ASSOCIATION OF SOUTHEASTERN RESEARCH LIBRARIES

ASERL Diversity & Inclusion Programming
Approved unanimously by ASERL membership – May 31, 2018

Values Statement
E Pluribus Unum. Out of many, one.

When libraries tap into the wisdom of a workforce that reflects the populations we serve, we are better able to understand and meet the needs of the students, faculty, staff, alumni, and researchers we serve. ASERL members believe we must make our workplaces, collections, and services more inclusive. ASERL libraries commit to make every employee feel welcomed and motivated to work optimally in service to our communities. We affirm that we achieve more together because of our differences, not despite them. When libraries apply this pool of knowledge -- when employees are trained in team building, decision-making, problem solving, and conflict resolution -- we provide better, more interesting, innovative services to each other and to our patrons.

ASERL's Commitment to Diversity and Inclusion
ASERL members will strive to:
1) Understand and communicate the principles of diversity and inclusion in order to attract, retain, and grow the skills of employees from a variety of populations;
2) Set achievable and measurable goals, and regularly monitor and assess progress towards those goals;
3) Seek constructive input from employees at all levels of our organizations to ensure programming is relevant and useful;
4) Allocate resources to ensure programming is successful and sustainable;
5) Build library collections that reflect the diversity of the communities we serve;
6) Maintain transparency regarding our successes and challenges over time;
7) Acknowledge impact of past and present actions.

Definitions
Diversity is defined as the characteristics and attributes that make each one of us unique. Diversity has many dimensions, including race, gender, and physical ability. Other dimensions may include, but are not limited to, ethnicity, national origin, nationality, religion, veteran status, sexual orientation, gender identification, and age. Even more broadly, diversity includes geographic location, work

experience, family status, socio-economic class, and diversity of political thought. Our goal is to leverage the varied experiences and ideas that each individual brings for the good of the organization overall.

Adapted from https://www.brookings.edu/about-us/diversity-and-inclusion

Diversity Is The Mix and Inclusion Is Making The Mix Work. More formally, diversity is the composition of individuals in a group. **Inclusion** is the requisite programs and organizational strategies that welcome and embrace the strengths each person brings to the mix.

Adapted from http://diversity.wfu.edu/home/diversity-inclusion-at-wake-forest/

Charge – ASERL Diversity & Inclusion Committee
In early 2018, the Association of Southeastern Research Libraries will create a new standing committee focused on our commitment to Diversity and Inclusion. The ASERL Diversity and Inclusion Committee (AD&IC) will create strategies to develop diversity and inclusion in collections, programs, recruitment and retention, training, and spaces to build holistic environments that nurture and reflect the diversity of our staff and the communities we serve.

The AD&IC will periodically assess member needs, the availability of relevant programs from reputable sources, and offer activity recommendations to the ASERL Board and membership. Based on member feedback, the AD&IC will implement measurable activities to benefit the membership, assess the effectiveness of the activities, and offer suggestions for future improvements. ASERL will secure sufficient resources to support these endeavors.

Membership
The AD&IC will be volunteers from current ASERL Deans/Directors, led by two co-chairs with staggered two-year terms to foster continuity of leadership. The AD&IC will also include three additional at-large members serving in rotation, including one member selected from the ASERL Board of Directors. Members will be affirmed by the ASERL Board of Directors. The Committee will meet at least twice per year in person; additional conference calls and/or e-meetings will be conducted as desired. ASERL staff will provide support as needed.