational culture, all areas will be responsible for addressing diversity objectives in public and staff programming. The LDC will work closely with the Library Assessment Team and Systems staff to develop better ways for individuals, groups, and departments to document and report these activities through the year.

Beginning in spring 2011, the LDC is coordinating the effort to revise the 2007 SAP to better align with the standard OIED template. This will benefit both the library and OIED in monitoring and reporting.

Prepared by

Library Diversity Committee, 2010-2011
Rosemary Nigro, (chair) Acquisitions Librarian
Ann Miller, Head, Metadata Services & Digital Projects
David McCallum, Information Technology Consultant 2, CMET/IMG
Victoria Mitchell, Head, Science Library
Andrew Bonamici, Associate University Librarian for Media & Instructional Services (ex officio)
Laine Stambaugh, Director, Library Human Resources (ex officio)

Library Administration
Deborah A. Carver, Philip H. Knight Dean of Libraries
Andrew Bonamici, Associate University Librarian for Media and Instructional Services
Mark R. Watson, Associate University Librarian for Collections and Access
APPENDIX A: COLLECTIONS (rev. April 15, 2011 to add Law Library acquisitions)

Here is a small sample of items purchased in 2009-2010:

**Electronic Resources:**

Hispanic American Newspapers database  
Date Purchased: 6/3/10  
Cost: $44,347 + ongoing maintenance

Chicago Defender Online  
Date Purchased: 8/20/10  
Cost: $34,995 + ongoing maintenance


**Books**

Jewish music and modernity / Philip V. Bohlman

Cuban zarzuela : performing race and gender on Havana's lyric stage / Susan Thomas

The memoirs of Alton Augustus Adams, Sr. : first black bandmaster of the United States Navy / edited by Mark Clague foreword by Samuel Floyd, Jr

The lost women of rock music : female musicians of the punk era / Helen Reddington

Big ears : listening for gender in jazz studies / edited by Nichole T. Rustin and Sherrie Tucker

Mexican American mojo : popular music, dance, and urban culture in Los Angeles, 1935-1968 / Anthony MacÁ¬as

Sounding salsa : performing Latin music in New York City / Christopher Washburne

Women icons of popular music : the rebels, rockers, and renegades / Carrie Havranek

Women writing music in late eighteenth-century England : social harmony in literature and performance / Leslie Ritchie

Women composers and music technology in the United States : crossing the line / Elizabeth Hinkle-Turner


Assorted Books Purchased in 2009-2010:
Dangerous curves : Latina bodies in the media / Isabel Molina-Guzmán

The heart of whiteness : normal sexuality and race in America, 1880-1940 / Julian Carter

The unchosen me : race, gender, and identity among black women in college / Rachelle Winkle-Wagner

Pedro Infante, las leyes del querer / Carlos Monsiváis

Girlhood : a global history / edited by Jennifer Helgren and Colleen A. Vasconcellos with a foreword by Miriam Forman Brunell

Please select your gender : from the invention of hysteria to the democratizing of transgenderism / Patricia Gherovici

Race and Arab Americans before and after 9/11 : from invisible citizens to visible subjects / edited by Amaney Jamal and Nadine Naber

History lessons : the creation of American Jewish heritage / Beth S. Wenger

Race and ethnicity in Latin America / Peter Wade


Jewish music and modernity / Philip V. Bohlman

Cuban zarzuela : performing race and gender on Havana's lyric stage / Susan Thomas

The memoirs of Alton Augustus Adams, Sr. : first black bandmaster of the United States Navy / edited by Mark Clague foreword by Samuel Floyd, Jr

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Hinkle-Turner

Assorted Films Purchased in 2009-2010:

The murder of Emmett Till [videorecording] / WGBH Educational Foundation produced and directed by Stanley Nelson

Frantz Fanon [videorecording] : black skin, white mask / a Normal Films Production for BBC and the Arts Council of England in association with Illuminations a film from California Newsreel written by Isaac Julien & Mark Nash

A day in the life of a village in Africa [videorecording] / by Christopher D. Roy

The evolution of dad [videorecording] / a documentary film by Dana H. Glazer

Red moon [videorecording] : menstruation, culture & the politics of gender / Ubak Producciones and Avenue B present a Media Education Foundation release written and directed by Diana Fabiánová


