

UNC GREENSBORO UNIVERSITY LIBRARIES

DIVERSITY STRATEGIC PLAN

2014-2019

with Two-Year Update 2016-2018



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INTRODUCTION

At the University of North Carolina at Greensboro (UNC Greensboro), one of the core values of the institution is inclusiveness which is defined in the current University Strategic plan as: "A welcoming and inclusive academic community based on open dialogue and shared governance offers a culture of caring with visible, meaningful representation of differences."

The University Libraries seek to promote and provide a culture of diversity and inclusiveness for all library patrons and library staff through their collections, programs, and services. The Library Diversity Committee was created to provide a library environment that is conducive to diversity by ensuring that it is receptive to user diversity, by supporting diversity in the curriculum, and by supporting diversity across campus.

The Committee is appointed by the Dean of University Libraries in consultation with the Libraries' Administrative Advisory Group. The Committee includes one member from each of the Libraries, units and departments. When special programs or workshops are needed to introduce new or revised resources, the Committee may include additional library staff such as the Library Liaisons to the Office of Accessibility Resources and Services, the Office of Intercultural Engagement, and the Internal Programs Center.

INTRODUCTION

Two students, one faculty member from the Library and Information Studies Department, and the Diversity Resident Librarian will be invited to serve on the Committee. Additional members may be appointed if necessary to represent special interests.

As an example of its commitment to diversity, the University Libraries have created an ongoing Diversity Resident Librarian program which is a post-graduate fellowship designed to increase diversity within academic librarianship. Six diversity residents have participated in this program since 2008. Additionally, as yet another way to increase diversity within academic librarianship, the University Libraries have partnered with the Department of Library and Information Studies (LIS) in three grants from the Institute of Museum and Library Services to host the ACE (Academic and Cultural Enhancement) Scholars program which provides tuition, a stipend, and professional development support for graduate LIS students who are primarily from underrepresented populations.

Valuing diversity means recognizing that we are all shaped by numerous and varied factors, making each of us uniquely qualified to contribute to the collective goal of the Libraries which is to serve the information needs of our diverse user groups (<http://library.uncg.edu/info/diversity/>). The University Libraries define diversity as "The vibrant variety of human characteristics that combine to shape each one of us." These characteristics include not only the familiar categories of race, ethnicity, religion, and sexual orientation, but also age, cognitive style, disability, economic or educational background, national origin, native language, marital status, affiliation, and more.

The Libraries' definition of diversity is intentionally broad. As the student population of UNC Greensboro becomes more varied and diverse, and in keeping with the University's Global Engagement Quality and Enhancement Plan (QEP), it is crucial that the Libraries value, and are seen by students, faculty and staff as valuing, diversity and inclusion.

The Libraries Diversity Committee has worked to create a strategic diversity and inclusion plan based around six goals:

STRATEGIC GOALS

1

Create and sustain a welcoming, supportive and inclusive campus climate

2

Develop programming and outreach for the Libraries and the community in support of diversity.

3

Support diversity in the UNC Greensboro curriculum with a collection that represents the diversity of the UNC Greensboro experience

4

Create a library environment that reflects diversity.

5



Prepare UNC Greensboro students to live and work in a diverse global world

6




Develop and execute a comprehensive Diversity and Inclusion Communication Plan

1. A WELCOMING, SUPPORTIVE & INCLUSIVE LIBRARY



Objective: Provide a welcoming supportive and inclusive environment for all library users that reflects a global community

Action Item	Planned	Expected Outcome	Responsible	Status
Prepare library exhibits that recognize and highlight the diversity of the campus	2014-15	Increase awareness of diversity and its importance to the campus community.	University Libraries, Gerontology Center, African American and African Diaspora Studies, Campus Recreation, Office of Leadership and Service-Learning, New Student & Spartan Family Programs, The Wellness Center, UNC Greensboro Student Health Services, Housing & Residence Life, the Spartan Trader, Consignment Shop and Theater	 Completed
Create a video about library services using sign language	2018-19	Students who are hearing impaired welcome in the libraries	Access Services, Need funding for actors	
Use an Integrated Library System (ILS) that supports at least 12 languages	2018-19	Increased number of populations accessing the ILS in non-English languages	ERIT	 Completed
Increase the number of diversity related programs offered in the University Libraries by 10% including on underrepresented population each year.	2018-19		Diversity Programming Subcommittee, SCUA, all Liaisons, DMC, ERIT, ROI, Social Media Committee, Diversity Coordinator, Harold Schiffman Music Library, Access Services	

STRATEGIC GOAL NO. 1



Action Item	Planned	Expected Outcome	Responsible	Status
Use International greetings and non-English signage for video display board near Access Services.	2016-17	Students will feel more welcome in the Libraries.	Digital Media Commons	 Completed
Create multilingual signage to welcome students in different languages into the Harold Schiffman Music Library	2015-16	Students will feel more welcome in the HSML	HSML	 Completed
Broaden the collecting priorities in Special Collections and University Archives to document underrepresented communities both on campus and within the Greensboro community.	2016-17	Collections that will support future instruction, research, class projects, programming, and community engagement.	SCUA	Ongoing
Develop programming for users that highlights global issues and cultures	2016-17	Collections that support issues related to diversity and global issues.	Library Diversity Committee	Ongoing
Include materials in Libraries' collections that reflect a variety of cultures and international issues.	2014-15	Collections that support issues related to diversity and global issues.	SCUA, all Liaisons, DMC, ERIT, ROI, Social Media Committee, Diversity Coordinator, Harold Schiffman Music Library, Access Services	 Completed

STRATEGIC GOAL NO. 1


Action Item	Planned	Expected Outcome	Responsible	Status
Provide technical support for the authoring of the campus web accessibility standards. Partner with the Office of Accessibility Resources and Services (OARS), the International Programs Center (IPC) and the Office of Intercultural Engagement to ensure that library services provide universal access and enhance visibility for distinct populations with different learning needs.	2015-16	Improved web accessibility for those with disabilities	ERIT	 Completed
Work with OARS to ensure accessibility of public computers	2014-15	Improved accessibility to the Libraries computers and other IT hardware.	ERIT	 Completed

2. DEVELOPING DIVERSITY PROGRAMS & OUTREACH

Objective: Provide support for diversity programming, outreach and understanding of University Libraries, across campus, and in the profession

Action Item	Planned	Expected Outcome	Responsible	Status
Collaboration with the Office of Intercultural Engagement on at least one activity to highlight the library resources accessible in the IRC.	2016-17	Increase Collaborative activity with IRC and the Libraries and increase awareness of library resources.	Diversity Programming Subcommittee, Diversity Coordinator, Harold Schiffman Music library, and Liaison to OIE	
Collaborate with OARS on at least one activity to highlight the library resources accessible to physically challenged students.	2016-17	Increased collaborative activity with OARS, the Libraries and library resources.	Diversity Programming Subcommittee, Diversity Coordinator, Harold Schiffman Music library, and Acquisitions Department Liaison to OARS	 Completed
Contribute to heritage month programming by sponsoring library days (i.e. African American History Month, Women's History Month, etc.)	2014-15	Increased activity from groups outside of the Libraries.	Groups outside of the Libraries.	 Completed

STRATEGIC GOAL NO. 2





Action Item	Planned	Expected Outcome	Responsible	Status
Create a bilingual (Spanish/ English) bookmark to welcome native Spanish speakers.	2018-19	Students and parents will feel more welcome to the libraries	Library Diversity Committee, Liaison who works with international students, foreign language students, IPC, Diversity Coordinator and Harold Schiffman Music Library	
Use bookmarks to reach out to Hispanic/Latino students and their parents.	2018-19	Students and parents will feel more welcomed to the Libraries	All Public Services Desk in the Libraries	
Collaborate with the IPC and the Office of Intercultural Engagement to increase the number of library exhibits that recognize and highlight the diversity of the campus by 10% each year.	2018-19	Increased collaborative activity with campus organizations and library exhibits.	Diversity Special Projects Subcommittee, Diversity Coordinator, HSML	
Coordinate HSML displays with IRC displays for heritage celebrations. IRC and HSML coordination with supplying music, theater and dance for heritage celebrations.	2017-18	Increased collaborative activity with campus organization.	Diversity Programming Subcommittee, Liaisons who lead tours and conduct classes for international students or for foreign language students, SCUA, Diversity Coordinator, Harold Schiffman Music Library	 Completed

3. SUPPORTING DIVERSITY IN CURRICULUM & COLLECTIONS


Objective: Support diversity in our collections, in the curriculum and in other areas across campus.

