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## Inclusion, Diversity, Equity, and Access Annual Report, Fiscal Year 2022

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# FY22

Milner Library

# Inclusion, Diversity, Equity, and Access

# Annual Report

**Contributors: April Anderson-Zorn; Elizabeth Babin; Karmine Beecroft; Chad Buckley; Sue Franzen; Mallory Jallas; Laura Killingsworth; Heather Koopmans; Rachel Scott; Lindsey Skaggs; Eric Willey.**

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### 1.3 GEER eTextbook grant

The Milner Library eTextbook Working Group (Julie Murphy, Mallory Jallas, Rachel Park, Rachel Scott, and Anne Shelley) received Governor's Emergency Education Relief (GEER) funds from the Illinois Board of Higher Education to license new eBooks or expand access to existing licenses. They received \$30,000 for FY22. The working group's [research](#) shows that the cost of purchasing textbooks is especially burdensome to students from underrepresented groups. Further, the digital format allows students who use accessibility software more options to engage with these materials.

### 1.4 Supplemental collection enhancement grants

Dean Dallas Long secured \$70,000 in one-time funding for supplemental collection development from Provost Tarhule at the beginning of FY22. Over the next few months, several librarians submitted proposals for the purchase of additional materials in their collecting areas, including:

- Around \$10,000 was allocated for a list of queer studies monographs selected by [Queer Coalition](#) members and the [IDEA Committee](#). Rebecca Fitzsimmons, subject liaison for Women's, Gender, and Sexuality Studies, submitted the proposal.
- Jean MacDonald and Vanette Schwartz identified \$1,265 of Latin American and Latino/a/x/e Reference eResources for purchase.
- Rebecca Fitzsimmons and Heather Koopmans received \$5,500 to select prints for the growing print teaching collection; preference was given to early modern prints featuring female subjects, and when possible, works created by women artists or collected by women.
- Vanette Schwartz secured perpetual access to the years 1976-2010 of [Chicago Defender](#), an African American newspaper, for \$22,289.

### 1.5 Women: Transnational Networks digital archive

In February 2022 Vanette Schwartz purchased access to a group of digitized archival collections licensed by Gale focusing on issues at the intersection of gender and class from the late eighteenth century to the era of suffrage in the early twentieth century, including diaries of Quaker women, periodicals aimed at women in the labor movement, and the papers of two prominent suffragists.

## 2 Displays

### 2.1 Children's and young adult books

Caitlin Stewart and Jenny Hansen selected hundreds of books from the Teaching Materials Center to create two or more book displays on the 6<sup>th</sup> floor of Milner Library every month during FY22.

EDI-focused themes included bilingual books; neurodiversity; books with North American Indian, Latina/Latino, and Asian/Asian American protagonists; mental health; women in STEM; Black poetry; LGBTQIA+ pride; books illustrated by Floyd Cooper; International Day of Peace; civic engagement;

Juneteenth; and World Water Day. Stewart and Hansen also made certain to highlight diverse stories and creators for every theme, even ones like dinosaurs, gardens, and back to school.

## 2.2 Digital displays

On behalf of the IDEA Committee, Karmine Beecroft created 6 slide decks during FY22 which auto-advanced on a loop on one of the 3<sup>rd</sup> floor wall-mounted digital signage monitors. They featuring books relating to national recognition months, including Black History Month (February), Women's History Month (March), Poetry Month (April), Asian American and Pacific Islander Heritage Month (May), LGBTQIA+ Pride Month (June), and Disability Pride Month (July). They also featured children's and young adult titles relating to the [United Nations' Sustainable Development Goals](#) in September 2021 to coincide with Caitlin Stewart and Mallory Jallas' StoryWalk project. The IDEA Committee as a whole collaborated on a "Welcome Back" digital display in August 2021 profiling Milner Library's services and departments.

