

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #2 Build a strong, university-wide culture of excellence in graduate and professional education, research, scholarship, and the creative and performing arts.

Libraries Goal (from strategic plan) #3 Ensure that the libraries have, cultivate and retain the human resources essential to a research library of the first rank.

Group objective #1 Prepare a presentation for new staff orientation that addresses information on the Library’s diversity initiatives and activities.

Libraries’ Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Prepare an actual presentation on the Diversity Committee program for orientation.	Tom Connors	First presentation August 28, 2002 and ongoing
Make presentations to GA’s in orientation. Share diversity information at orientation sessions set up by library personnel.	Designated representative from Diversity Committee	Tba
New student orientation		Tba
New faculty and staff orientation		Tba

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002 – Spring 2004

Initiative #2 Build a strong, university-wide culture of excellence in graduate and professional education, research, scholarship, and the creative and performing arts.

Libraries Goal (from strategic plan) #3 Ensure that the libraries have, cultivate and retain the human resources essential to a research library of the first rank.

Group objective #1 Work with Learning Curriculum to develop a module on diversity education that can be used with/for library staff development.

Activity: Plan two sessions, one for general staff and another for supervisors in cross-cultural communication.

Libraries' Strategic Plan–Initiatives, Goals, Steps	Responsibility	Dates/Status
Obtain a grant.	Ann Masnik and Lisa Boyd	Submit by December 2002
Talk with Sue Baughman to define objectives for the diversity module.	Continuous Learning Sub-committee	Ongoing from September 2002 Training by December 2003
Identify diversity experts on campus and others who can help with the diversity module.		By December 2002
Explore the possibility of utilizing the University Career Center Supervisor and Student Worker Training Program.	Johnnie Love	Contact made, waiting confirmation dates

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–Spring 2004

Initiative #2 Build a strong, university-wide culture of excellence in graduate and professional education, research, scholarship, and the creative and performing arts.

Libraries Goal (from strategic plan) #4 Research, develop, evaluate and implement best practices for acquiring, organizing, delivering, and preserving information resources in all forms.

Group objective: Disseminate information on the Diversity Database. Make presentation at Student Success Conference 2003. Identify, demonstrate and prepare information on diversity resources.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Develop a proposal for a presentation at the 11 th Student Success Conference in Fall 2003.	Johnnie Love	Proposal end of September 2003 Conference date November 2003
Discuss guidelines and procedures needed to develop a survey of diversity resources.	Tom Connors	Starting October 2002 and ongoing
Determine the extent and degree of the diversity in our collections. Identify subject areas. Aleph has reporting tools we can use to accomplish this.		
Study collection policies of the Libraries to see if they are diverse and inclusive.		
Who do we need to talk to?		
Do we need to work with the Collection Management Team? Desider Viktor and Karla Hahn		

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–Spring 2004

Initiative #2 Build a strong, university-wide culture of excellence in graduate and professional education, research, scholarship, and the creative and performing arts.

Libraries Goal (from strategic plan) #5 Develop and implement a library wide assessment and measurement program.

Group objective: Work with personnel programs and staff development in preparing for a follow-up assessment of the 2000 Cultural Diversity Assessment. Plan for Diversity Assessment.

Libraries' Strategic Plan - Initiatives, Goals, Steps	Responsibility	Dates/Status
Look at Organizational Culture of the Libraries	Johnnie Love	Fall 2002 and ongoing
Determine objectives that have been accomplished from 2000 Assessment (what was accomplished?)		
Begin to study external barriers to organizational development and culture of the Libraries		
Identify objectives for the new assessment.		
Identify Cultural Assessment & Survey Team		
Work with organizational development to obtain grant		
Apply for a grant to support the cost of the survey.		
Implement Culture Assessment		

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee **Period** this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #7 Actively participate in the programs and events of the University Diversity initiative.