Action Item	Planned	Expected Outcome	Responsible	Status
Collaborate with LIS on at least one activity related to diversity each year	2018-19	Increase collaborative activity with LIS Department.	Library Diversity Committee, Diversity Coordinator, Library and Information Studies Committee	
Continue providing instructional opportunities for courses related to diversity and global issues.	2016-17	Increased instructional support of global issues in the curriculum	Liaisons, ROI, Library Diversity Committee	
Increase publicity by 10% to other academic units about the Libraries specific LibGuides and collections that support diversity.	2016-17	Track statistics on instruction offered to classes related to diversity and global issues.	Library Diversity Committee, Diversity Coordinator	
Collect materials that include a diverse linguistic background; collect materials in a variety of languages to serve both the leisure and curriculum needs of the University.	2017-18	Strong collection serving diverse languages and users.	SCUA, ROI, ERIT, Technical Services, Cataloging, Harold Schiffman Music Library, Diversity Coordinator, Liaisons	

STRATEGIC GOAL NO. 3

Action Item	Planned	Expected Outcome	Responsible	Status
Develop LibGuides and tutorials specifically geared toward Study Abroad	2017-18	Strong collection serving diverse languages and users.	Library Diversity Committee, Liaison who works with international students, foreign language students, IPC, Diversity Coordinator and Harold Schiffman Music Library	 Completed
Review collection development procedures to make sure we are acquiring strong collections in a diversity of languages that support our user population.	2016-17	Evaluate collection to see if the collection meets the needs of diverse users.	Library Diversity Committee, Liaison who works with international students, foreign language students, IPC, Diversity Coordinator and Harold Schiffman Music Library	
Continue to offer the TellMeMore (learn a language) database and the Pronunciator database.	2017-18	To help students, faculty and staff build skills in a variety of foreign languages.	ERIT, Library Diversity Committee	Removed and no longer supported by Information Technology Services
Provide Closed captioning of some tutorials and library videos.	2016-17	Make library resources accessible to the hearing impaired.	ERIT	 Completed
Ensure diversity in our digital projects (Runaway Slaves, Home Economics Pamphlets, Women Vets, etc)	2015-16	Produce digital projects that support the information needs of diverse populations	ERIT	 Completed
Work with UNC Greensboro faculty on collaborative digital projects of interest to diverse audiences (Slavery Petitions, Shoah, Anne Finch, etc.)	2015-16	Produce digital projects that support the information needs of diverse populations.	ERIT	 Completed

STRATEGIC GOAL NO. 3

Action Item	Planned	Expected Outcome	Responsible	Status
Submit a community engagement grant (IMLS Sparks! Ignite) based on direct contact with minority youth to train them on photography and digitization.	2015-16	Greater library engagement with minority youth.	ERIT	 Completed
Collaborate with faculty so that MUS 135 students get extra credit for attending heritage celebrations at the IRC.	2017-18	University Libraries contribution to community engagement outreach.	HSML	

OUTREACH AND EDUCATION

The Outreach and Education section of the report includes library instruction, presentations, exhibits, grant funded projects, blog posts, service, lectures, projects and the Women Veterans Luncheon.



Erin Lawrimore

University Archivist and
Associate Professor

Library Instruction

- 2017-2018: A History of African Americans at UNC Greensboro for ADS 356: Making of the African Diaspora (Omar Ali, Spring 2018).
- 2017-2018: A History of African Americans at UNC Greensboro for ADS 315: Theories and Paradigms in African American Studies (Michael Cauthen, Spring 2018).
- 2017-2018: A History of African Americans at UNC Greensboro for ADS 315: Theories and Paradigms in African American Studies (Michael Cauthen, Fall 2017).
- 2017-2018: Embedded Instruction for RCO 215: Grogan Residential College Seminar in Social and Behavioral Studies (eight class meetings, Fall 2017)
 - A History of UNC Greensboro for RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2017).
 - A History of African Americans at UNC Greensboro for RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2017).
 - 2017-2018: A History of African Americans at UNC Greensboro for ADS 315: Theories and Paradigms in African American Studies (Michael Cauthen, Fall 2017).
 - Examining Perspectives in the Archives, three meetings of RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2017).
- 2016-2017 – Embedded instruction for two sections of RCO 215: Grogan Residential College Seminar in Social and Behavioral Studies (six class meetings per section, Fall 2016)
 - A History of UNC Greensboro for two sections of Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2016).
 - Examining Perspectives in the Archives, three meetings for two sections of RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2016).
 - Researching Woman in UNCG's Past, two meetings for two sections of RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Fall 2016).
- 2016-2017 - A History of African Americans at UNCG for AFS 356: Making of the African Diaspora (Omar Ali, Spring 2017).
- 2016-2017 - A History of African Americans at UNCG for AFS 315: Theories and Paradigms in African American Studies (Michael Cauthen, Spring 2017).

OUTREACH AND EDUCATION: GOAL NO. 2 & 3

- 2016-2017 – Embedded instruction for two sections of RCO 215: Grogan Residential College Seminar in Social and Behavioral Studies (10 class meetings per section, Spring 2017)
 - A History of UNC Greensboro for two sections of Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Spring 2017).
 - A History of African Americans at UNC Greensboro for two sections of Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Spring 2017).
 - Examining Perspectives in the Archives for four meetings for two sections of RCO 215: Residential College Seminar in Social and Behavioral Studies (Sarah Colonna, Spring 2017).

Presentation

- Lawrimore, E. R. (2017-2018). History of UNC Greensboro's Neo-Black Society. Conference on African American Culture and Experience, Greensboro, North Carolina.
- Lawrimore, E. R. (2016-2017). Uncovering African American History. Society of North Carolina Archivists Annual Meeting, Asheville, North Carolina.
- Lawrimore, E. R. (2016-2017). Wrestling with Governor Aycock and His Legacies. Historical Society of North Carolina Conference, Greensboro, North Carolina.

