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Leatherby Libraries

11-10-2023

Diversity Webinar for Special Libraries Association Academic & Education Community and ACRL's EBSS Education Committee: Diversity as a Collective Action: A Strategy for Success

Essraa Nawar

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Diversity Webinar for Special Libraries Association Academic & Education Community and ACRL's EBSS Education Committee: Diversity as a Collective Action: A Strategy for Success

Comments

This was a [webinar hosted by the Special Libraries Association Academic & Education Community and ACRL's EBSS Education Committee](#).



Diversity as a Collective Action: A Strategy for Success

Essraa Nawar, MBA, MA, MLIS
Assistant Dean for Library DEI Initiatives and Development
Chapman University

Special Libraries Association Academic & Education
Community and ACRL's EBSS Education Committee
Friday, November 10, 2023





- Background
- Strategies
- Definition of diversity
 - More than race, gender, ethnicity..
- Theme: Collective, Redefine, reimagine

Leatherby Libraries Statement on Diversity and Inclusion

The Leatherby Libraries is committed to supporting and promoting diversity, equity, and inclusion for students, faculty, researchers, and staff. We demonstrate this commitment holistically through the provision of resources and services in support of teaching, learning, and research; through safe and welcoming physical and virtual spaces provided to users from all backgrounds; and by raising awareness of diversity related issues through creative programming, displays, exhibits, and instructional content.



Leatherby Libraries:

Diversity, Equity, and Inclusion (DEI)

Diversity as a Collective Action

“Collective Action is More Important Than Ever”



Leatherby Libraries Diversity, Equity, and Inclusion (DEI) Plan



DEI plan: Core Elements



1. Purpose (mission or vision statement that directly relates to diversity)
2. Goals/Objectives
3. Assessment/measurement
4. Recruitment/Retention
5. Training, coaching, mentoring, professional development

DEI Plan in Alignment with CU Plan

1) Curriculum: Expand Diversity and inclusion in Information Literacy curriculum and student learning opportunities

2) Recruitment: Strengthen equity and access in recruitment of students, staff, and Librarians that compose a diverse and inclusive Library.

3) Climate: Develop and implement programs, services, resources and physical spaces that cultivate a welcoming campus Library.



4) Community: Develop and sustain meaningful outreach programs and partnerships with our diverse local communities

5) Institutional Prioritization: Prioritize the commitment to diversity and inclusion through leadership and action across all levels/departments of the library

Diversity, Equity and Inclusion Website



- Leatherby Libraries
- About
- Diversity, Equity and Inclusion**
- Libraries and Archives
- Library Research Data Services
- News and Events
- Research & Guides
- Resources for ...
- Services

Message from the Dean

The Leatherby Libraries at Chapman University values and understands the importance of diversity. To demonstrate that value, Leatherby Libraries works diligently on providing access to resources, programming, and services that emphasize this value in myriad ways. Library staff, librarians, and administrators are committed to seeking opportunities to diversify its offerings for students, faculty, and researchers in order to create a just and equitable environment conducive to teaching and learning through the provision of inclusive physical and virtual spaces where users from diverse backgrounds and experiences are welcome, safe, and valued. Our goal is to reduce obstacles to accessing research resources, services, learning, and to pursue engagement through educational outreach in order to raise awareness of diversity-related issues.

The recommendations, goals, initiatives, and progress contained within this plan are developed to reflect the core values of Chapman University and the Leatherby Libraries. With this diversity plan, the Leatherby Libraries places itself at the forefront of the diverse interests of Chapman University and professional library associations, including the American Library Association (ALA), the Association of College and Research Libraries (ACRL), the International Federation of Library Associations (IFLA), and the Accrediting Commission for Schools, Western Association of Schools and Colleges (ACS WASC).

This plan includes evidence of the library's continuing commitment to creating a climate that strives for inclusive excellence. The importance that we place upon inclusion represents a worldview that respects the dignity of every person—faculty, librarians, staff, and students—finding value in the unique qualities, experiences, and perspectives that form one's identity while fostering respectful exploration of varied ideas and beliefs.

