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## Bringing DEI to the Forefront in University of Nebraska-Lincoln Libraries' Collections

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UNL Libraries has a substantial history of activity around Diversity, Equity, and Inclusion (DEI):

- Incorporated in Mission & Vision statements from 2002; Diversity & Inclusion Committee active since 2005; previous Diversity Librarian position 2004-2012.
- [Libraries Strategic Plan \(2020-2022\)](#): Includes commitment to **inclusive excellence** in all activities.

### Libraries 2020-2022 strategic objective:

“Build a content and collections program... that meets the research and teaching needs of our diverse community of students, staff, and faculty.”

*Sub-objective:* “Develop values-based principles for collection development that increase investment in underrepresented areas....”

### Principles for Collection Development:

Library-wide group drafted guiding principles, Jan - Dec 2021, specifically addressing:

**Diversity & Inclusion:** We [collect] resources created by people from historically underrepresented social and cultural groups.

**Equity of access:** We strive to make our collections discoverable and accessible for all our users...

## OVERALL GOALS:

### Inclusive Collection Development - Diverse Collections - Equitable Access

#### Local Initiatives

Content & Collections Department collaboration with D&I Committee, to incorporate diversity-related criteria into rubric for acquisition decisions.

Reorganization of Content & Collections Department to include Collections Diversity Librarian (projected for 2022).

Libraries Administration support: special one-time collection funds earmarked for DEI

- 2021: Purchase of Shoah Visual History Archive.

Advocating for accessibility in e-resource acquisitions:

- Inclusion of licensing language on compliance
- VPAT review.

Local Open Access publishing agreements:

- Company of Biologists, 2021-2023

New consortium-level catalog expands discoverability of diverse items across UNCL.

#### Participation in consortial initiatives via the BTAA

New BTAA LSA/CIP Program to review diverse, sustainable content, and increase equity of access among all BTAA Libraries.

Acquisition of resources and support for OA projects with a “diversity” focus:

- Reveal Digital: (1) Diversity & Dissent (2) Behind the Scenes of the Civil Rights Movements.
- ProQuest DEI curated ebook collection (pilot)

Library Accessibility Alliance (with ASERL, GWLA, WRLC)/BTAA Accessibility Committee: accessibility testing of major commercial electronic resources; development of model license language on compliance; resources and training

OA and equitable publishing: (1) PLOS (2) Cambridge (3) Wiley

Support for OA infrastructure projects: towards equitable access (1) DOAJ (2) DOAB (3) Open Library of Humanities (4) Fulcrum Publishing platform (5) Collection analysis partnership with CDL.

Efforts to establish equitable recruitment to BTAA working groups to ensure greater diversity (in group charters)

#### Professional Development Support:

- Racial Equity Institute workshops
- DeEtta Jones Library Management Skills Institute
- DeQue accessibility training