Exhibits

- 2017-2018: Lawrimore, E. R., Neo-Black Society Homecoming Reunion. Created an exhibit on the history of the Neo-Black Society as part of their celebration during Homecoming weekend (October 21, 2017).
- 2017-2018: Biere de Femme, Curate and staff exhibit on the history of women in the beer industry at Biere de Femme event in Raleigh, NC (March 3, 2018).
- 2016-2017: Lawrimore, E. R., Women's Physical Education at the Turn of the 20th Century. Exhibit in Hodges Reading Room, April-October 2017.
- 2016-2017: Hop into History: Civil Rights in Greensboro, Pop-up exhibit at Gibbs Hundred Brewing Company featuring materials from UNC Greensboro related to civil rights in Greensboro (September 2016)

Grants

- 2016-2017: Cyrus, D., Glenn, C., & Lawrimore, E. R., Comanche: Hero Complexities, Co-Investigator, UNC Greensboro Office of Research and Economic Development. Strategic Seed Grant project. Funded.
- Lawrimore, E. R. Well Crafted NC: Documenting Women in North Carolina's Craft Beer Industry. UNC Greensboro Faculty First Summer Scholarship Award, \$4,903. Funded

Blog Posts

- 2016-2017: Lawrimore, E. R., A History of Disability Services at UNCG. Spartan Stories blog post
- 2016-2017: Lawrimore, E. R., Desegregating WC: Tillman, Smart, and the Long Road to Integration. Spartan Stories blog post



Kathelene McCarthy Smith

Instruction and Outreach Archivist
and Assistant Professor

Service

- Chair of the Diversity Resident Librarian Search Committee; worked to create job description, organize online matrix, schedule telephone interviews and campus visits (ongoing)

Classes Taught

- ADS 325-01: Black Women in the US. Taught class session relating to the history of African Americans on the UNC Greensboro campus. (August 22, 2017)
- ADS 210-03: Blacks in American Society. Taught class session regarding archival research methods and distinguishing primary vs. secondary sources, using examples from Black Lives Matter Movement. (August 29, 2017)
- ADS 201-3 and ADS 201-04: Introduction to African American Studies – 2 sessions. Taught class session relating to the History of African Americans on the UNC Greensboro campus. (August 31, 2017)
- ADS 325-01: Black Women in the US. Co-taught class session regarding archival methods and incorporating a display and document analysis of slave narratives from SCUA's African American collection. (January 11, 2018)
- ADS 210-03: Blacks in American Society – 2 sessions. Helped design class project relating to UNC Greensboro African American alumni oral histories. Taught two class sessions – the first involving the history of African Americans on campus from 1956 until the mid-1970s and the second focused on helping students with research for their topic within the framework of an online research guide. (January 23, 2018 and February 27, 2018)
- RCO 205-02: Race Relations/Racial Inequity. Taught class relating to archival methods and the Civil Rights Movement in Greensboro and on campus with corresponding document analysis relating to desegregation. (February 13, 2018)
- HSS 202-02: Race and the Urban City. Taught class session regarding the history of African Americans on campus and the larger Greensboro community. (February 13, 2018)
- ENG 290-01: Rhetoric of Social Movement. Co-taught class session relating to the Woolworth Sit-ins with a related document analysis. (February 15, 2018)
- ADS 305-01: Race and Education. Co-taught class on archival methods with a document analysis incorporating slave narrative's from SCUA's Rare Book Collection. (February 20, 2018)
- ADS 201-02 and ADS 201-03: Introduction to African American Studies – 2 sessions. Taught class session relating to the History of African Americans on the UNC Greensboro campus. (February 20, 2018)

Classes Taught Cont'd

- ELC 381-07: Cultural Foundations of Education. Taught a class session with a concentration on Suffrage, and current minority voter suppression and disenfranchisement. (March 13, 2018)
- ADS 305: Race and Education. Co-taught class that focused on African American authors, with a book analysis. (March 22, 2018)
- HIS 430: Historical Methods for Social Studies Teachers. Taught class on archival methods and created a display of slave narratives from SCUA's African American Rare Book Collection. (March 26, 2018)

Exhibits

- "The History of the Neo-Black Society" and "The History of UNC Greensboro," Shaw Dormitory, UNC Greensboro Homecoming (October 2017)



Beth Ann Koelsch, M.L.S

Curator, Women Veterans Historical
Project and Associate Professor

Annual Women Veterans Luncheon

- The annual Women Veterans Luncheon is the WVHP major yearly event. It requires months of planning, organizing and coordinating. The 19th Annual Women Veterans Historical Project Luncheon was held on Saturday, November 12th, 2016 at UNC Greensboro's Elliott University Center. 95 women veterans, students, friends and family attended.
- The annual Women Veterans Luncheon is the WVHP major yearly event. It requires months of planning, organizing, and coordinating. This year marked the 20th anniversary of the luncheon and I was very fortunate that a UNC Greensboro alumna/Air Force Nursing Veteran and new major development prospect, offered to financially sponsor the event. Catering prices have risen sharply each year and even with regular increase in ticket prices and donations/sponsorships, the luncheon has operated at a loss. The sponsorship allowed guests to attend for free. This year the luncheon was held Friday (instead of Saturday) with the goal of involving more of the UNC Greensboro community. My concern with the schedule change was that by having the luncheon on a weekday, women veterans who worked a traditional Monday-Friday 8-5 job would not be able to attend. However, there was a record number of guests, many of whom attended for the first time. Many of those women veterans in attendance were either retirees or were given time off from their jobs to attend.

Lectures

- Women and Gender Studies 270: Sexuality and Culture. Lectured on LGBT history in the U.S. Military and relevant WVHP oral histories. Instructor Michelle Powell. March 8, 2017.
- Residential College 215-01 and 02: Global Social Problems. Lectured on "Women's Stories." Instructor Sarah Colonna. March 6, 2017.
- Honors Seminar 228-01: Dragons, Eagles, Bears and Bulls: Introduction to International Relations. Lectured on an introduction to primary sources and finding aids, the history of women in the U.S. Military, and how to navigate the WVHP website. Instructor Liz McNamara. February 20, 2017.
- Honors College 105-02: Art in Response to War. Co-taught two sessions on WWII military recruiting and propaganda posters. Instructor Sheryl Oring. October 10, 2016 and February 6, 2017.
- Honors 202 Oral History and the Veteran Experience: Presented upon how the WVHP works, how the interviews are chosen and conducted, preservation, how the oral histories are used in research and instruction, and navigating the WVHP website. Instructor Chuck Bolton. November 17, 2016.
- History 212: US History since 1865. Co-presented "speed dating" of Special Collections and Archival Materials. Instructor Anne Parsons. October 14, 2016.

Lectures Cont'd

- Library and Information Studies 688: Special Collections. Presented on the practice of conducting, preserving and making available oral histories. Instructor Noah Lenstra. October 12, 2016.
- Women and Gender Studies 250: Introduction to Women's and Gender Studies. Lectured to three class sections on The WVHP and Veterans' Oral Histories. Instructor Michelle Powell. September 28 and 29, 2016.
- "Woman's College and UNC Greensboro Alumni who served abroad in the U.S. Military and American Red Cross." Instructor Sarah Colonna. September 21, 2016.
- Co-designed class research project with 2016 Information Literacy Course Development Award winner Elizabeth McNamara for her Honors Seminar 228-01 Dragons, Eagles, Bears and Bulls: Introduction to International Relations. The purpose of the Information Literacy Course Development Awards is to support instructors in revitalizing courses to foster information literacy skills. I worked with instructor to identify WVHP World War II-era manuscript collections and materials that were used in student research papers that used primary sources to teach students [from her application] "to appreciate materials of and from the time period reflecting people's thinking at that time". The instructor also hoped that using WVHP materials "will help [students] better grasp the idea of the domestic and individual context against which foreign policy decisions are made."
- Primary Source Literacy in the Archive. Co-presented instructional session on primary source research for Grimsley High School International Baccalaureate Program students. March 8, 2018.
- Primary Source Literacy in the Archive. Co-presented instructional session on primary source research for Page High School International Baccalaureate Program students. March 5, 2018.
- Gender and Violence: Women and Gender Studies 311-01. Taught class session about using the WVHP to research violence against military women. Instructor Emily Edwards. February 7, 2018.
- War and Conflict: Freshmen Seminar FMS 170-02. Taught class session about World War II primary resources in the WVHP. Instructor Leigh Sink. February 16, 2018.
- Introduction to Women and Gender Studies: Women and Gender Studies 250-05. Co-taught class session about using primary source documents. Instructor Kristie Ellison. February 8, 2018.
- The World in the 20th Century: History 217-04. Taught multi-class sessions to students on how to conduct primary source research using World War II WVHP manuscript collections. Instructor Hannah Shotwell. October 30, November 1 and November 6, 2017.
- US History since 1865: History 212. Co-presented "speed dating" of Special Collections and Archival Materials. Instructor Anne Parsons. October 5, 2017.
- Global Social Problems: Grogan Residential College Course 215. Taught class session "Woman's College and UNC Greensboro Alumnae who served abroad in the U.S. Military and American Red Cross." Instructor Sarah Colonna. September 28, 2017
- Sense and Sensuality: Grogan Residential College Course 224. Used WVHP material to discuss gender anxiety in the U.S. armed forces. Instructor Will Dodson. September 28, 2017.
- Library and Information Studies 688: Special Collections. Co-presented with Jennifer Motszko about collection development policies. Instructor Noah Lenstra. September 21, 2017.

