



William H. Hannon Library

POINT OF CONTACT

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit reported their progress to the community on 9/29/2020.

[Presentation video](#)
[Presentation slides](#)

1 2 3 4 5 6 7 8

SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

- The Task Force researched previous work completed regarding systemic analysis and DEI efforts. One such effort was issuing ClimateQUAL+, a survey used to gather information from staff regarding work culture, which led to focus groups aimed at furthering the conversation.
- The Task Force is analyzing the library's strategic plan for the incorporation of DEI. Through the Report Out session, the Task Force reviewed the DEI work the library has done in the last 10 years.
- The Task Force discussed DEI challenges in retaining and recruiting librarians of color.
- Task Force members participate on university committees and groups, related to DEI.
- Library-wide discussions on creating a DEI website for the library; looking at strategic partnerships; use of pronouns.
- The Task Force requested adding the discussion on the use of pronouns to the agenda for the next all library staff meeting in November.

D.E.I. TASK FORCE

[Jamie Hazlitt](#)
Interim Associate Dean

[Nicole Murph](#)
Library Assistant III - Reference

[Alexis Weiss](#)
Librarian II - Reference

[Ray Andrade](#)
Librarian II - Student Engagement

[Marisa Ramirez](#)
Library Assistant III - Archives & Special Collection

[Reggie Melonson](#)
Patron Database Supervisor Library Assistant

[Jill Cornelio](#)
Administrative Specialist, Library

[Taylor Parks](#)
Library Assistant II - Cataloging

ACTION STEPS

- ✳ Cataloging department is exploring changing subject headings that are outdated and/or offensive, which requires approval from the Library of Congress.
- ✳ Reference and Instruction department is reviewing instruction through a DEI and accessibility lens to prioritize BIPOC-focused programming and concerns.
- ✳ Acquisitions and Collection Development discussing antiracist collection development and open and affordable textbook initiative (OATI).
- ✳ Systems and Digital Initiatives is archiving webpages to capture the history of the university and the DEI work done by groups across campus.
- ✳ Archives & Special Collections is collecting and archiving materials from faculty members and student organizations so that richer stories are told about the communities of color at LMU.

ISSUES IDENTIFIED

- The ClimateQUAL+ survey has been conducted twice, not in the past 5 years, exacerbated by significant staff turnover has contributed to lack of survey. The ClimateQUAL+ should be issued again as soon as possible
- Need to conduct an external climate survey that focus on student affinity groups perceptions of the library.
- The Task Force recommends the status for the group should change to a standing committee to allow for long-term project planning.
- While the paraprofessional staff at the library is quite diverse, not true for professional staff, especially leadership positions.
- There have been ongoing concerns with the hiring and retention of BIPOC librarians. The librarian profession is nearly 90% white and female, thus the hiring and retaining of BIPOC librarians has been a challenge.
- Recognizing pronouns of our staff and librarians as well as patrons.

OUTCOMES

In progress

LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- ✳ Culture and Climate
- Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

- | | |
|-----------------------------------------|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |