Resteering the Standards: Revisiting ACRL Diversity Standards & Cultural Competencies

Presenters

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Today, we will:

- Discuss the implications of revising the Diversity Standards in order to promote greater inclusivity within academic libraries.
- Explore new and revised concepts and terminology in order to be more intentional and use more inclusive language regarding diversity, equity, and social justice.
- Critically examine our institutions in order to begin applying and assessing the Diversity Standards on an institutional level.
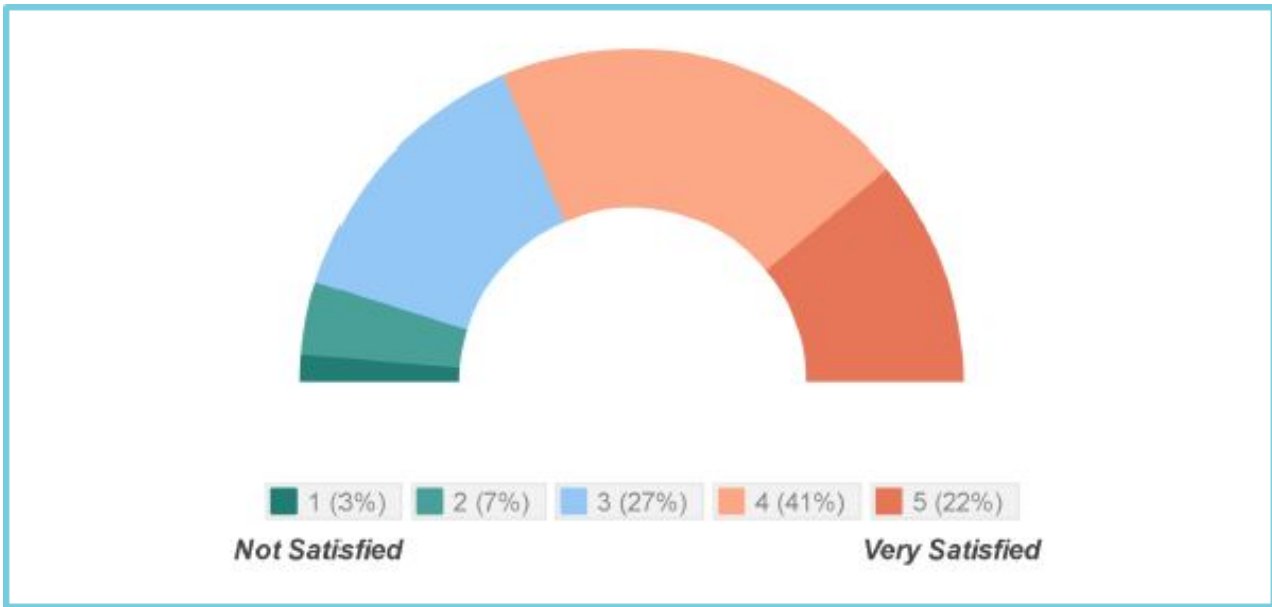
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History of the Standards

- Developed by the ACRL Ethnic and Racial Diversity Committee
- Approved by the ACRL Board of Directors in 2012
- "Framework to support libraries in engaging the complexities of providing services to diverse populations, and recruiting and maintaining a diverse library workforce."
- "Starting point from which libraries can develop local approaches and goals in the context of their organizations' mission and situation."

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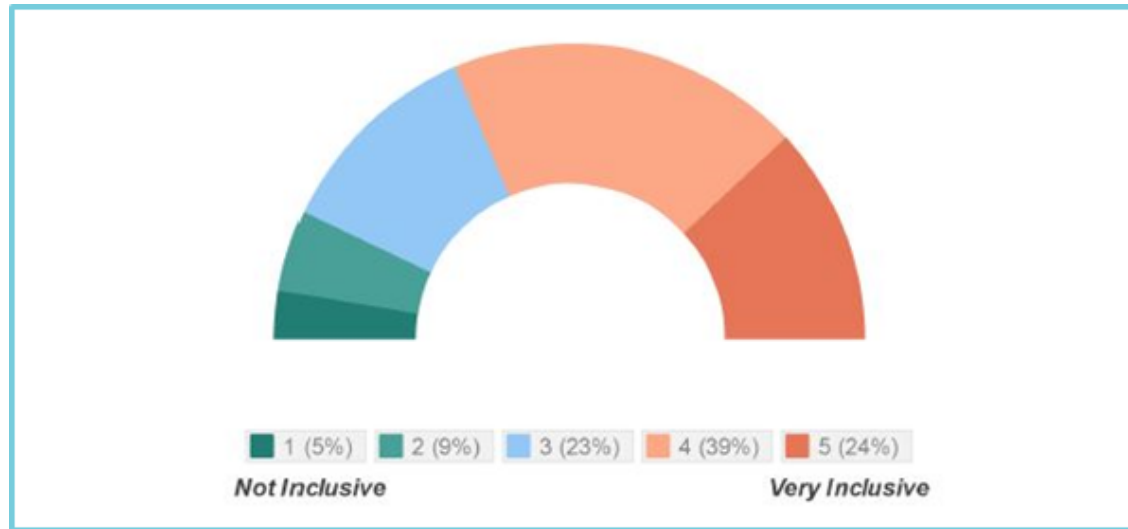LEADING TRANSFORMATION
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ACRL Diversity Committee's revision plan:

- Rationale
  - Increase inclusivity to expand upon original Standards' charge
  - Address Standards' as a constantly evolving document
- Process (ongoing)
  - Working groups within the ACRL Diversity Committee
  - Discussions and feedback at conferences
  - Online survey, distributed in summer 2015 (113 responses received)

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Survey question: How satisfied are you with the Standards overall?

