

Bowdoin College Library

Diversity, Equity, Inclusion, and Access (DEIA) Working Group

Description

The DEIA Working Group supports and advances the library's DEIA efforts broadly, and anti-racism initiatives specifically, in regard to library services, collections, spaces, digital and physical resources, and staffing. The Working Group reviews and recommends library practices or processes with the goal to foster an anti-racist environment and remove barriers to DEIA; advances the library's goals to identify and address the ways in which structural racism is embedded in library practices and policies (see [The Bowdoin College Library Commitment to Anti-Racism](#)); considers the ways in which this work intersects with the philosophy and practice of inclusive excellence; and serves a coordinating function for DEIA and anti-racism initiatives across library departments.

Charge & Responsibilities

- Solicit input from library staff regarding DEIA concerns, including ways structural racism is embedded in our practices and make recommendations to the Library Leadership Team as needed, on an ad hoc basis.
- Identify and recommend activities and learning opportunities that will further the library's DEIA-related efforts, focusing on library practices and aligning with collegewide programs and initiatives. Collaborate with other campus departments and groups and CBB as appropriate.
- Communicate about the work of the committee with the staff at large and with the broader Bowdoin community as appropriate.
- Advance identified initiatives (see below).

Initiatives/Projects Fiscal Year 2023

1. Develop a list of resources relevant to the library's DEIA and anti-racism work (carried over from FY 22).
2. Recommend and plan one or two all-staff activities/learning opportunities that will further the library's DEIA-related efforts (carried over from FY 22).
 - Recommendations will be reviewed by the library director.
 - Funds are available to support programming, including honoraria for outside participants.
 - Program content and arrangements with outside participants will be facilitated by the WG. Administrative and logistical support will be provided by the library's administrative staff.
3. Examine recruitment, hiring, and supervisory practices and policies at the library in the context of College HR policies and best practices for DEIA in librarianship (carried over from FY 22).
4. Work with the library director and the library's advisory committees (Student Library Committee and Faculty Library Committee) to develop and implement a library climate survey for students.

Membership

The DEIA WG reports to the Library Leadership Team. The group is comprised of six members, including two co-chairs, who are appointed and should be representative of the library's staff and its work. Members serve a two-year term, with the exception of one co-chair, who, for the sake of continuity, will serve a three-year term (member, co-chair, past co-chair).

Project-based teams will be formed and will be comprised of Working Group members and other staff volunteers (with a supervisor's permission).

Meetings and Reporting

- The full Working Group will meet periodically as determined by the co-chairs.
- Each Project Team will be facilitated by a member of the Working Group and will meet as needed.
- The minutes of the Working Group will be posted publicly on Teams.
- The Working Group will provide a report to the Library Leadership Team once each semester.

Members FY 23

Alexander Elliott (year 1)

Michelle McDonough (year 2)

Sue O'Dell (year 1)

Melissa Orth (year 1)

Anne Sauer, co-chair (year 2)

Ryan Wheeler, co-chair (year 2)

Charge and membership developed 3.23.21; revised 7.14.21; membership updated 8.3.21
FY 23 revisions finalized 8.22