Coming of age in Africa [videorecording] : initiation in the Bwa village of Dossi / produced, narrated, and edited by Christopher D. Roy

Pidgin [videorecording] : the voice of Hawai‘i / da directa, Marlene Booth da produca, Marlene Booth & Kanalu Young produced by Marlene Booth for presentation by Pacific Islanders in Communications

It's elementary [videorecording] : talking about gay issues in school / directed by Debra Chasnoff produced by Helen S. Cohen and Debra Chasnoff Women's Educational Media

She's a boy I knew [videorecording] / Shapeshifter Films presents directed & edited by Gwen Haworth producer/writer/camera/sound design, Gwen Haworth

It's elementary [videorecording] : talking about gay issues in school / directed by Debra Chasnoff produced by Helen S. Cohen and Debra Chasnoff Women's Educational Media

Fated to be queer [videorecording] / a video by Pablo Bautista

Two spirits [videorecording] / Say Yes Quickly Productions presents in association with Just Media directed by Lydia Nibley produced by Lydia Nibley, Russell Martin written by Lydia Nibley, Russell Martin

Children in no man's land [videorecording] / [presented by] Impacto Films and Chicken & Egg Pictures a film by Anayansi Prado
Accessions and Processing: Special Collections and University Archives

Linda Long processed and put up the online finding aid for the Jacob Vanderpool papers. These are photocopies of case documents from a lawsuit that resulted in Vanderpool, an African American entrepreneur, being expelled from the Oregon Territories in 1851 on the basis of an earlier exclusion law.

Linda Long put up online in NWDA a preliminary finding aid on the Portland NAACP.

Cassie Schmitt has accessioned and supervised processing of collections representing diverse groups:

Accessioning of the John Little papers. Little worked for the Valley Migrant League and was instrumental in the founding of Colegio Cesar Chavez.

Processing of the records of the Hoedads Co-op, Oregon’s treeplanting cooperative, is nearing completion.

Processing of the Elsie Kirk papers documenting missionary efforts among San Francisco’s Chinese and Japanese communities in the early 1900s.

Processing of the Tonie Nathan Conservative-Libertarian Collection is nearing completion.

Accessioning and processing of transcripts of letters from a general in the Philippine Constabulary.

Accretions have been made to the Rajneesh Artifacts and Ephemera Collection.

Accessioning of documents from past conferences on gender and communication.

Accretions to the James J. Kopp Intentional Communities Collection.

Accessioning of Alpha Farm photographs.

Accessioning of the “Deadwood Ditto,” a newsletter of the Deadwood “alternative” community.

Accretions to the John Zerzan anarchist collection.

Acquisitions in Progress: Special Collections and University Archives

PCUN is a union and activist group of treeplanters and farmworkers, mostly Latino, in Oregon. We are working with them to transfer their records and other materials to Special Collections and University Archives. (James Fox, Cassie Schmitt, Linda Long, Kira Homo)
James Fox brought the first installment of the Diana Abu-Jaber papers to the UO and arranged a reading by this award-winning Arab-American writer. James and Marilyn also arranged for Diana Abu-Jaber to speak to their class on the history and art of the book, whose students had read and written about *The Language of Baklava*.

James Fox has been working extensively with other UO faculty in bringing the Oregon Folklife Network program to the UO.

James Fox is working with faculty member CHiXapkaid and Library Admin to determine the feasibility of making UO the home for the Lewis and Clark Tribal Legacy project. The project, which includes print materials, videos, and artifacts, has been funded by the National Park Service.

Bruce Tabb makes selections for the Oregon Collection and tries to choose materials reflecting not only the diversity of the state but the diversity of materials themselves.

James Fox worked with Esther Jacobson on the grant and web presence of the *Altai Atlas* of Mongolia.

