**LEAP campus toolkit** - <http://leap.aacu.org/toolkit/leap-101-getting-started>

The LEAP Campus Toolkit is a product of the American Association of Colleges and Universities aimed at promoting a liberal higher education. Because of this, most of the material included in the toolkit is unlikely to be of much use to NMRT committees in improving their own inclusivity. However, one possible section in the toolkit’s library does focus on diversity and inclusivity and could be of interest - <http://leap.aacu.org/toolkit/category/making-excellence-inclusive> . It should be noted, though, that some of the resources no longer work, and those that do are focused toward higher education administrators and faculty.

**CIDLIS 2016 Speakers list** - <http://ipac.umd.edu/cidlis-2015-speakers> - No actual info from presentations, but can mine it for people who do research in this area.

**Learning about Diversity: The Roles of LIS Education, LIS Associations, and Lived Experience - DOI: 10.1086/680153**

Using both an online survey (that included being sent out to NMRT members, as well as other ALA groups) and personal interviews, Adkins, Virden and Yier studied how library professionals to see how they learned about and presented their findings in this article (2015). The article provides a good background to the need for diversity and inclusivity training for LIS professionals, although it does not suggest practical steps. Of interest, the authors found that less than half of  the respondents (41 percent) reported learning about diversity through professional programs such as ALA and its divisions. They note diversity training coming from ALA and its divisions might need to be more locally focused vs. a broader, one-size-fits-all program. The main concern with this article is that it is paywalled and no open copies appear available. It could be worthwhile to contact the authors about depositing an open copy somewhere.

Inclusive Practice

**Civility and Diversity** - <http://www.ala.org/advocacy/diversity/workplace/civility>

This quick-hit resource from the ALA Office of Diversity provides tips on how to diversity in the office through being civil. It includes tips aimed at meetings and email communications such as: Don’t dominate the conversation, take time to consider the tone of your message, and respect people’s time.

**How to Make Meetings Work in a Culturally Diverse Group** - <https://docs.google.com/document/d/1PO0PMS4_33r50vWvG--uATkvUsTLF39CrerZ8QskQkw/edit>

This shortened adaptation of the article How to Make Meetings Work in a Culturally Diverse Group from Working World provides tips for people in work meetings with a culturally diverses group. The adaptation is only a few pages long; tips include examining your own assumptions of how people should behave in a meeting, using warm up activities to help people feel comfortable, ask open-ended questions, and writing down information.

**Dismantling Racism Works, Transforming White Supremacy Culture in Organizations and Movements**

<http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/whitesupcul13.pdf>

Tema Okun’s article highlights elements individuals may find within a white supremacy culture. The author defines situations that professionals may find their self in, the context of occurrence, behavior attributes of individuals within the environment, and offers antidotes on finding resolutions. Okun provides thoughtful and astute observations of negative workplace cultures, standards, behaviors, and offers practical suggestions to combat these issues to build progressive, positive multi-cultural environments.

**NASDDDS Handbook on Inclusive Meetings and Presentations**

<https://mn.gov/mnddc/resources/pdf/TheGuide.pdf>

The NASDDS handbook provides a framework -planning, support, utilization of resources- to help professionals devise ways to facilitate the involvement of individuals with developmental disabilities.

**Inclusive Presentations, Meetings, and Materials**

<http://www.nevadaddcouncil.org/wp-content/uploads/2013/10/Accessible-Meetings-Presentations-and-Materials1.pdf>

This guide from the National Association of Councils on Developmental Disabilities provides a sampling of resources that readers can use in providing appropriate accommodations for those with developmental disabilities, with the goal that these individuals can participate fully in meetings and presentations. The guide gives advice on creating accessible documents, using respectful language, and steps to creating accessible meetings.

**Speak Up: Responding to Everyday Bigotry**

<https://www.splcenter.org/sites/default/files/d6_legacy_files/downloads/publication/splcspeak_up_handbook_0.pdf>

<https://www.splcenter.org/20150126/speak-responding-everyday-bigotry>

The Southern Poverty Law Center conducted interviews to formulate this comprehensive guide to responding to bigotry in a variety of situations. A large portion is dedicated to dealing with bigotry in the workplace, including sexism and power dynamics. Practical tips and examples are given. Their ‘Six Steps to Speaking Up Against Everyday Bigotry’ is a quick and useful pep talk for those working up the nerve to speak up. The guide is also available on the SPLC website as a web page.

**Library Trends 64(2) Fall 2015**

In Fall 2015, Library Trends focused an issue on social justice in the context of library and information science and services. Unfortunately behind a paywall, the issue is nonetheless an interesting mix of perspectives, including articles on indigenous peoples, community mobilization, and conceptual frameworks. If your institution has access, this issue offers several jumping off points for practical inclusive practices in the community and the library.

Reference Resources

**LGBTQ Legal Resource Guide by State** <http://www.ala.org/glbtrt/sites/ala.org.glbtrt/files/content/professionaltools/LGBTQ%20Legal%20Resource%20Guide.pdf>

Developed by the American Library Association, this resource guide breaks down by state, and then by category. Almost entirely internet links, this is a good starting point for directing patrons, friends or family to the appropriate agency or organization. Should not be considered exhaustive, and could benefit from the addition of phone or email contacts, as well as non-internet resources. Worth a look in order to understand your state’s laws and nuances in regards to LGBTQIA+.

**Privilege 101: A Quick and Dirty Guide** - <http://everydayfeminism.com/2014/09/what-is-privilege/>

Exactly what the title says, a quick and dirty guide to privilege, explained in the context of institutional power and oppression. Although the study of privilege and its effects is a wide ranging and growing field of study, this is a good starting point if you need to explain the topic. Helpfully, links to other blogs, articles, and resources are sprinkled throughout the article. A useful place to point folks who unwilling or unable to understand privilege in the library or in a larger context.