- Leatherby Libraries Statement on Diversity, Equity and Inclusion
- Goals
- BIPOC Studies Resources
- LGBTQIA+ Studies Resources
- Patrons with Disabilities Resources
- Women's and Gender Studies Resources
- Other Selected Accomplishments
- Awards
- Scholarship and Professional Development
- Diversity, Equity, and Inclusion Library Guide



RESOURCES



SERVICES



SPACES



TECHNOLOGY



EXHIBITS AND DISPLAYS



PROGRAMMING AND EVENTS

DEI Website: <https://www.chapman.edu/library/diversity-equity-and-inclusion.aspx>

Diversity, Equity and Inclusion Blog Section

The screenshot shows a web browser window displaying the Chapman University DEI blog. The browser's address bar shows the URL: <https://blogs.chapman.edu/library/category/diversity-equity-inclusion/>. The page header includes the Chapman University logo and a search bar. Below the header is a banner image of a library with the text "Leatherby Libraries". The main content area features a list of blog posts under the category "Diversity Equity & Inclusion". The posts are sorted by "Newest posts".

Diversity Equity & Inclusion

Sort By: Newest posts

- Black Book Nook Named CASE 2023 Best of District VII Award Winner**
Fostering Community Engagement with Black History
November 7, 2023 by Alyssa Castanon | Diversity Equity & Inclusion
- Italian Food & Culture Display**
A Display Honoring Italy's Rich Culture and Culinary Heritage
October 18, 2023 by Isabella Piechota | Exhibits and Displays
- An Interactive Timeline on Breast Cancer Discovery and Treatment**
A Virtual Exhibit Researched and Created by Leatherby Libraries' Health Sciences Librarians
October 6, 2023 by Alyssa Castanon | Exhibits and Displays
- African Art Forms Display**
Honoring the Influence of Contemporary and Ancient Mediums
October 4, 2023 by Isabella Piechota | Exhibits and Displays

39 posts categorized in **Diversity Equity & Inclusion**

DEI Website: <https://www.chapman.edu/library/diversity-equity-and-inclusion.aspx>

Applying TRAAP to a scholarly article.

- After searching for our topic:
 - “Racial disparities in the household wealth of Americans.”
- We have found the following article:
 - “The Great Recession and Racial Inequality: Evidence from Measures of Economic Well-Being.” published in the December 2019 issue of the *Journal of Economic Issues*.
- Let’s use TRAAP to take a closer look at the article...



SIFT in Action

Scenario: We have been asked to put together a presentation on **the possible intersection between income inequality and wildfires on the West Coast of the United States that occurred over the last year.**

What keywords can we use to search for a resource on this topic?

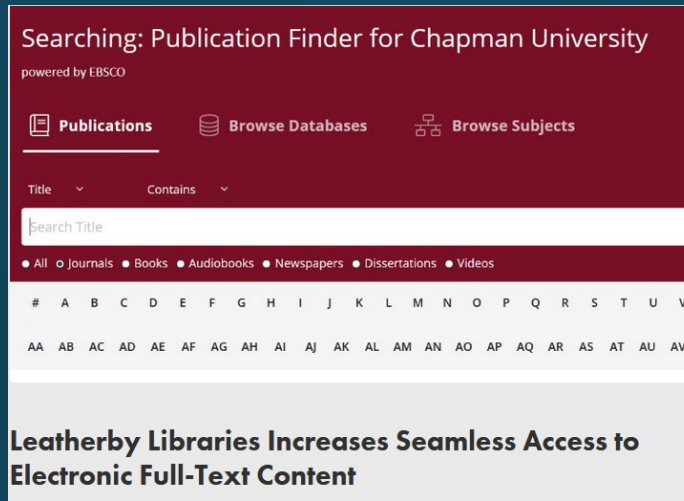
Go to [PollEv.com](https://www.pollEv.com) to enter your keywords