**Law Library (added April 15, 2011)**

TITLE  Cultural diversity, heritage and human rights : intersections in theory and practice / edited by Michele Langfield, William Logan and Máiréad Nic Craith  
CALL NUMBER  JC571 .C76 2010

AUTHOR  Frolik, Lawrence A

TITLE  Elder law in a nutshell / by Lawrence A. Frolik, Richard L. Kaplan  
CALL NUMBER  KF390.A4 F752 2010

AUTHOR  Tucker, James Thomas

TITLE  The battle over bilingual ballots : language minorities and political access under the Voting Rights Act / James Thomas Tucker  
CALL NUMBER  KF4896.L56 T83 2009

AUTHOR  Goren, William D., 1960-

TITLE  Understanding the Americans with Disabilities Act / William D. Goren  
CALL NUMBER  KF480 .G67 2010

TITLE  Traditional knowledge, traditional cultural expressions, and intellectual property law in the Asia-Pacific region / edited by Christoph Antons  
CALL NUMBER  KVC735 .T73 2009

TITLE  License to thrive [videorecording] : Title IX at 35 / A Women Make Movies release ; T-Time Productions ; producers, Theresa Moore, Toni Slotkin ; written and directed by Theresa Moore  
CALL NUMBER  KF4166 .L53 2008

TITLE  Mrs. Goundo's daughter [videorecording] / by Barbara Attie and Janet Goldwater ; produced and directed by Barbara Attie and Janet Goldwater  
CALL NUMBER  GN484 .M77  2009
AUTHOR  Morín, José Luis  
TITLE  Latino/a rights and justice in the United States : perspectives and approaches / José Luis Morín  
CALL NUMBER  E184.S75 M675 2009

AUTHOR  Hallaq, Wael B., 1955-  
TITLE  Sharī‘a : theory, practice, transformations / Wael B. Hallaq  
CALL NUMBER  KBP144 .H356 2009

AUTHOR  Taylor, Henry Louis  
TITLE  Inside el barrio : a bottom-up view of neighborhood life in Castro's Cuba / Henry Louis Taylor, Jr  
CALL NUMBER  HN210.H33 T39 2009

AUTHOR  Pentassuglia, Gaetano  
TITLE  Minority groups and judicial discourse in international law : a comparative perspective / by Gaetano Pentassuglia  
CALL NUMBER  K3242 .P455 2009

AUTHOR  Higonnet, Etelle  
TITLE  Quiet genocide : Guatemala 1981-1983 / edited by Etelle Higonnet ; with a preface by Juan Méndez and an introduction by Greg Grandin ; translations reviewed by Marcie Mersky

AUTHOR  Sauder, Robert A  
TITLE  The Yuma reclamation project : irrigation, Indian allotment, and settlement along the lower Colorado River / Robert A. Sauder  
CALL NUMBER  TC824.A6 S25 2009

TITLE  Men are human, women are buffalo [videorecording] / a film by Joanne Hershfield  
CALL NUMBER  HV6250.4.W65 M46 2008

TITLE  What is right for children? : the competing paradigms of religion and human rights / edited by Martha Albertson Fineman, Karen Worthington  
CALL NUMBER  KF4783 .W43 2009

AUTHOR  Altschuler, Glenn C  
TITLE  The GI Bill : a new deal for veterans / Glenn C. Altschuler, Stuart M. Blumin  
CALL NUMBER  UB357 .A65 2009

AUTHOR  Herring, Jonathan  
TITLE  Older people in law and society / Jonathan Herring  
CALL NUMBER  KD665.A43 H47 2009

TITLE  Addressing the needs of today's combat veterans / Oregon State Bar  
CALL NUMBER  KFO2902 .A44 2009

ELECTRONIC RESOURCES:

U.S. Supreme Court records and briefs, 1832-1978 [electronic resource]

The UN Secretary General's database on violence against women [electronic resource]

Indian Law Resource Center [electronic resource]

International Indian Treaty Council [electronic resource] = Consejo Internacional de Tratados Indios
Native American constitution and law digitization project [electronic resource] / coordinated by the University of Oklahoma Law Library and the National Indian Law Library of the Native American Rights Fund
APPENDIX B: INSTRUCTION AND OUTREACH

Instruction Diversity Involvement for Academic Year 2010/2011
Examples (not comprehensive)

International Students Welcome & Tours
150 International Students during Welcome Week

Humphrey Fellows - 28 countries (32 Fellows) - July 2010
2 hours of instruction - One general session and then subject groups met with subject librarians.