Group Objective: Actively participate in University Diversity programs as well as community – wide events. Open our events up to the campus community.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Post to the campus Diversity calendar all of our upcoming events	Diversity Committee	End of September 2002
Link the Office of Human Relations' site and their calendar to the Library's Diversity website and have them list our diversity website.	Rauf Ahmad and committee	As soon as possible, in progress now.
Attend diversity forums produced by the Human Relations office	Diversity Committee and interested parties	Ongoing

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve library work climate by addressing the findings and recommendations of recent library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Create a Diversity Quilt that will be a constant reminder to the campus community of the Libraries commitment to diversity.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Form a quilting bee to manufacture a quilt with diversity as it's theme to be in a permanent display in one of the Libraries on campus	Roz Becker	Ongoing/Possibly long term project
Guidelines for subgroups to make squares	Quilting Bee	
Decide on theme		
Determine funding		
Meet weekly to sew until the quilt is completed.		

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve library work climate by addressing findings and recommendations of recent library surveys and studies.

&

Libraries Goal (from strategic plan) #10 Build a greater sense of community among faculty, staff and students through projects such as a McKeldin café, exhibits, speaker series, scholarly communication initiatives, etc.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries. Identify publications of various university professors that would support library diversity initiatives and develop collaborative efforts for those professors to make presentations. (One per semester).

Activity: Libraries Diversity Forums

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Bring group together	Tom Connors	End of September
Explore potential faculty and topics	Group	October 2002
Decide on first speaker and bring to committee	Group	Late October 2002
Contact speaker	Tom Connors	Early November
Organize first forum	Group	December 2002

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve library work climate by addressing findings and recommendations of recent library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Diversity Cookbook

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Gather recipes	Somesh Sood, Donna Costa-Leonard	Mostly done, but will solicit more from the Goodwill Committee International Luncheon (Date to be determined)
Prepare a format for recipe contributions at Luncheon		Before date of Luncheon
Sort, compile, and bind	Somesh, Donna, and Rauf Ahmad	Before Bake/Craft Sale, Maryland Day and ALA exhibit (Dates tba)

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve library work climate by addressing findings and recommendations of recent library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Virtual Ribbons Exhibit

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Scanning Ribbon display	Rauf Ahmad	Ongoing September 2002
In process of developing web pages		Ongoing
Present to committee		October 2002
Virtual Ribbons Exhibit to be presented to the public online.		December 2002

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve Library work climate by addressing the findings and recommendations of recent Library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Present programming that will promote university acknowledgment and celebration of the 50 years of Brown v. Board of Education.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Establish University Committee to support Celebration of Brown v. Board of Education.	Johnnie Love	Tba
Identify funding source. Discuss with Dr. Ron Ziegler.		
Work with University Committee to prepare for campus presentation of Cheryl Brown Henderson.		
Work with University Archives & Law School to identify resources and appropriate materials for an exhibit on Brown v. Board of Education.		
Present plan to the Diversity Committee.		
Present to Libraries & University Community.		February 2004

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve Library work climate by addressing the findings and recommendations of recent Library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Diversity Video Brown Bags – to be done by the Diversity Video Brown Bag sub-committee

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Recruit facilitators for 2002/2003 (Sept-May) – aim for three months in advance	Sub-committee (Roz Becker and Linda Sarigol)	Almost complete, ongoing
Research, select & present videos to facilitators on his/her chosen topic	Sub-committee	Ongoing monthly (aim for 2 weeks before presentation if not before)
Post monthly ... “Library Matters” & Diversity Committee web page	Sub-committee/Rauf Ahmad	Ongoing
Prompt facilitator to send email to all-staff inviting to brown bags	Sub-committee	Ongoing
Add 2002/2003 programs to ongoing list of presentations done since June 1998 and post to web page	Sub-committee/Rauf	End of June 2003

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve Library work climate by addressing the findings and recommendations of recent Library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Monthly contributions of articles for “Library Matters” by Diversity Committee members.