FFC Information Literacy Curriculum with examples focusing on:

- Social disparities
- Health disparities
- Income inequality
- Asylum
- Refugees
- Immigration
- Researching a local candidate’s actions to support immigration and asylum-seeking individuals.
- Climate Change
- Income Inequality

Accessibility



Searching: Publication Finder for Chapman University
powered by EBSCO

Publications Browse Databases Browse Subjects

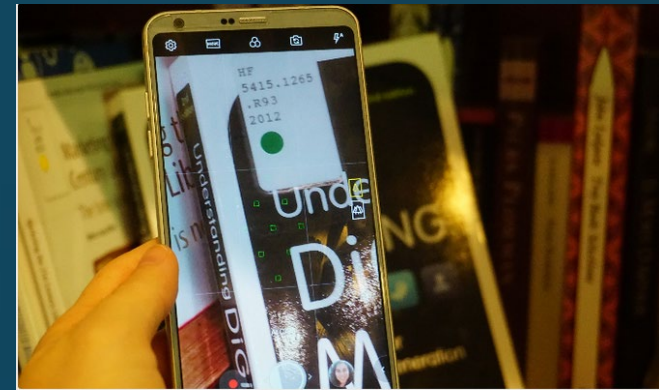
Title Contains

Search Title

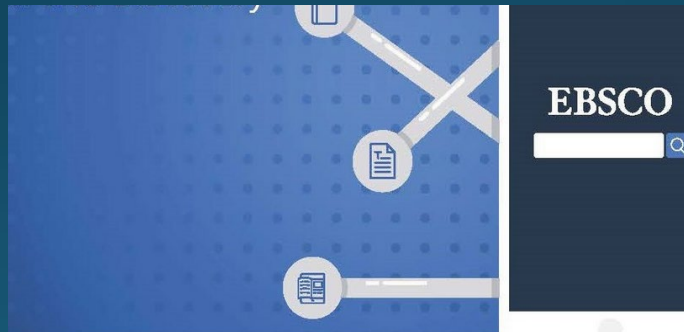
All Journals Books Audiobooks Newspapers Dissertations Videos

A B C D E F G H I J K L M N O P Q R S T U V
AA AB AC AD AE AF AG AH AI AJ AK AL AM AN AO AP AQ AR AS AT AU AV

Leatherby Libraries Increases Seamless Access to Electronic Full-Text Content



New MyLibrary! App Available for Leatherby Libraries Users



EBSCO

New EBSCO Mobile App Makes It Easier to Do Research from Anywhere



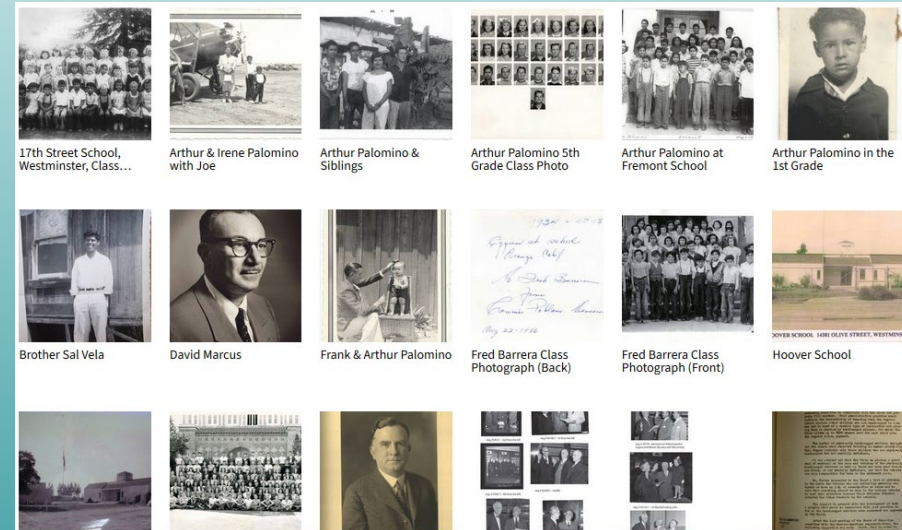
Leatherby Libraries Now Offering "Curbside" Pick-Up

Limited service available for physical materials

Commitment to Promoting Archival Collections that Emphasize People of Color



Orange County Japanese American Youths Scrapbooks



Mendez, et al. v. Westminster, et al. Archive

Our Voices Newsletter

Our Voices Video Series

The Our Voices video series offers a space for members of our campus community to share their authentic stories and experiences.