Transfer Student FIGs – 4 sessions
Focus on non-traditional students

Pathway Oregon
Meet with 112 Pathway Oregon students in Winter 2011
(1st generation college or low income or unrepresented backgrounds)

FIGs - Work with 65 FIGs, many on topics related to diversity
Diversity Topics = 24
1. All that Jazz - History of Jazz & Philosophy/Cultural Diversity
2. Dangerous Bets - German Culture & Music
3. Hip Hop & the Politics of Race - Ethnic Studies & History of Hip Hop
4. Religious Objects as Icons - Japanese Art & World Religions: Asia
5. Ancient Stories - Early Judaism & World Literature
6. As the World Shrinks - Perspectives on International Develop & Business
7. Bella Italia - Italian & Cultural Legacies of Italy
8. Black & White and In Color - Ethnic Studies & History of Motion Pictures
9. Breaking the Wall - Postwar Germany & Mind & Society (psyc)
10. Camels & Cowboys - Geography of Middle East & World Cultures
11. Case Study: Latin America - Latin American Geog & Cross-Cultural Persp
12. Cultural Encounters - Sociology & Human Geography
14. International Outlook - World Cultures & International Develop
15. New World Africa - Spanish Cultural Heritage & International Develop
16. Shaping Society - Cross Cultural Perspec & Human Geography
17. Silk Road - East Asian Civilizations & World Religions
18. Speaking the World - Language & Culture & Language & Power
19. Tomato, Tomato - Language & Power & Sociology
20. Value & Values - Cross Cultural Persp & Business
21. Vive la France - Cultural Legacies of France & Humanities
22. World Community & Conflict - War in Modern World & International Rel
23. World Within Us - World Cultures & Mind & Society (psyc)
24. Physiology of Diversity - Exercise as Medicine & Biological Anthro

Freshman Seminars
Develop Library Resource Connections & speak to all 33 faculty - at least 7 of these are diversity topics. See Barbara Jenkins’s web page for specific classes:
Second Year Seminars
1. Race & Science Fiction
2. Japanese Pop Culture
3. Iraq War

American English Institute – 4 Sessions
Instruction Sessions for International Students Learning English

Chinese Prospective Students (60 students)
2 sessions of instruction & tours - 5 library staff members involvement

AAD Exhibit (describe)

Community Conversations (describe)

Peace Corps Exhibit – Library Exhibit Cases – Spring 2011
initially organized by UO Peace Corps Office & Barbara (4 other library staff involved)

Insight Seminars - Community Outreach
See <http://uoinsight.uoregon.edu/>
Classes on:
· Latin American Literature
· Chinese Literature
· French Literature
· Literature of Pakistan
· Literature of Israel
· Duke Ellington

Courses/Classes from Special Collections and University Archives

A “Latino Roots” course is being taught in Special Collections and University Archives (SCUA), in collaboration with other UO faculty. Each student will produce an eight-minute documentary on Latinos in Oregon. The documentaries plus raw footage and interviews will be deposited in SCUA. (Kira Homo, Linda Long, James Fox, Karen Estlund)

SCUA staff have taught several classes that highlighted our collections documenting diverse communities; for example, the SWORP collection (Southwest Oregon Research Project) documenting the history of many Native American tribes of our region, UO civil rights materials, Klamath Tribal records, Chinese bibliography (with Bob Felsing), etc.

Linda Long presented a class in SCUA with Melissa Stuckey on African-American history. She also taught a class on Lesbian Culture with Judith Raskins of Women and Gender Studies.
APPENDIX C: RECRUITMENT AND RETENTION

Recruitment Data Summary for SAP Report
April 2010 – April 2011

Part I:

We conducted three unranked officer of administration searches:

1. Information Technology Manager, Orbis Cascade Alliance
   a. No self-identified minorities in this pool.
   b. Person hired: white male
2. Purchasing Manager
   a. No self-identified minorities in this pool.
   b. Person hired: white male
3. Law Library Manager
   a. No self-identified minorities in this pool.
   b. Person hired: white female