## 2.3 Sensitive Subjects

On behalf of the IDEA Committee, Elizabeth Babin assembled a display of 29 titles on the 5<sup>th</sup> floor of Milner Library dealing with sensitive issues such as self-harm, online harassment, and reproductive choices. The display, which was on exhibit from November 2021 to February 2022, also directed patrons to the newly-created [Sensitive Subjects guide](#), which contains links to additional resources beyond the library walls.

# 3 Dr. Jo Ann Rayfield Archives

## 3.1 Collections diversity audit

April Anderson-Zorn began work to evaluate Archives' holdings for EDI representation during spring semester 2022. The work aligns with the Archives' recent migration from Archon to ArchivesSpace (archives content management systems). Work currently entails assessment and inventory of processed collections and unprocessed accessions to determine what materials have EDI representation. With this inventory, the Archives can then prioritize collections for processing and identify communities for outreach and collection initiatives. The project is still in the early stages and is expected to continue into Spring 2023.

## 3.2 Processing and finding aid creation

Jenna Self concluded processing the papers of faculty emeritus [Paula Ressler](#), one of the founders of the ISU LGBT/Queer Studies and Services Institute and the Bloomington-Normal Safe Schools Project. She also completed the review and processing of deceased former faculty member [Walter Mead's](#) papers. Mead's teaching and research focused on political extremism; he was also involved in the Civil Rights Movement and was arrested during a sit-in in Durham, North Carolina while trying to integrate a restaurant. Both collections are now available for research.



## 4 Exhibits

### 4.1 25th & Change: Looking Back at 25 Years of the Women's, Gender, and Sexuality Studies Program Student Research Symposium

This exhibit, curated by Rebecca Fitzsimmons and Dr. Jenna Goldsmith, commemorated 25 years of the annual WGSS Symposium at Illinois State University through a series of dynamic artifacts and remembrances. Composed of symposium programs, advertisements, and an assortment of ephemera, the exhibit made material the evolution of the symposium from its beginnings as a small, program-wide symposium, to the signature spring event for the College of Arts and Sciences that it is today. It was on display on the 6<sup>th</sup> floor of Milner Library from March to May 2022.

### 4.2 Food for Thought: Understanding Cultural Identity and Heritage Through Food

As part of their coursework in ART 315: Special Topics in Graphic Design, taught by Prof. Archana Shekara, Wonsook Kim School of Art students created information design posters about one dish from their ancestral country and traced its history, ingredients and relevance. Students conducted research about their cultural identity, heritage, home and memory. The posters were installed in the Russel E. and Barbara J. Benway Student Art Exhibition Area on the 2<sup>nd</sup> floor of the library in early April 2022. A small reception was also held in which several of the featured student designers discussed their poster content and creative processes.

## 5 Facilities updates

*During FY22, the IDEA Committee began a series of Multicultural Organizational Development (MCO) assessments of public spaces in Milner Library. In FY23, several of the Committee's recommendations were realized with assistance from Building Manager Ryan Peters.*

### 5.1 Accessible furniture

Milner purchased several adjustable-height tables and bought or repurposed a number of armless chairs to accommodate patrons of all sizes and abilities during the spring of 2022. The all-gender restroom also received a new changing table.

### 5.2 Inclusive signage

New signage was added to increase the visibility of the lactation room on the 4<sup>th</sup> floor and the all-gender restroom on the 1<sup>st</sup> floor, including notices next to every gendered restroom. The Quiet Floor signage also received a significant update, removing the depiction of a white woman "shushing" patrons.

### 5.3 Lactation room enhancements

Members of the IDEA Committee visited and photographed seven lactation rooms around campus during the summer of 2021 to get ideas for potential improvements to Milner's lactation room, which, despite its name, had the same furnishings as a study room. Committee members reported that many campus spaces were inconvenient and uncomfortable; indeed, some were nearly impossible to locate. It became apparent that Milner's lactation room was the only one explicitly available to students and members of the public as well as staff. While this exercise did not yield inspiration for improving Milner's space, Committee members were still able to come up with a list of potential enhancements which they submitted to Dean Long in October 2021. Several recommendations were adopted, including the addition of comfortable chairs, accessible plugs, a sound machine, new artwork, sound-absorbing panels, and a mirror. Patrons using this room can now also indicate that it is occupied via a slider next to the door.