Special Collections & Archives Librarian Annie Tang and Archives Technician John Carlo Encarnacion [discuss a special and very personal highlight of their Chapman career](#) – curating a library exhibit on the history of Filipino/a and Filipino/a-American students in California and at Chapman.





**Chapman Authors Can Now Publish Open Access
Research for Free in Wiley Journals**



**CAMBRIDGE
UNIVERSITY PRESS**

**Chapman Authors Can Now Publish Open Access
Research for Free in Cambridge University Press
Journals**

Open Access Publishing

Open Educational Resources



Research has shown that using OER in place of traditional textbooks helps to create more equitable and inclusive learning experiences for marginalized students.

Digital Commons
2,458,875 Downloads!!!

Open Access : Allows for a
greater diversity of people to
engage with research



Diverse Databases



**Historical
Black Newspapers**

FULL-TEXT DATABASE

Ethnic Diversity Source

This full-text database is a dedicated resource covering the culture, traditions, social treatment and lived experiences of different ethnic groups in America. It provides full text from a growing list of sources including peer-reviewed journals, magazines, e-books, biographies and primary source documents.



OPEN SOCIETY
JUSTICE INITIATIVE

Black Lives Matter

- Africana Studies Subject Librarian
- Book Collections
- E-resources and E-Books Collection
- Book Displays
- Library Guide



Telling Stories: One Room at a Time Virtual Exhibit

Showcasing library rooms that are the most dynamic and emblematic of diversity



[See full exhibit here:](https://scalar.chapman.edu/scalar/leatherby-libraries-story-rooms/index)

<https://scalar.chapman.edu/scalar/leatherby-libraries-story-rooms/index>

Hispanic Pioneers in Medicine by Health Sciences Librarian



Highlighting the contributions of Hispanic American pioneers in Medicine as well as provide helpful resources to support the health of the Hispanic and Latinx populations.

National Hispanic Heritage Month - Hispanic Pioneers in Medicine

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

In this virtual book display, we look to highlight the contributions of Hispanic American pioneers in Medicine as well as provide helpful resources to support the health of the Hispanic and Latinx populations.

[Hispanic American Pioneers in Medicine](#)

Sikhs and Sikhism in America Group Study Room



The Library's Commitment to Diversity recognized at the National Level

Leatherby Libraries Wins Award for Diversity Initiatives



Council for Advancement & Support of Education (CASE)

<https://dviiawards.secure-platform.com/a/gallery/rounds/41/details/10180>

Commitment to promoting Archival Collections that emphasize People of Color



Orange County Japanese American Youths Scrapbooks

https://digitalcommons.chapman.edu/oc_japanese_american_youths_scrapbook/

Commitment to promoting Archival Collections that emphasize People of Color



17th Street School, Westminster, Class...



Arthur & Irene Palomino with Joe



Arthur Palomino & Siblings



Arthur Palomino 5th Grade Class Photo



Arthur Palomino at Fremont School



Arthur Palomino in the 1st Grade



Brother Sal Vela



David Marcus



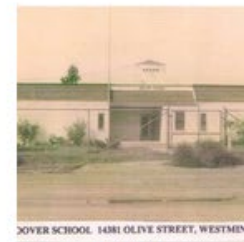
Frank & Arthur Palomino



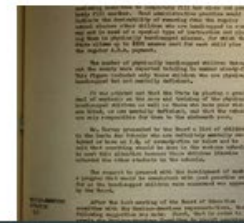
Fred Barrera Class Photograph (Back)