OUTREACH AND EDUCATION: GOAL NO. 2 & 3

Presentations

- Local
 - Koelsch, B. A. Preserving the History of Women Veterans: Focus on Cabarrus County. Pennybyrn at Maryfield community outreach, High Point, North Carolina. November 8, 2016.
 - "Women, the Military, War, and Its Aftermath". Panel Discussion participant in The Appalachian Arts & Humanities Collective – in collaboration with Appalachian State's Blurred Boundaries: The Experience of War and Its Aftermath. Appalachian State University. Boone, NC April 14, 2018.
 - "Documenting the History of Women Veterans: Focus on Wake County". Women's History Month: Celebrating women in the military. Northeast Regional Library. Raleigh, NC. March, 20, 2018.
 - "Documenting the History of Women Veterans: Focus on Wake County". Women's History Month: Celebrating women in the military. Cameron Village Regional Library. Raleigh, NC. March 8, 2018.
- State
 - Koelsch, B. A. Preserving the History of Women Veterans: Focus on Cabarrus County. Pennybyrn at Maryfield community outreach, High Point, North Carolina. November 8, 2016.
- National
 - Koelsch, B.A. Veterans Oral History on the Web As part of the "Veterans Oral History: Voice and Representation" module, lectured on the curation of WVHP oral histories and other online repositories of veterans' oral histories. Veterans in Society: Ambiguities & Representations 2016 NEH Summer Institute for College and University Teachers. July 29, 2016.

Exhibitions/Public Performances

- Exhibit at the 2018 North Carolina Women Milvets Summit and Expo. Raleigh, NC. May 2, 2018.
- Exhibit at the WWI Centennial: North Carolina in the Great War program. Alamance Community College, Graham, NC. March 29, 2018. This day-long program and exhibition showcase hosted 1500 Alamance County middle school and high school students.
- Exhibit at the Women Veterans Empowerment Symposium Veterans Service Center Winston-Salem Regional Office. Winston-Salem, NC. December 9, 2017.
- Exhibit at Hop into History! Saluting Women in the Military. Gibb's Hundred Brewing Company. Greensboro, NC. November 16, 2017.
- Exhibit, WVHP display for UNCG Veterans Day Celebration. UNC Greensboro. November 10, 2017.
- Exhibit of 18 Women's military uniforms and artifacts from the Women Veterans Historical Project Collections for the Annual Women Veterans Luncheon. UNC Greensboro. November 3, 2017.
- Exhibit, "World War I: Women Who Served from the collections of the Women Veterans Historical Project. Jackson Library, UNC Greensboro. November 1, 2017 –January 15, 2018.
- Exhibit of eighteen women's military uniforms and artifacts from the Women Veterans Historical Project Collection for the Annual Women Veterans Luncheon. UNC Greensboro. November 12, 2016.
- Celebrating Women Veterans" exhibit. Women's Veterans Appreciation Event. Shugart Women's Center at Forsyth Technical Community College. Winston-Salem, NC. November 15. 2016.
- Class of 1967 reunion. UNC Greensboro. April 7, 2017.
- WVHP display for UNCG Veterans Day Celebration. UNC Greensboro. November 11, 2016.

University Assignments

- Library liaison to the UNC Greensboro Student Veterans Association
 - Worked closely with the UNC Greensboro Veterans Resource Center and attend their sponsored events such as Veterans Day celebrations, "meet and greets", the Blue and Gold banquet, and receptions.
 - Attended meetings to introduce myself as a library resource for student veterans.
 - Focused on collecting oral histories of current student veterans.

Committee Membership

- Academic Policies & Regulations Committee
 - The charge of this committee is to develop policies governing the academic calendar, summer session, class scheduling, academic advising, and undergraduate regulations and requirements. This year we worked on changes to University Policies to the Academic Integrity Policy, the Faculty Accessibility Policy, and the UNC Board of Governors mandate to change the credit hour maximum to 120 hours. For this project, I researched the University Archives to discover the history of the current UNC Greensboro graduation requirement of 122 credit hours as well as helped craft the resolution to the Faculty Senate endorsing the change.



Gerald Holmes

Reference Librarian and Diversity
Coordinator and Associate Professor

Diversity Coordinator Projects

- Met with UNC Greensboro Chance: Campamento Hispanic Abriendo Nuestro Camino a la Education (translation- UNC Greensboro Hispanic Camp Opening Our Way to Education) Planning Committee meeting to discuss the libraries participation in the Summer 2017 program on March 30.
- I had several meetings with Karlene Jennings to discuss Development and Diversity Initiatives. I had several meetings with Martin Halbert to discuss Diversity Initiatives.

Diversity Resident Project

- Met with Michael Crumpton to plan for the overall Residency program, as needed.
- Communicated with Special Collections and University Archives (4 month rotation) and Reference, Outreach and Instruction (12 month) Department Heads to review goals for the rotations and review final rotation evaluations.
- Met with Jenay Solomon (began July 25, 2016; Diversity Resident) to begin onboarding process and share information to look for ways to assist her in her Residency experience and to help her reach her goals, when scheduled. Invited Jennifer Motszko to serve as the Orientation Buddy for Jenay during the first 2-months. Invited Jenny Dale to serve as a Mentor for Jenay Solomon beginning in the 5th month and continuing to the end of the Residency.
- Met with Jenay Solomon two times a month to discuss the Residency Program (updates on rotations and ideas for improvement); provided information about upcoming events; completed travel forms and time sheets; discussed projects the University Libraries, UNC Greensboro, and the Greensboro Community.
- Met with Jenay Solomon for Telephone Interview Practice 09-11-17, 01-31-18, and 02-19-18.
- Scheduled and attended Mock Interview and Presentation Practice 09-14-18 and 02-26-18.
- Serve as an ex officio member of the Post MLS Diversity Resident Search Committee – December 2017 – April 2018
- Met with Jenay Solomon (Diversity Resident) to share information and look for ways to assist her Residency experience and to help her reach her goals, when scheduled.
- Coordinated and planned the Residency Recognition Program for Jenay Solomon (Diversity Resident). The program was held before July 30, 2018.