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<td>3 SEARCHES</td>
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<td>99 APPLICANTS</td>
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<td>0 MINORITY INTERVIEWS</td>
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<td>0 MINORITY HIRES</td>
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Part II:

We conducted six ranked officer of administration searches:

4. Law Reference Librarian
   a. 1 Black (withdrew before phone interview)
   b. 1 Hispanic/Latino (Short List, phone interview)
   c. 1 Native American (Applicant self-identified as Native American.
      There was much interest and excitement about her unique candidacy
      (expertise in Indian and Tribal federal law), however, many questions remained
      at the conclusion of the first interview. At the advice of Office
      of Institutional Equity and Diversity, she was invited back for a second
      interview to spend more time with Law Faculty. She did not demonstrate the
      level of expertise expected in the subject matter, so was not offered the position.
   d. Person hired: white female

5. Music Librarian
   [78 applicants]
6. MAP/GIS Librarian
   a. 1 Hispanic/Latino
   b. 1 Asian
   c. 1 Multi-Racial (Short List, phone interview)
   d. Person hired: white female

7. Metadata Management Librarian
   a. 2 Hispanic/Latino
   b. 1 Multi-Racial (Short List, phone interview)
   c. Person hired: white female, disabled

8. Electronic Records Archivist
   a. 2 Black (1 Short List, campus interview)
   b. 1 Hispanic
   c. 1 Asian
   d. Person hired: white female

9. Law Reference Librarian [1]
   a. 1 Black
   b. 1 American Indian/Native American
   c. 1 Multi-Racial
   d. Person hired: white female

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<tr>
<td>6 SEARCHES</td>
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SPECIAL OUTREACH EFFORTS:

Search committee members for faculty searches are responsible for actively networking, making personal contacts at appropriate professional association meetings, and for identifying web and e-list posting opportunities, particularly for specialty positions.

Ex: The search committee chair for the second Law Reference Librarian search conducted informational interviews at the national American Association of Law Librarians Conference. This resulted in a few more applications, but not a hire.
APPENDIX D: ANNUAL REPORT (see attached)
Includes UNDERREPRESENTED MINORITY RECRUITMENT PLAN:
EXECUTIVE SUMMARY (p. 87)
Also available on Scholars’ Bank:
<https://scholarsbank.uoregon.edu/xmlui/handle/1794/10924>
# APPENDIX E: UO Libraries Strategic Directions

<table>
<thead>
<tr>
<th>Strategic Objectives</th>
<th>Support the life-cycle of scholarly content</th>
<th>Build the multi-institutional library</th>
<th>Improve the user experience</th>
<th>Support instruction that fosters academic success</th>
<th>Become a learning organization</th>
<th>Foster diversity</th>
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<tbody>
<tr>
<td>Help users create and manage their instructional and research content</td>
<td>Accelerate the transition to electronic resources</td>
<td>Make the Orbis-Cascade Alliance strategic agenda a priority</td>
<td>Improve user interfaces to online systems and services</td>
<td>Extend library instruction to campus and online environments</td>
<td>Provide programs and opportunities to build new skills</td>
<td>Increase diversity of collections</td>
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<tr>
<td>Help authors understand and protect their copyrights</td>
<td>Help users create and manage their instructional and research content</td>
<td>Promote UO/OSU collaborations</td>
<td>Re-purpose physical spaces to enhance learning and collaboration</td>
<td>Review and revise the library’s courses and curriculum</td>
<td>Define a new set of core competencies for today’s information environment</td>
<td>Contribute to an inclusive campus environment</td>
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<tr>
<td>Provide journal hosting and publishing services</td>
<td>Provide journal hosting and publishing services</td>
<td>Build and manage shared print and electronic archives</td>
<td>Make student and faculty productivity a priority</td>
<td>Modify the course management system (CMS) according to user feedback</td>
<td>Provide deeper training and mentoring for student employees</td>
<td>Adopt universal design principles to improve accessibility</td>
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<td>Preserve and curate the products of UO research and scholarship</td>
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<td></td>
<td>Provide robust, intuitive, and reliable classroom equipment</td>
<td>Identify and implement best practices throughout the organization</td>
<td></td>
<td>Monitor and update the diversity plan</td>
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