### 5.4 READ posters

Dean Long and Erin Link reached out to several diversity leaders on campus to ask if they would be willing to sit for a portrait in Milner Library while holding one of their favorite books in a style imitative of the American Library Association's famous and long-running READ campaign featuring celebrity literacy ambassadors. To date, six posters have been completed highlighting Dr. Byron Craig, School of Communication faculty member and co-president of Queer Coalition; Provost Aondover Tarhule; Dr. Gina Hunter, Department of Sociology and Anthropology faculty member and director of the Office of Student Research; Dr. Li Zeng, School of Theater and Dance faculty member and president of AsiaConnect; Nitakechi Muckintubbe, president of the registered student organization (RSO) TRIBE; and Quanisha Kumi-Darfour, associate director of Career Services and president of the Association of Black Academic Employees (ABAE). The posters were hung in public areas of the library in August 2022. Long plans to add at least six more posters during FY23.

### 5.5 Reference access

As Milner Library was constructed decades before the passage of the Americans with Disabilities Act (ADA) in 1990, many areas – especially in the stacks – remain inaccessible to wheelchair users due to lack of ramps, tight corners, or narrow aisles. During the recarpeting of the 2<sup>nd</sup> floor additional floor space was allocated to allow wheelchair access to the Reference section.

## 6 Instruction

### 6.1 Deliberative Dialogs

Grace Allbaugh and Chad Kahl partnered with the Center for Civic Engagement (CCE) to facilitate three [deliberative dialogs](#) - guided conversations on a political or controversial topic designed to help participants learn skills to express their own perspectives while also listening to the perspectives of others. This model of conversation removes polarizing positions and one-sided lectures by simply asking participants to investigate specific solutions to an issue through the help

of an issue guide and facilitator. Participants can also learn how to have conversations on difficult and complex topics. Allbaugh led two dialogs in separate Interdisciplinary Studies classes on the topics of immigration and COVID vaccines. Allbaugh and Kahl also assisted with a community program sponsored by CCE titled “National Debt Dialogue: How Can Future Generations Thrive?”

## 6.2 In Search of *Treading the Winepress*

Eric Willey was a guest lecturer in two sections of Prof. Tara Lyons Senior Seminar on Archival Studies (ENG 300) in February 2022, where he discussed his work in searching archives for *Treading the Winepress* by Clarissa Minnie Thompson Allen. This would have been the second known work of fiction by a Black American woman had it been published as a book, but because it was serialized and published in a newspaper it was nearly lost. He discussed how he initially learned of the work, his journey searching archives for what still existed, how the traditional publishing model impacts the discovery and preservation of works by under-served communities, and the experience of working with Associate Prof. MacDonald to bring the materials that could be located to Prof. Steve Halle in the ISU Publications Unit.

## 6.3 Making Course Materials More Affordable for Students

In a 2019 survey, 73% of Illinois State University students reported that they did not acquire a textbook or course materials due to cost. Textbook costs have risen more than 150% since 2000, and many students are struggling to keep up with the overall rising cost of education. This workshop examined attitudes towards textbook and materials costs and explored resources that are available to instructors who want to make their course materials more affordable for students. At the end of the workshop, participants developed an action plan to integrate affordable materials into their course(s). It was held twice during FY22 – the first time led by Heather Koopmans and Lindsey Skaggs during Open Access week in October and the second time by Laura Killingsworth, Julie Murphy, and Anne Shelley in May.

# 7 Programming

## 7.1 Co-sponsorships

Milner Library provided financial and administrative support for programming in collaboration with Women’s, Gender, and Sexuality Studies; Department of English; Native American Studies; Wonsook Kim College of Fine Arts; College of Arts and Sciences; School of Theatre and Dance; Diversity and Inclusion Advisory Council; Enrollment Management and Academic Services; and Student Counselling Services, beginning with Travis L. Wagner’s Queer Talks presentation “The Algorithm Led Me Here: Using Contemporary LGBTQIA+ Media Use to Understand the Future of Queer Archives” in October 2021. In April 2022, Marcie R. Rendon read from her upcoming Cash Blackbear novel *Sinister Graves* on Floor 2 of the library as part of a guest artist residency at Illinois State University. Milner also provided monetary assistance to the College of Education’s National Center for Urban Education to support programming and staff salaries after their grant funding ended.