Committees

- Chancellor's Committee on Equity, Diversity and Inclusion. Attended committee meetings, as scheduled.
- Served as Chair of the Faculty Senate Committee on Equity, Diversity and Inclusion representing the Libraries. Set the agenda and conducted committee meetings, as scheduled.
- Chair, Libraries' Diversity Committee. I provided information and updates on diversity and inclusion related projects, programs, and initiatives on a regular basis. I scheduled and set the agenda for meetings, as needed. Committee's worked included:
 - Coordinated presentation/meeting with "Mark Puente," and the joint meeting with Library Diversity Committee and the Administrative Advisory Group, on April 4, 2017.
 - Programming Sub-Committee created and supported the Library Diversity Committee's programming.
 - Worked with the Communications Sub-Committee to update the Library's Diversity Web Page and add content to the Diversity Blog to communicate in the Libraries, across campus, and within the Library Profession.
 - Assisted the Diversity Resident Librarian, Jenay Solomon in hosting the Diversity Expo on February 16, 2016.
 - Met with Sean Mulligan a program or workshop focused on providing a welcome library environment for Adult Seniors who use the Library on December 07.
 - In preparation for the Search for the 6th Diversity Resident, we reviewed the and revise the Diversity Committee Interview questions and the Interview question for AAG using the new UNC at Greensboro Recruiting Diverse Faculty; Search Handbook.
 - 9) Office of Accessibility Resources & Services (OARS)-Library Workshops: Presenter Rusty Rogers Oct. 6th (Fri.) 11:00 am – 12:00 noon (Room 177-A); Oct. 11th, 2017 (Wed.) 3:30 pm 4:30 pm (Room 177-A) both workshops on the topic is Etiquette Workshop. Presenter Sidney Fletcher Nov. 6th (Mon.) 3:00 pm – 4:00 pm (Room 177-A) Nov. 10th, 2017 6th (Fri.) 10:30 am–11:30 noon (Room 177-A); both workshops on the topic will be Adaptive Technology.
- Served as Chair of the Faculty Senate Committee on Equity, Diversity and Inclusion representing the Libraries. Set the agenda and conducted committee meetings, as scheduled. Submitted an Annual Report for the Faculty Senate Committee for 2016-17. At the request of the Faculty Senate Chair, I met with four Associate Vice Chancellor for Student Affairs Candidates representing the Faculty Senate in a group setting (Provost Boardroom) during Interviews. (Oct. 23, 24, 30, and 31, 2017). Served with Faculty Senate Committee Chairs on a Subcommittee to revise and submit a Faculty Morale Survey. I served with Laurie Kennedy Malone, George Michel, Andrea Hunter, and Mark Davenport (Institutional Research).
- Served on the Chancellor's Committee on Equity, Diversity and Inclusion. Attended committee meetings, as scheduled.

Committees Cont'd

- As the Diversity Coordinator, I served on the Administrative Advisory Committee (AAG). Attended committee meetings, as scheduled. Met with the Associate Dean of University Libraries to discuss and provide updates on diversity and inclusion related projects, programs, and initiatives, monthly.
- At AAG meetings, I added the following agenda items where we discussed Office of Accessibility Resources and Services (OARS) Workshops (08-29-17); discussed Libraries participation in the UNC Greensboro Chance: Campamento Hispanic Abriendo Nuestro Camino a la Education (translation- UNC Greensboro Hispanic Camp Opening Our Way to Education) (Frontier Set Grant) Program (invited James Rod Wyatt) (02-27-18) both Chance Program July 12-15, 2017 and July 16-21, 2018 was discussed; UNC Greensboro McNair Scholars Program is a federal TRiO program funded by the U.S. Department of Education designed to prepare undergraduate students for doctoral studies, (invited D. Clinton Williams) (02-27-18). I attended the standing room only UNC Greensboro McNair Scholars Welcome and Reception in the Alumni House (11-13-17) at 5:00 pm. Amy Harris Houk and I met with the Grant Project Planning Committee (01-31-18) at 10:00 am and the Library Liaison to discuss the Library participation in the Summer Institute and program, overall (03-14-18) at 1:00 pm. The Library is offering to host the McNair Scholars Symposium on June 28.
- Attended a meeting with Noelle Morrissette, Martin Halbert, Keith Gorman and I to discuss plans for God's Trombone and how can the Libraries assist in promoting the events (11-14-17). Special Collections and University Archives promoted and Randall Burkett (Emory University) invited Martin Halbert to provide a Lecture in the Hodges Reading Room.

Presentations/Speaker

- Conference Presentation/Refereed Conference Proceedings Paper published – “Beyond Library Walls: Diversity Initiatives in Library Schools Create and Teach Students the Importance of providing nurturing and inclusive learning community,” Tenth National Conference of African American Librarians, Atlanta, GA on 08-10-17.
- Workshop Presentation – “Diversity from the Inside Out: 10 Years of the UNC at Greensboro Post MLS Library Diversity Residency Program and Future Visions at the meeting of the North Carolina Independent Colleges and University Library Directors on 12-18-18 at Guilford College.
- Guest Speaker – LIS Course – Library Management - Topic Diversity in Libraries (10-03-17).

Grants

- Grant Proposal Submitted – “Library Diversity Institutes Pilot Project” was submitted to Institute of Museum and Library Services for \$218, 018 on 01-15-18. This is related to the Libraries membership in the ACRL Diversity Alliance. Martin Halbert, Project Principal Investigator and I am Project Co-Principal Investigator.



Maggie Murphy

First-Year Instruction/Humanities
Librarian and Assistant Professor

Spartan StartUP Project

- This summer, 42 Spartans got a “head start” on college thanks to Spartan StartUp, UNC Greensboro’s new five-week summer bridge program for first-year students who come from historically disadvantaged backgrounds. The program’s goal is to prepare students for academic success and to help ease the transition to university life. Participants received individualized academic support and advising, participated in co-curricular and recreational activities and developed a strong network of peers, faculty and staff. The courses, which fulfill a general education requirement for students, included an online component to better prepare students for online learning. All students – many of whom are Pell Grant eligible – were provided with laptops that will be used throughout their time at UNC Greensboro, thanks to a UNC System grant.
- Updates
 - Brand new program
 - Grant money from frontier set but decided to use for this program
 - Students from underrepresented communities with borderline GPA’s that want to join UNC Greenboro as students (12 weeks, 40 students)

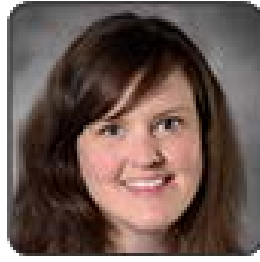


Rachel Sanders

First-Year Instruction/Social Sciences
Librarian and Assistant Professor

UNCG Chance 2018 Workshop

- On July 17, 2018 the UNC Greensboro University Libraries participated in the UNC Greensboro CHANCE program, an initiative that provides North Carolina Latinx rising high school juniors and seniors with the opportunity to engage in an intensive college preparation and leadership skills development experience.
- CHANCE students spent the afternoon in Jackson Library and attended four different workshops presented by librarians on a rotating basis:
 - The Credible Hulk: Smashing Unreliable Sources
 - Mobile Movie Making: Best Practices
 - Scavenger Hunt in the Archives
 - All-Library Scavenger Hunt
 - Rod Wyatt was a guest speaker to introduce AAG to UNC Greensboro Chance
 - Summer session this year July 16-21
 - Dr. James (Rod) Wyatt expressed much appreciation for the Libraries' participation in UNC Greensboro Chance
- Updates: UNC Greensboro Chance Program July 16 – 21, 2018
 - Has been confirmed for the next two summers
 - Expressed desire to double the amount of students from last year (Goal of 120)
 - Program has been made longer, as requested



Lynda Kellam

Data Services and Government Information
Librarian and Associate Professor

International & Global Studies Assistant Director

- Served as curriculum adviser for 45 students with IGS Global Affairs & Development as their major concentration.
- Represented IGS at events on campus by tabling, including I-Fest, International Education Week, and the UL Diversity Expo.
- Coordinated five IGS Global Spotlights in which IGS faculty present on their international research in progress and facilitate discussions.
- Served as faculty adviser for four students in IGS 400 (Capstone Seminar in International and Global Studies), one in fall and three in spring. These capstone projects allow IGS seniors to conduct an in-depth investigation into a research question related to their IGS concentration. As their faculty advisor, I provide assistance locating resources and guidance navigating the literature and major debates connected to their topics.
- Served as the Faculty Advisor for the International & Global Studies Student Association.