Fred Barrera Class Photograph (Front)



Hoover School

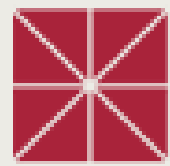


Commitment to promoting Archival Collections that emphasize People of Color



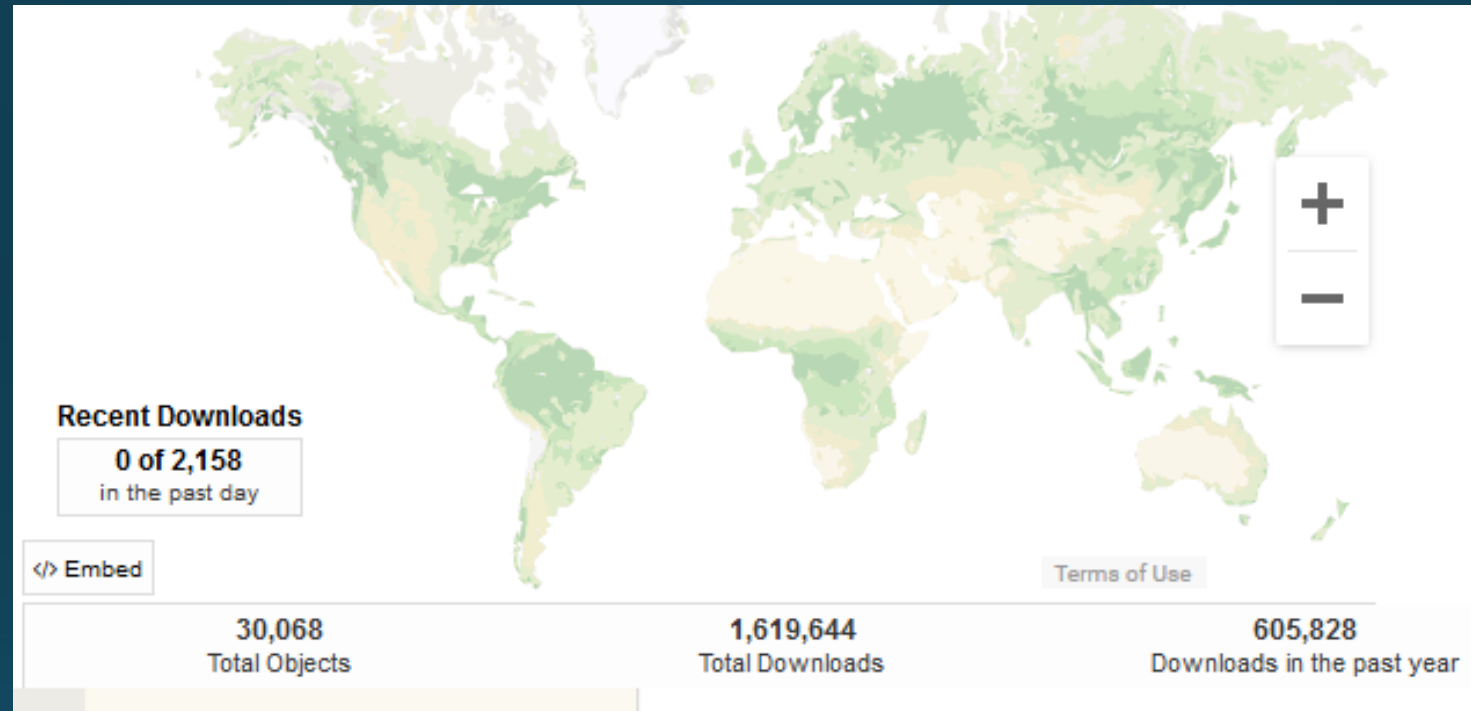
Sikh Initiatives at Chapman University Collections

https://digitalcommons.chapman.edu/sikh_initiatives/



CHAPMAN
UNIVERSITY

DIGITAL COMMONS



One Million Downloads for Chapman University

Chapman University Digital Commons, a home for the scholarship, publications, archives, and creative expression of Chapman University's faculty, students, and staff.