Libraries’ Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Compile list of contributors from diversity committee and interested parties for “Library Matters”	Ann Masnik	Started, complete first two weeks of December

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #8 Improve Library work climate by addressing the findings and recommendations of recent Library surveys and studies.

Group Objective: Create and implement diversity programming that will enhance and/or improve climate of the Libraries.

Activity: Create a space in UM Libraries for diversity exhibits and announcements.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Talk to Jane Williams about acquiring space to set up a permanent evolving Diversity Exhibit.	Tom Connors	As soon as possible

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #11 Promote and recognize contributions by Libraries’ staff to University service, professional organizations, scholarly disciplines and to society generally.

Group Objective: Find ways to support the Libraries’ Mentoring Program, develop professional web pages, direct others to sources & resources, and serve as mentors whenever possible.

Activity: Encourage Diversity Committee members to participate in Mentoring Program.

Libraries’ Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Develop/Update Professional web pages	Diversity Committee members	As soon as possible
Direct others to sources & resources		
Serve as mentors whenever possible		
Encourage Diversity Committee members to update web pages		
Participate in Mentoring Training classes		

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–2004

Initiative #3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff and students.

Libraries Goal (from strategic plan) #7 Actively participate in the programs and events of the University Diversity Initiative.

Group Objective: To assist personnel programs and the Goodwill committee in the Fall Welcome Luncheon. Purpose of the luncheon is to welcome new staff members and to promote a spirit of inclusiveness with staff.

Libraries' Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Work cooperatively with the Goodwill Committee to develop plans for Luncheon.	Johnnie Love/Somesh Sood	Fall 2002
Establish a plan for collecting recipes to produce Diversity Cook Book. Create a template for recipes	Somesh and Sub-Committee	
Assist in decorating for the Diversity Committee Luncheon for Good Will.		

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative #1 Continue to elevate the quality of undergraduate education in order to provide all students an enriched and challenging educational experience.

Initiative # 3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff, and students.

Libraries Goal, Step 7. (From Libraries’ Strategic Plan): Actively participate in the programs and events of the University Diversity Initiative.

Group objective #1 Improve and update the Library Diversity website which will include diversity guides with links and diversity activities.

Libraries’ Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Improve and update the Libraries’ web site	Sub-committee on Diversity Database and Libraries’ Diversity website	Continuous
Input further links from library guides to the list of Diversity urls	Database sub-committee and	Continuous
Work particularly on Religion, aging and Latin-American parts of the Diversity Database	Database sub-committee, Otis Chadley, and Beth Roberts, Heleni Pedersoli, and Ann Masnik	Continuous

**University of Maryland Libraries
Work-Group Plan**

Name of group Diversity Committee Period this plan covers September 2002–spring 2004

Initiative # 3 Ensure a university environment that is inclusive as well as diverse and that fosters a spirit of community among faculty, staff, and students.

Libraries Goal (from Libraries’ Strategic Plan) #8: Improve library work climate by addressing the findings and recommendations of recent library surveys and studies.

Libraries Goal (from Libraries’ Strategic Plan) #10: Build a greater sense of community among faculty, staff and students through projects such as a McKeldin café, exhibits, speaker series, scholarly communication initiative, etc.

Group objective Create and implement diversity programming that will enhance and/or improve climate of the Libraries and the Campus community.

Activity: Music & Poetry Special Event

Libraries’ Strategic Plan – Initiatives, Goals, Steps	Responsibility	Dates/Status
Formalize group and present to Diversity Committee	Ann Masnik	October 2002
Decide on theme, create work plan & present to Diversity Committee for approval	Sub-committee (Special Event Working Group)	October 2002
Choose date & reserve space	Sub-committee	Set for November 25, 2003, PAL, Kogod Theatre
Determine funding		Ongoing
Recruit co-sponsors and participants		
Continue to meet & plan		Ongoing through Nov. 2003