Jenny Dale

Information Literacy Coordinator and
Associate Professor

McNair Scholars 2018 (Mentor for Event)

- Library will provide mentors to assist with teaching skills such as writing research papers
- Clinton Williams was a guest speaker to speak to AAG about The Ronald E. McNair Post-Baccalaureate Achievement TRIO Program
 - The UNC Greensboro-McNair Scholars Program is a federal TRiO program funded by the U.S. Department of Education
 - Designed to prepare undergraduate students for doctoral studies and to diversify faculty demographics across the nation by providing experience and training to students typically under-represented in the academy
 - Symposium June 29th, 2018
 - Each McNair Scholar will have a library mentor to work closely on information literacy skills

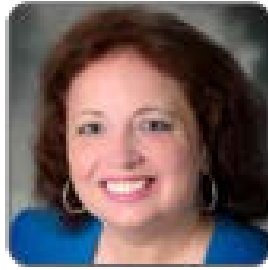


Terry Brandsma

Information Technology Librarian and
Associate Professor

Diversity & Global Engagement Expo

- I posted the "Diversity & Global Engagement Expo" details to Spartan Connect, and configured it so that students could get co-curricular credit for attendance.
- I also set up two sign-in stations so that students could register their attendance, and staffed the sign-in table for about 2 hours.



Karlene Jennings

Executive Director of Development

Endowments & Engagements

- The creation of a new named endowment for African American literature in Special Collections.
- Libraries as Home Place: Providing New and Safe Avenues for Alumni Re-Engagement Opportunities by Michael Crumpton, Karlene Noel Jennings, and Jennifer Motszko, Council of Advancement for Support of Education (CASE), District III (Atlanta, GA, 12 February 2018).

Additional Updates & Notes

- IMLS Diversity Alliance Institute Project Grants
 - 38 schools that have Diversity Residents come together from different institutions to discuss the field
 - \$2,011 to host two of the institutes so that a student can be taken care of for this program
- Gerald – Reported that there is a small committee working on a pre-conference for next year focused on residents. Also reported that they are trying to create an Institute for residents to meet each other. Also reported that they are trying to get funding for this for September 2018 and 2019. Lastly, stated that there has not been an institute since this library has been a member.
- Library Diversity Expo (01-31-18 – Wed.)
 - 77 sign ins reported
 - Very positive feedback
 - Main suggested area of improvement was space.
- LEARN Sponsored Ashby Dialogue-Spring Semester 2018 (Update)
 - Great turnout, with productive discussion
 - Expression of need for courses related to knowledge of current events, as well as basic civics
 - Discussion of providing programming around upcoming election
- AADS CACE Conference February 21, 2018 (Update)
 - Pictures and history of Neo-Black Society (NBS) presented to audience
 - Panel of students present to discuss NBS.
- Access Services - The video directed towards the deaf community that Juanita was working on was not completed. She was unable to secure actors who knew sign language.

4. ENSURING DIVERSE LIBRARY ENVIRONMENT

First Objective: Ensure a Library environment that is receptive to staff diversity.


Action Item	Planned	Expected Outcome	Responsible	Status
Offer cultural enrichment discussion/film series or article for library faculty and staff.	2016-17	Increase awareness among staff of the needs and expectations of colleagues and customers from a variety of cultures.	ROI, OARS, IPC, OIE, Library Diversity Committee	

Second Objective: Ensure all employees feel the Libraries are a welcoming and supportive environment, regardless of position or place within the organizational hierarchy.


Action Item	Planned	Expected Outcome	Responsible	Status
Offer training for staff that increases diversity of knowledge	2016-17	Help create a campus environment that is open and welcoming to all LGBTQ+ students, faculty and staff.	All Library Staff and Faculty	
Ensure that 1-3 staff members attend Safe Zone/Ally Training annually in each dept. until 100% are trained	2016-17	Help create a campus environment that is open and welcoming to all LGBTQ+ students, faculty and staff.	All Library Staff and Faculty	

STRATEGIC GOAL NO. 4

Third Objective: Recruit and retain a diverse workforce.

Action Item	Planned	Expected Outcome	Responsible	Status
University Libraries leadership will provide support to encourage staff members to enroll in professional development course offerings from Human Resources Services that are centered around diversity.	2016-17	Wider diversity within the candidate pools for professional positions. Enhanced staff awareness of the importance of employee diversity	All Library Staff and Faculty, Dean of Libraries, Diversity Coordinator, Search Committee Chairs	
All open professional librarian positions will be advertised in sources recommended by Human Resources Services that target underrepresented populations	2016-17	Wider diversity within the candidate pools for professional positions.	Dean of Libraries, Diversity Coordinator, Search Committee Chairs, Assistant Dean for Admin. Services.	 Completed

Fourth Objective: Continue our Diversity Resident Librarian Program for a recent MLS graduate who is from an underrepresented group. The Resident will expect to have projects related to services to diverse groups within UNC Greensboro.

Action Item	Planned	Expected Outcome	Responsible	Status
Ensure that newly hired staff are made aware of various affinity groups on campus (Alianza, Black Faculty, etc).	2016-17	Provide candidates from underrepresented groups additional exposure to all aspects of academic librarianship	ROI, Library Diversity Committee	 Completed
Offer training on the topic of microaggressions.	2018-19	Enhance staff awareness of the importance of employee diversity	ROI, Library Diversity Committee	

STRATEGIC GOAL NO. 4

Fifth Objective: Ensure that LIS students from underrepresented populations are offered equal access to practicums and internships within University Libraries

Action Item	Planned	Expected Outcome	Responsible	Status
<p>Explore the possibility of establishing a Diversity and Inclusion Award Program to provide a formal recognition to staff who participate in making the University Libraries a more diverse campus destination on campus. A report with recommendations will be prepared and presented to the Dean of University Libraries by 2018. If the Diversity and Inclusion Certificate Award is recommended and established, University Libraries will recognize staff annually</p>	<p>2018-19</p>	<p>Enhanced staff awareness of the importance of employee diversity.</p>	<p>ROI, Library Diversity Committee</p>	

POST MLS DIVERSITY RESIDENCY REPORT



DIVERSITY RESIDENT JENAY SOLOMON 2016-2018

Introduction

The University of North Carolina at Greensboro University Libraries has established a two-year Diversity Residency in order to guide and develop a new librarian's professional growth while investing in the Libraries' commitment to diversity within the field of librarianship. In the first year of the program, the Resident rotates between different functional areas of the Libraries gaining valuable experience in multiple service areas of academic librarianship. The Resident also participates in diversity initiatives and outreach activities for both the library and the university. The second year of the Residency aligns with the goals and interests of the Resident and is designed to be spent in one department getting more in-depth experience in a particular area of the academic library profession.

Year One Summary

During the first year of her residency, Jenay rotated among three different departments: Research, Outreach, and Instruction (July 2016-December 2017), Technical Services (January 2017-April 2017), and Special Collections and University Archives (May 2017-August 2017).

First Rotation

For her first rotation in Research, Outreach, and Instruction (ROI), Jenay focused her time on instruction, primarily for first year students, staffed the reference desk, and engaged with students and faculty.