<https://digitalcommons.chapman.edu/>

Telling Stories: One Room at a Time The Leatherby Libraries' FIRST virtual exhibit

Showcasing library rooms that are the most dynamic and emblematic of **diversity**

- Virginia G. Carson, Ph.D. Group Study Room
- Sikhs and Sikhism in America Study Room
- Italian Heritage Archive Study Room
- Henri Temianka Archives Multimedia Room

See full exhibit here:

<https://scalar.chapman.edu/scalar/leatherby-libraries-story-rooms/index>

The Virginia G. Carson, Ph.D. Group Study Room

"When you choose your career, choose one you enjoy doing. You will work with enthusiasm."
Dr. Virginia Carson



Dr. Zuhra Musherraf in
the Virginia Carson Room

INTRODUCTION - WHAT ARE STORY ROOMS? (2/6)

Sikhs and Sikhism in America Group Study Room



INTRODUCTION - WHAT ARE STORY ROOMS? (4/6)

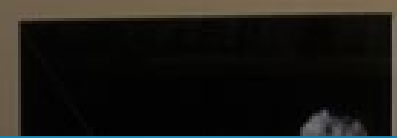
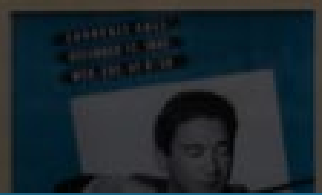
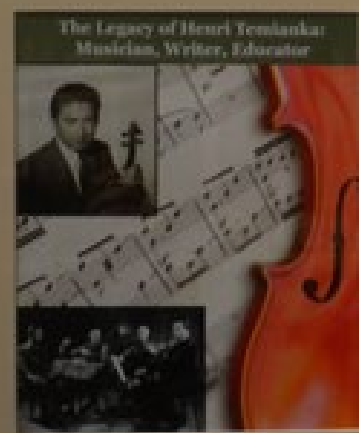
Italian Heritage Archive Group Study Room In Honor of John N. LaCorte



INTRODUCTION - WHAT ARE STORY ROOMS? (5/6)

Henri Temianka Archives Multimedia Room

TEMIANKA



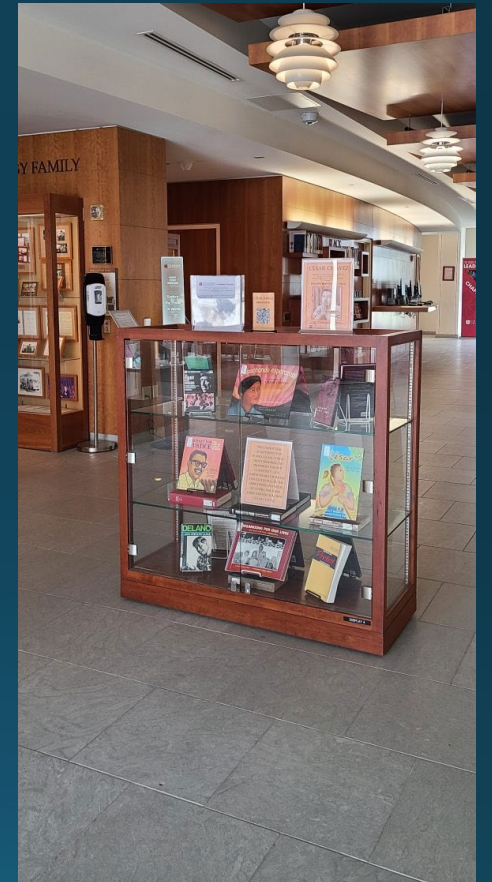
Monthly Commitment to Diversity with educational Bibliographies



Martin Luther King



Motherhood to Motherhood



Cesar Chavez



Invisible Disabilities

Diversity Equity & Inclusion on the Leatherby Libraries Blog
<https://blogs.chapman.edu/library/2022/12/15/the-black-book-nook/>

The Library's Commitment to Diversity recognized at the University Level

“The Black Book Nook at the Leatherby Libraries”
A collaborative project with the office of Diversity, Equity and Inclusion



The Black Book Nook Fostering education and community engagement with Black history, thought, literature, and culture



On Friday, November 4, 2022, the Leatherby Libraries and Office of [Diversity, Equity and Inclusion](#) celebrated the launch of the Black Book Nook on the first floor of the library.