Centering the experiences of underrepresented/minority librarians

**Diversity, Social Justice and the Future of Libraries** - <https://chrisbourg.files.wordpress.com/2014/07/14-3morales.pdf>. Article looking at diversity and inclusion in LIS.

Chris Bourg, Director of Libraries at MIT, writes about a variety of library-centric topics in her Feral Librarian blog. Her posts, which run the gamut from discussing the whiteness of librarianship to machine learning to music, are well written, entertaining, and may of them could be a primer on diversity and inclusion. A good option if one is looking for perspective from a top administrator, and of course a good starting point for staying up to date on issues of inclusion (and more) in libraries.

**The 21st-century Black Librarian in America: Issues and Challenges**

By Andrew P. Jackson, Julius Jefferson (Jr.), Akilah Nosakhere

“How much have things changed since the publication of E. J. Josey’s seminal work, *The Black Librarian in America* (Scarecrow Press, 1970) and *The Black Librarian Revisited* (2d ed.; Scarecrow Press, 1994)? Judging by some of the anecdotes and data found throughout the 48 essays in this collection, racism remains a challenge to the profession. The mostly brief (four to five pages) essays cover the professional gamut from school librarianship to special libraries work, and the authors range from library school students to retired individuals, with three excellent editors helming the project. Naturally with such breadth and variety the quality will vary, but the immediacy of the personal stories are most striking and thought provoking, even though their individuality raises questions of just how prevalent racism is.”

**Out Behind the Desk: Workplace Issues for LGBTQ Librarians**

“Out Behind the Desk: Workplace Issues for LGBTQ Librarians is an anthology of personal accounts by librarians and library workers relating experiences of being gay, lesbian, bisexual, transgendered, or queer at work. A broad spectrum of orientations and gender identities are represented, highlighting a range of experiences of being and/or coming out at work.”

**LIS Microaggressions Tumblr and Zine**

<http://lismicroaggressions.tumblr.com/>

Established in March 2014, LIS Microaggressions defines itself as “A space for those working in libraries, archives and information fields to share their experiences with microaggressions.“ The Tumblr and accompanying zine offers an online voice to your frustrations.

**Presumed Incompetent : the Intersections of Race and Class for Women in Academia**

<http://www.worldcat.org/title/presumed-incompetent-the-intersections-of-race-and-class-for-women-in-academia/oclc/774492694>

“Through personal narratives and qualitative empirical studies, more than 40 authors expose the daunting challenges faced by academic women of color as they navigate the often hostile terrain of higher education, including hiring, promotion, tenure, and relations with students, colleagues, and administrators.”

Addressing Underrepresentation/Diversity in the Profession

**Recruitment, Retention, & Diversity In Libraries & Higher Education: Why Doing the Right Thing is Easier Said than Done** - <http://www.ncl.ecu.edu/index.php/NCL/article/viewFile/96/120> Librarians champion diversity but what are we actively doing to become more diverse not only in the libraries we serve but in the librarianship community.

**ARL Spec Kit on diversity plans and programs** - <http://digitalcommons.unl.edu/cgi/viewcontent.cgi?article=1226&context=libraryscience> - SPEC Kit 319 from October 2010. SPEC kits are a systematic survey of American Research Librarians (ARL) on popular topics. As a follow up to SPEC Kit 165 Cultural Diversity Programming in ARL Libraries and SPEC Kit 167 Minority Recruitment and Retention in ARL Libraries, “The main purpose of this survey was to explore what other progress has been made in ARL member libraries to recruit and retain a diverse workforce and to identify the existence and content of diversity plan documents; the strategies they use to increase the number of ethnically/culturally diverse librarians in the profession and in their libraries; the elements of programs that successfully support an inclusive workplace; the people, groups, and/or committees responsible for overseeing the programs; and how libraries are assessing the effectiveness and success of such programs.“

**Diversity Standards: Cultural Competency for Academic Libraries** - <http://www.ala.org/acrl/standards/diversity> - Diversity Standards developed by the Racial and Ethnic Diversity Committee of ACRL

**Diversity Counts** - <http://www.ala.org/offices/diversity/diversitycounts/divcounts> - Originally released in 2006 and further updated in 2010, Diversity Counts is a study that was published by the American Library Association to look at gender, race, age, and disability among the library profession. The results of the study have been used to launch diversity initiatives within ALA.

**Member demographics Study** - <http://www.ala.org/research/initiatives/membershipsurveys> - 2014 ALA member survey.

 The Member Demographics Study is an ongoing voluntary study produced by the ALA Committee on Diversity and the ALA Membership Committee. It provides an overview of the demographics of ALA members who opted to participate in the survey.

**Recruitment and diversity: A research study of bilingualism and library services -** <http://dx.doi.org/10.1016/j.lisr.2006.06.006>

The Recruitment and Diversity paper looked at the recruitment of bilingual librarians and used members from the National Association to Promote Library Services to the Spanish Speaking as its sample. Data was collected to determine the factors that influenced the career decisions of bilingual and Hispanic library professions.

**WHITE LIBRARIANSHIP IN BLACKFACE: DIVERSITY INITIATIVES IN LIS**

<http://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>

 White Librarianship in Blackface looks at the influence whiteness has on diversity initiatives in librarianship, including a look at application requirements for diversity initiatives. After a look at the biases that exist, the author provides recommendations for how we can correct the biases that exist and provide better support for diverse applicants.