## 7.2 International Day of Peace

The Department of Health Sciences, Metcalf Library, and Milner Library collaborated on a series of activities to highlight the United Nations' International Day of Peace on September 21, 2021, an observance initiated by the UN to strengthen the ideals of peace around the world. Caitlin Stewart and Mallory Jallas worked with Dr. Alicia Wodika and others to host a StoryWalk on the ISU Quad featuring the picture book *Peace and Me* by Ali Winter and Mickael El Fathi. The book invites readers to explore what peace means to them through the inspirational ideas of Nobel Peace Prize Laureates from the 20th and 21st centuries.

In addition to the StoryWalk, students from Dr. Wodika's Health Science class tabled on the quad on the International Day of Peace and asked passersby to share what peace meant to them. In Milner, there were prompts on a whiteboard in the lobby asking questions relating to peace all week. Stewart also curated a book display on floor 6 that further explored the theme of peace in the Teaching Materials Center's collections.

## 7.3 Leadership for Liberation Library pop-ups

Milner Library partnered with the Leadership Education and Development unit in the Dean of Students Office to host seven pop-up library events throughout the fall and spring semesters. Each event connected with a cultural heritage month (Latine, LGBTQIA+, Indigenous and Native, Black, Women, and AAPI). This series invited the Illinois State University community to explore cultural leadership as a form of creative resilience through recognizing multicultural writers, artists, and creatives from marginalized backgrounds. They used the [Leadership of Liberation framework](#) to explore the connections between cultural preservation, community-based leadership, and academic libraries.

Students, faculty, and staff participated in a guided and self-paced experience to examine each value of the Leadership for Liberation framework from the lens of historically marginalized communities. The framework focuses on leadership as a vehicle to prepare participants to grapple with complex, interconnected systems of oppression and domination that prevent the envisioning of a liberated world. Resources from Milner Library were available at the pop-up to explore and enrich the conversation.

## 7.4 Opening Science

Dr. Cassidy Sugimoto served as the keynote speaker for Open Access Week in October 2021. In her presentation, she explored the multidimensional aspects of open science, including who has access to participate in science, the mechanisms by which science is evaluated, as well as the means by which it is produced and disseminated. She provided an analysis of the disparities that exist in the system at each level—in terms of participation, open data, open evaluation, and open access—as well as discussed mechanisms by which we can reclaim some of the closed systems of science and work together toward a more robust and equitable open science environment.

## 8 Patron satisfaction survey

In November 2021, the IDEA Committee created and distributed a Qualtrics survey to gain a better understanding of how patrons experience the library's spaces and services, as well as identify barriers that keep them from engaging with library staff. The survey resulted from a conversation that committee chair Karmine Beecroft and vice-chair Elizabeth Babin had with Library Administration regarding ways to implement EDI initiatives outlined in the library's strategic plan.

The survey included a question asking if participants would be open to a follow-up conversation; if so, participants were invited to provide their contact information. Ultimately, 44 participants completed the survey, with eight participants offering to engage further. After discussion, the IDEA Committee decided that conducting a focus group would be an appropriate and useful way to gather more in-depth insights from our patrons about their experiences with Milner Library. Laura Killingsworth volunteered to lead this effort, with Lindsey Skaggs providing support.

Though they ultimately only had three participants, the following themes emerged from the focus group: library primarily viewed as a space; lack of awareness of available services/resources and/or how to use them; and that students desire more visibility from library faculty and staff.