The Black Book Nook Collection fosters education and community engagement with Black history, thought, literature, and culture. The Black Book Nook currently has over 250 rotating books, and the collection is still growing. A

complete list of titles is in our [library catalog](#).

[Read More »](#)

First ever collection committed to Black history, thought,
literature, and culture education

<https://blogs.chapman.edu/library/2022/12/15/the-black-book-nook/>

The Chapman University's Black Book Nook Wins CASE Award

400

“The Black Book Nook at the Leatherby Libraries”

A collaborative project with the office of Diversity, Equity and Inclusion



The Library's Commitment to Diversity Recognized at the National Level

“Sikh Initiatives at Chapman University bring critical acclaim”
Leatherby Libraries Wins Silver Award for Diversity Initiatives



Council for Advancement & Support of Education (CASE)

[https://dviiawards.secure-
platform.com/a/gallery/rounds/41/details/10180](https://dviiawards.secure-platform.com/a/gallery/rounds/41/details/10180)

The Library's Commitment to Diversity recognized at the University Level

“Exploring the Magic of the Leatherby Libraries”
Blog Series Wins Gold Award



Council for Advancement & Support of Education (CASE)
<https://www.case.org/awards/circle-excellence/2021/exploring-magic-leatherby-libraries>

The Library's Commitment to Diversity recognized at the International Level

“Breaking the Disability Taboo”

Event sponsored by the British University in Egypt and Ministry of Emigration and Egyptian Expatriate's Affairs featuring Diversity Librarian Essraa Nawar

BUE's Inspiring "Breaking the Disability Taboo" Event Honours Mental Health Awareness Month

22 May 2023

By: Aya Gamal



The event, moderated by Ms Essraa Nawar, who serves as Chapman University's Diversity and Development Librarian and Chair of the Arts, Exhibits, and Events Committee, executed the necessary to overcome taboos surrounding disability and encouraged critical discussions, effectively raising awareness. Let us tell you about this inspirational event and the heroes breaking the disability taboo!

Breaking the Disability Taboo: Encouraging Openness and Inspiration
<https://cairogossip.com/gossip/arts-culture/bues-inspiring-breaking-the-disability-taboo-event-honours-mental-health-awareness-month/>



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CAMPUS & STUDENTS

Talking about TEDx

Essraa Nawar takes her diversity message to the international stage at TEDxTUM

Home > Behavioral Sciences > Mental Health > Practicing Social Justice in Libraries > Bringing Diverse Library Exhibitions



Chapter

Bringing Diverse Library Exhibitions and Events to life

By *Nawar*

Book [Practicing Social Justice in Libraries](#)

Edition	1st Edition
First Published	2022
Imprint	Routledge
Pages	18
eBook ISBN	9781003167174



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ABSTRACT

Libraries all over the world are incorporating events, displays, and exhibitions as a tool to engage with students, faculty, and the larger communities as well as to raise awareness about Diversity, Equity, and Inclusion (DEI) throughout its walls, activities, and collections. The scale of these programs can vary from small in-house displays to library-wide or loaned exhibitions or events. They can either be collaborative in nature or curated internally by students, staff, or librarians. The Leatherby Libraries at Chapman University engages the wide community with its Events and Exhibition programming not only to promote DEI initiatives at the Leatherby Libraries but also to encourage the community to explore the wide variety of its collections and resources. Despite some of the time and budget challenges these efforts may bring, the Leatherby Libraries administration is committed to bringing these activities to life. The benefits offset many of the obstacles.



Questions...

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