- Jenay taught approximately 20 instruction sessions for several classes such as Communications Studies 105, English 101, Freshman Seminars, and Foundations for Learning.
- Jenay created a LibGuide for Native American Studies resources, updated the MLA 8 citation guide, rebuilt, and maintained several others including Social Work libguides, CST 105, and took over the libguide for Graphic Novels in Jackson Library.
- In October 2016, Jenay served on the Roundtable for Ethnic Minority Concerns (NCLA roundtable) panel discussion with several new librarians discussing their experiences as minorities in the field and how they came into librarianship.
- While in ROI, Jenay also created a brand new, separate browsing collection of Young Adult and Graphic Novels with the help of a taskforce including several librarians from ROI and Access services. Jenay secured a permanent fund and ordered new materials, as well as reallocated books from the stacks for the collection.
- Planned, coordinated, and implemented UNC Greensboro Library's 2nd Diversity and Global Engagement Exposition in February 2017. Created by the former and fourth Diversity Resident, Orolando Duffus, the first event was held in January 2015 for UNC Greensboro students to learn about and engage with international and diverse students on campus. The Expo featured group presentations from over 20 student and University wide organizations, a staff and student panel, music and cultural food. The Expo generated about 100+ attendees throughout the event.

Second Rotation

In Technical Services, Jenay focused on Open Educational Resource (OER) initiatives and Electronic resources. Jenay met with each member of Technical services to understand more about their job and roles.

- Collaborated with Assistant Dean for Collection Management and Scholarly Communications on OER initiatives, by updating the OER libguide, finding and promoting OER repositories and tools, attending and participating in OER faculty and librarian workshops.
- Collaborated with Electronic Resources librarian on e-resource usability environmental scan to analyze problems, troubleshooting, and discoverability of UNC Greensboro's e-resources.

RESIDENCY REPORT

- Worked with a team of librarians charged with targeting e-resource databases to market to students and faculty.
- Attended NC Serials conference in March 2017 with other department members.

Third Rotation

For her third rotation in Special Collections and University Archives (SCUA) Jenay focused on instruction and outreach within the department and in addition, Jenay completed the following:

- Began processing the papers and materials of the North Carolina Home Economics Association and will be creating a finding aid for the collection.
- Attended the Society of North Carolina Archivists conference in March 2017 with other department members.
- Co-curated an exhibit on UNC Greensboro's collection of antique celery vases and collaborated with the SCUA intern on a blog post on the history and use of celery vases in the late 19th century.
- Observed several SCUA class instructions and co-taught two sections of Theater 500 and one section of 501 about SCUA research databases and resources, and was able to observe primary document analysis activities.
- Co-taught with the Graduate Assistant and Community Instruction Coordinator in SCUA, three consecutive workshops at Andrews High School in High Point, working with high school students on how to find and analyze primary sources and documents. These workshops are part of SCUA's Community Institution Program, partnering with K-12 schools teaching about primary sources in the classroom.
- Assisted on the SCUA reference desk, monitoring chat and helping patrons.

Additional Participation

Jenay attended the Metrolina conference in June during her rotation in SCUA, meeting with librarians and library professionals from all over the state and in the Charlotte-Mecklenburg area. Jenay served on several teams, including the Humanities team, Instruction team, Social Sciences Team and Collections team. She also served on the Search Committee for the Online Learning Librarian. Jenay was also a member of the Administrative Advisory Group and the Library's Diversity Committee. She also assisted UNC Greensboro staff and faculty from other departments outside the library with planning UNC Greensboro CHANCE, a college readiness program for Latino high school juniors and seniors. Other highlights of her residency include:

- Promoting the Young Adult and Graphic Novel collection by working with a professor in the English department, who taught a Freshman seminar class on graphic novel narratives' exploration of diversity. Jenay was able to meet with the class and talk to them about the importance and collection scope of the Graphic novels, inviting them to submit any suggestions for titles.
- Creating a survey for students enrolled in the study abroad program, asking them about what information resources they use to prepare and how they access information while abroad.

RESIDENCY REPORT

In addition to her teaching and workload in each departmental rotation, Jenay also presented two poster presentations at ALA Annual in Chicago and ACRL in Baltimore. Her poster at ALA was about Global Engagement in the Academic Library, talking about various global and multicultural outreach and programs at UNC Greensboro libraries. At ACRL, Jenay co-presented a poster with Orolando Duffus on the UNC Greensboro libraries as an Incubator for Multicultural Engagement. Jenay and Orolando also co-wrote a book chapter for the book, *Improving Library Services in Support of International Students and English as a Second Language Learners* to be published by ACRL Publishers, in which they discuss planning the Diversity Expo.

Year Two Summary

The second year of the Diversity Residency is designed to be spent in one department gaining in-depth experience in a particular area of the academic library profession. Due to Jenay's interest in first-year and undergraduate instruction and outreach, Jenay spent her final year in the Research, Outreach, and Instruction Department. During the Fall 2017 semester, Jenay served as liaison to the department of Social Work in the absence of a Social Sciences librarian. Through this opportunity, Jenay was able to gain important experience as a subject librarian including a general knowledge of collecting for a specific discipline, faculty relationship building, and instruction experience for an upper level Social Work Methods course. Jenay also continued teaching First Year and undergraduate information literacy and research sessions and remained a member of the Humanities Team, Social Sciences team, Instruction Team, and the Diversity Committee. Jenay served on the planning committee for the 62nd Biennial North Carolina Library Association conference in October 2017. Jenay also co-chaired the committee for Librarians Build Communities, helping coordinate the food drive with Second Harvest food bank. During NCLA, Jenay was a co-presenter for two sessions for the Library Student Track program, presented a poster on the UNC Greensboro CHANCE program, and presented a lightning round about Jackson Library's Young Adult & Graphic Novel Collection.

At the 2018 annual LAUNCCH Conference, Jenay served on a panel session: Transforming Partnerships: Supporting the Gate City through Campus and Community Outreach, with several librarians from ROI, the Head of the Digital Media Commons, and the Associate Dean of Public Services, Kathy Crowe, which discussed several community and campus outreach events and programs that took place through the UNC Greensboro Libraries.

Jenay, along with UNC Greensboro Patrons Services Specialist, Alva Jones and two librarians from Winston-Salem State University, Michelle Mitchell and Breanne Crumpton, co-wrote a chapter for the book *Comics and Critical Librarianship for Academic Libraries* published by Library Juice Press. The chapter focuses on creating and collecting for both institutions' graphic novel and comic collections, representing diversity and inclusion in comics.

Second Year Highlights



Highlights of Jenay's accomplishments in her 2nd year include.

- Coordinated with UNC Greensboro Library & Information Science Student Association (LISSA) on a webinar on LIS student and faculty experiences in international libraries: <https://youtu.be/nnQ6-eNaJns>
- Partnered with the Student Government Association on the 2018 Diversity and Global Engagement Expo.
- Collaborated with the Assistant Dean, Beth Bernhardt on a webinar about OER Opportunities for the Research and Application Webinar Series: <https://youtu.be/gEuQkcyvCFY>
- Co-lead outreach workshops related to the use and promotion of OER for faculty, as part of the OER Mini Grant program and for students, partnering with the NC student PIRG (Public Interest Research Group) on textbook affordability.
- Co-lead two back-to-back primary source workshops with the Graduate Assistant in SCUA for students at Andrews High School in between her first and second years.
- Collaborated with the International Programs Center to deliver the survey created in her first year on students information usage behavior in the Study Abroad program.
- Created a Camtasia tutorial on how to navigate the Wilson Core Collections database: <https://youtu.be/6xHNLahJZ7E>
- Provided a workshop for students in the MOSAIC Living Learning Center (LLC) in her role as Librarian Liaison to MOSAIC. The workshop discussed how to visually create, cite, and effectively communicate posters for the LLC Student Showcase, and brought in representatives from Digital ACT Center and the Speaking Center.
- Attended several conferences focusing on library instruction, outreach, and creativity including the Library Collective in Knoxville, TN in February and the Innovative Library Classroom (TILC) in Radford, VA in May.



In August 2018, Jenay began a new position as an Undergraduate Engagement Librarian at the University of Iowa Libraries.