## 9 Pride Month reading list

ISU Assistant Director of Media Relations Ray Hatch reached out to Elizabeth Babin and Mallory Jallas in May 2022 for assistance in pulling together a reading list of Milner materials for Pride Month. Babin and Jallas curated a set of seven books, together with descriptions, that featured representation across the LGBTQIA2S+ spectrum. Campus Marketing [utilized this list](#) as a core element of their 2022 Pride recognition.

## 10 Vision for student success

Milner's [FY21-26 strategic plan](#) identifies a need for the library to establish a definition of student success to guide our future efforts. In spring 2022, Library Council approved the formation of a working group with representatives from Information Assets and Public Services to create a definition. The working group (Christine Fary, Rebecca Fitzsimmons, Sue Franzen, Sarah French, Mallory Jallas, and Cassie Thayer-Styes) conducted an environmental scan, established core principles, and developed a [draft vision for student success](#). Throughout the process, the group solicited feedback from Milner Library staff and the broader campus community. A core principle of this document emphasizes the library's commitment to equity, diversity, and inclusion in support of our students.



## How to Balance Equity & Freedom in Collection Development Policies

Andrea Jamison



**"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences."  
~ Audre Lorde**



# Staff-focused initiatives

## 11 Adding EDI to ASPT standards

In spring 2022, Milner's Department Faculty Status Committee (DFSC) and the Tenure and Tenure Track Caucus began developing language and augmenting their existing faculty appointment, salary, promotion and tenure (ASPT) standards to include equity, diversity, and inclusion elements in the criteria for tenure and promotion. In addition to this language, changes were also proposed to make the language for this documentation more gender inclusive. This updated language is still awaiting a vote from the library's T/TT faculty to be formally adopted. This integration of equity, diversity, and inclusion into the promotion and tenure policy is a goal highlighted in the library's most recent strategic plan.

## 12 IDEA Committee internal survey

In early September 2021 the IDEA Committee sent out a survey to all Milner employees asking for feedback on its performance and soliciting ideas for future programming. Of the 18 responses collected, 17 said they were either very or somewhat satisfied with the committee's work over the past 12 months. 72% of respondents (n=13) reported that they would like the committee to prioritize speakers/presentations over the upcoming 12-month period. 50% of respondents (n=9) wanted the committee to focus on intermediate level interactive workshops, advocating for equity in professional development opportunities across job classifications, and/or facilitating collaboration with allied areas on campus.

## 13 New hires welcome guide

In early spring 2022, Rachel Scott asked the IDEA Committee to gather recommendations of community resources, hot spots, and hidden gems to help welcome new and prospective hires to central Illinois. The committee created a Qualtrics survey that was distributed to Milner Library employees, asking for recommendations in a wide range of categories. A final document was compiled with recommendations in the following areas: diverse-owned businesses, moving and housing, shopping and dining, lifestyle and recreation, and families. This document was first distributed to prospective candidates in summer 2022.

## 14 Presentations and workshops

### 14.1 GROWTH Change Team

In Summer 2021, Allison Rand joined Sue Franzen as the Milner representatives to the campus-wide [GROWTH Change Team](#). The two of them created a professional development plan with an equity, diversity, and inclusion focus based on the Framework for Inclusive Teaching Excellence ([FITE](#)) and the Framework for Inclusive Support and Service Excellence ([FISSE](#)). Milner's plan included a variety of events for all members of the library. In fall 2021, GROWTH professional development kicked off with a presentation by Bill Kemp from the McLean County Museum of History entitled "Bloomington-Normal: The Other Side," which focused on the history of Bloomington-Normal and local struggles against oppression. The event was held in person and was well attended. The second fall event was "Accessibility and Universal Design with Student Access and Accommodation Services" led by Jen Bethmann and Sarah Metivier.

Four events were offered in spring 2022. Rand and Franzen created an asynchronous online ReggieNet course on active learning for library employees. Participants discussed active learning in discussion boards, met in pre-arranged pairs, and created or revamped instructions or consultations to make them interactive. This course took place during the first eight weeks of the semester. In March, Lindsey Skaggs presented a program on authentic learning that encouraged librarian instructors to use autonomy-supportive teaching strategies and authentic learning to approach the research process. In April, Dr. Kathryn La Barre from UIUC presented on the history of libraries through an EDI lens in "Representation matters! Holding space for the whole story." In June, GROWTH partnered with the IDEA committee to invite Dr. Andrea Jamison, Assistant Professor of Librarianship at Illinois State University, to present "How to Balance Equity and Freedom in Collection Development Policies." Overall, these programs were well attended, and feedback was positive.

### 14.2 Library Careers Panels

The Mentoring @ Milner Working Group and the IDEA Committee partnered together to offer *What can I do with a Career in Libraries?*, a panel discussion for Milner student employees. The library hosted two separate events, with each panel consisting of four library employees representing various departments and career paths. Panelists discussed how they entered the field, what a typical day looks like, their favorite parts of their job, and offered advice to students interested in similar career paths. Grace Allbaugh, Karmine Beecroft, and Sue Franzen planned and

moderated the events, and student employees were compensated for their time, provided with a boxed meal, and invited to ask questions. Mentoring @ Milner plans to offer these panel discussions again in Fall 2022 and will open them to students across campus in addition to Milner student employees.

### 14.3 School Library Censorship Summit

In May 2022, Dallas Long, Caitlin Stewart, and Karmine Beecroft began planning a free one-day summit for central Illinois school librarians to discuss the recent uptick in book challenges and provide guidance on creating collection development and reconsideration policies. They partnered with Megan McCann of Conference Services to address logistical concerns and drafted an initial interest survey for school librarians identified as working in McLean or surrounding counties. Planning will continue throughout fall semester 2022 with a tentative summit date of January 2023.

## 15 Professional development digests

In January 2022 IDEA Committee members began submitting monthly lists of professional development opportunities for publication in the *Milner Monitor*, Milner Library's internal monthly newsletter. This new column was established in collaboration with *Monitor* editor Becky Koch to encourage participation in presentations, workshops, courses, symposia, and conferences focusing on issues of equity, diversity, and inclusion. Each month since then an IDEA Committee member has been responsible for aggregating the opportunities, many of which are low- or no-cost and available online.

## 16 Student Employee Incentivization Program Working Group

The Student Employee Incentivization Program Working Group (Elizabeth Babin, Karmine Beecroft, Tiffany Fenner, Travis Givens, and Deb Shambrook) began in January 2022 with the goal of creating an award system for the student employees within the scope of Milner Library. The group created a proposal for the program, recommending that 11 total awards be distributed to student employees at the end of the spring semester 2022. Awardees would receive a certificate signed by the dean and an item from the Alamo II costing up to \$25. The awards consist of three Kudos awards, two "Attention to Detail" awards, two "Lending a Hand" awards, two "Work Ethic" awards, and one Superstar award.

Kudos for student employees were solicited through a digital form that could be filled out by anyone employed within the library. Total kudos were tallied at the end of the semester and the top three recipients received an award. All other awards are nominated by Milner faculty/staff supervisors for the behaviors outlined above, apart from the Superstar award which was defined as being the most exemplary award recipient as assessed by the working group. The proposal was approved in late March, and the pilot phase began in April with student awards distributed the first week of May.

In June 2022, the working group elected to rename the initiative the "Student Employee Recognition Program" (SERP) and became a Team as defined in Milner's shared governance structure. SERP also changed the definition of a Superstar award; instead of selecting from among the students who have already received awards, judges will now pick a student who is a) well-rounded

(has received nominations in multiple categories) and b) overlooked (was not selected to receive another award). SERP will continue to work on further analyzing and developing the program in FY23.

## 17 Student representative joins IDEA Committee

Tiffany Fenner, a junior in the College of Education, joined the IDEA Committee in the fall of 2021 as the first student employee representative. The committee had added the requirement to include a student member (who would be paid their regular hourly rate for time spent in meetings or working on committee projects) in their bylaws while moving towards becoming an official part of the library's shared governance structure the previous spring. The bylaws were approved by Library Council in June 2021. Fenner participated in the lactation room assessment and provided valuable perspective in committee meetings.