5. PROVIDE RESOURCES TO PREPARE STUDENTS FOR A DIVERSE WORLD

Objective: Host programming that will support the goals of the campus Quality Enhancement Plan (QEP) "Global Engagement." Partner with International Programs for library displays that will emphasize the Libraries' collection that relates to global issues.





Action Item	Planned	Expected Outcome	Responsible	Status
Promote the Campus Read in University Libraries and all future "Campus Reads" related to QEP.	2014-15	Increase awareness of the impact of human trafficking (2014) and other issues raised in subsequent Campus Reads.	Research, Outreach and Instruction	 Completed
Host a Campus Read discussion group	2017-18	University Libraries' participation in the QEP.	ROI, Library Diversity Committee	
Showcase a poster display about the horrors of genocide	2014-15	Expose library users to information about genocide as a global issue.	Library Diversity Committee	
Ensure our web pages are easily translated to different languages.	2015-16	Increased number of populations accessing the library web pages in non-English languages.	ERIT	 Completed

STRATEGIC GOAL NO. 5

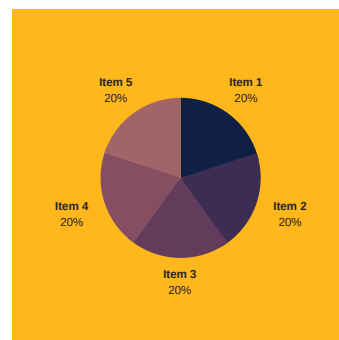
Action Item	Planned	Expected Outcome	Responsible	Status
Explore opportunities to support awareness of music, theater and dance through collaboration with IPC.	2018-19	Increased awareness and appreciation of music, theater, and dance globally.	Harold Schiffman Music Library and Diversity Programming Subcommittee	 Completed
Raise awareness with international students of the ability to translate the Libraries' website from English to 43 languages.	2016-17	Increase the number of populations accessing the library web pages in non-English languages.	ERIT	 Completed

6. DEVELOP A COMPREHENSIVE DIVERSITY AND INCLUSIVE COMMUNICATION PLAN

Objective: Create a communication plan that promotes the understanding and celebration of differences as well as similarities.

Action Item	Planned	Expected Outcome	Responsible	Status
Communicate diversity and inclusion efforts to Libraries' staff and Campus Community.	2016-17	Documented inclusion of diversity within library publications	Diversity Communications Subcommittee, Diversity Coordinator, All University Libraries Staff, ERIT, DMC, ROI	Ongoing
Ensure that diversity and inclusion are reflected in the libraries' communication outlets, such as the website, brochures, blogs annual reports, podcasts, etc.	2017-18	Increase program participation and support.	Diversity Communications Subcommittee, Diversity Coordinator, All University Libraries Staff	Completed 
Ensure library subject pages list and link to diversity and inclusion resources and collections.	2014-15	Increase our web emphasis on diversity	Diversity Communications Subcommittee, Diversity Coordinator	Completed 
Create a new blog to promote events, new materials, resources, and Libguides.	2015-16	Increase our web emphasis on diversity	Diversity Communications Subcommittee, Diversity Coordinator	Completed 
Redesign library diversity web pages (as requested by the Diversity Committee)	2015-16	Increase our web emphasis on diversity.	ERIT	Completed 

DIVERSITY AND COMMUNICATION STATISTICAL REPORT



Blog and Website Statistics

Website	Year 1	Year 2	Year 3	Year 4	Yr 3&4 % Change
Libraries Diversity & Inclusion Blog	800 Views	1962 Views	2507 Views	1899 Views	-25%
Diversity at the University Libraries	407 Views	697 Views	2228 Views	3023 Views	+36%
Diversity Resources	68 Views	85 Views	72 Views	180 Views	+150%
Post MLS Diversity Residency Program	327 Views	396 Views	318 Views	584 Views	+84%

URLs:

- Libraries Diversity & inclusion Blog: <http://uncglibdiversityinclusion.blogspot.com/>
- Diversity at the University Libraries: <http://library.uncg.edu/info/diversity/>
- Diversity Resources: http://library.uncg.edu/info/diversity/diversity_resources.aspx
- Post MLS Diversity Residency Program:
http://library.uncg.edu/info/diversity/residency_program.aspx

Diversity Website Breakdown

Residency Programs Breakdown	Year 3	Year 4	Yr 3&4 % Change
Residency Programs Link	318 Views	584 Views	+84%
Orlando Duffus	152 Views	246 Views	+62%
Jason Alston	64 Views	179 Views	+180%
Nataly Blas	51 Views	123 Views	+141%
LaTasha Velez	38 Views	149 Views	+292%
Jenay Solomon	15 Views	132 Views	+780%
Total Residency Views	638 Views	1413 Views	+121%

Subject Guide Statistics

Subject Guide/Topic Guide	Year 1	Year 2	Year 3	Year 4	Yr 3&4 % Change
A Well Spring of Information	27	16	0	15	+15%
Accessibility Resources & Services	104	130	89	107	+20%
African American & African Diaspora Studies Resources	1,171	1,117	1,273	1,502	+18%
Bullying	175	81	54	121	+124%
Civil Rights and Race Relations at UNC Greensboro and Greensboro Desegregation and Co-Education at UNC Greensboro	363	430	304	493	+28%
Gerontology Resources	539	364	351	509	+45%
Indians of North America (Native Americans)	491	90	118	47	-60%
Interlink Resources	N/A	N/A	1,233	976	-21%
International and Global Studies Resources	449	784	718	575	-20%
Language, Literatures and Cultures Resources	610	923	705	1,198	+70%
MOSAIC	13	9	6	18	+200%
Intercultural Engagement Center	67	42	97	34	-65%
Native American Resources	N/A	N/A	124	28	-77%
Newspapers: African American	67	38	17	73	+33%
Newspapers: Foreign	N/A	N/A	151	118	-22%
Research on Equity, Diversity and Inclusion	118	20	73	58	-21%
Safe Zone Resources	112	128	81	54	-33%
Women & Gender Studies Resource	983	1,497	1,516	1,021	-33%
Total Libguide Views	5,393	5,864	7,050	7,126	+10%

Additional Website Notes

- The 15% foreign language usage of the Library website.
- The University Libraries' primary website was accessed from outside of the United States approximately 15% of the time for 2016-2017, and approximately 12% of the time for 2017-2018.

MEET THE COMMITTEE (2017-2018)



Gerald Holmes (Chair)

Reference Librarian and Diversity Coordinator

gerald_holmes@uncg.edu



Michael Crumpton

Assistant Dean for Administrative Services

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Jenay Solomon

Diversity Resident Librarian

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David Gwynn

Digital Projects Coordinator

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Alva Jones

Patron Service Technician

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MEET THE COMMITTEE



Liane Elias
Evening Desk Manager
leelias@uncg.edu

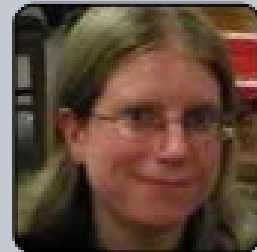
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Previous Committee Members

Kathy Bradshaw
Orlando Duffus
Norman Hines
Jackie Gaither
Stacey Krim
Walter "Rusty" Rogers

Jada Jones
Sara Maeve
Narcissa Haskins
Tiffany Henry

“

**TO THIS IDEA THAT IF WE'RE GOING TO
CHANGE THE WORLD, WE MUST
UNDERSTAND THAT WE HAVE A
SHARED FATE. WE ARE CONNECTED, IN
AN INEXTRICABLE PATTERN, IN WHICH
WHAT HAPPENS TO ONE OF US,
HAPPENS TO ALL OF US. AT THE CORE,
THAT IS WHAT OUR UNIVERITY IS ALL
ABOUT**

”

- CHANCELLOR FRANK GILLIAM



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