■ 1 (3%) ■ 2 (7%) ■ 3 (27%) ■ 4 (41%) ■ 5 (22%)

Not Satisfied   *Very Satisfied*

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Survey question: Is the language used in the Standards inclusive of all the populations using and working in your library?

1 (5%) 2 (9%) 3 (23%) 4 (39%) 5 (24%)

Not Inclusive   *Very Inclusive*

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Survey question: Do the Standards help you engage librarians, library staff, other campus stakeholders in dialogue around issues of cultural competency?

Legend: 1 (6%), 2 (11%), 3 (39%), 4 (24%), 5 (20%)

Not Helpful — Very Helpful

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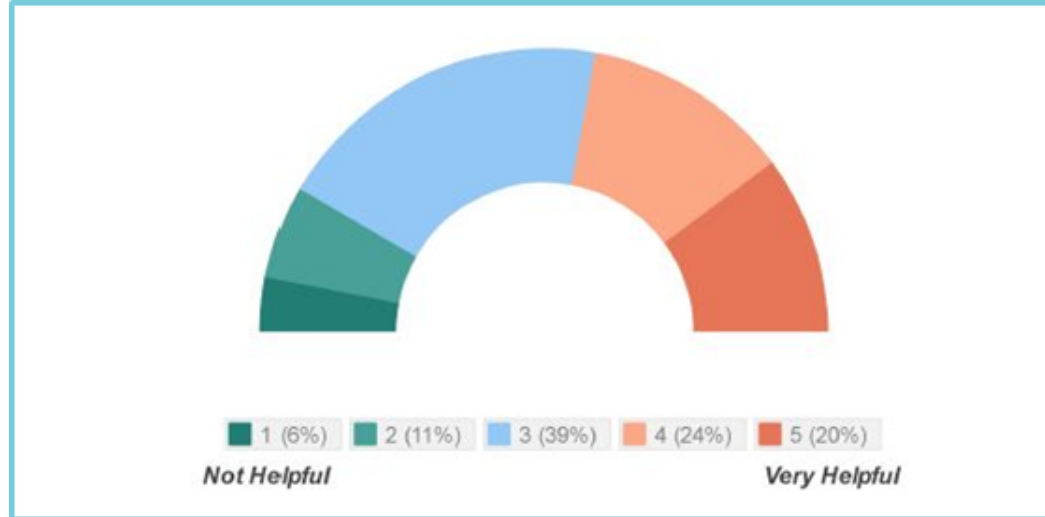
Other questions included:

- ...how could the language be changed or enhanced to be more inclusive?
- If there are any particular Standards you would like to see clarified, expanded, or changed, please list the Standard(s) along with your suggestions.
- What, if anything, do you feel is missing from the Standards as they currently stand?

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Inclusivity

- "All social identities (including sexual orientation and gender identity) must be identified in this document. Cultural competency does not just address awareness of people from other religions, races, cultures, and ethnicities, but it also addresses LGBTIQQAA and disability cultures, as well as all multiple identities."
- "More emphasis on social status/class as well as LGBTQ, especially in concern to transgender population in light of discriminatory public restroom legislation."

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Social justice and critical theory

- "Explicit acknowledgment of microaggressions as a diversity-related issue in academic libraries."
- "Stronger language in relation to social justice and social inclusion, and unpacking/interrogating privilege."
- "...The Standards are amazing as they are, but I am wondering if they could reflect more of the language and ideas addresses by the feminist, anti-racist, critical discourse happening in [circles such as #critlib]."

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Supplemental documents
- "A mission statement/vision that librarians/library staff can use to evaluate the decisions they make against. Something that would allow a librarian to answer 'does this action take into account the responsibility I have to advocate for diversity?'"
- "The Diversity Committee at my former library focused on three standards per academic year to focus on in our library. The standards we chose to focus on were ones that we felt needed some attention in our library, but at the same time were able to be addressed rather easily in one academic year."

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Outreach and implementation

- "I wish that these standards were used in the same way the ACRL information literacy standards are used."
- "I didn't even know ACRL had Diversity Standards. I think they need to be promoted better, and more support provided in incorporating these guidelines into daily work."
- "Standards are standards, it doesn't necessarily mean people will follow them. Especially coworkers, ACRL needs to do more then create standards, they need to be active within the communities."

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Student activism around social justice
Increased institutional accountability

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Cultural Humility
Cultural Competency
Cultural Resonance

Structural/Systematic Oppression

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Single/Dimension-Based Rubrics
Anti-Racist/Decolonized Assessment

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Have changes in campus climate, particularly with regards to increasing student calls for action and social justice, affected your library's approach to diversity, equity, and inclusion? How? Has the political environment over the past year affected your library's approach? How?

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Subcommittees
- Standards Revision
- Assessment
- Best Practices
- Website

Goal to complete Standards revision by June 2018

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What are some strategies for assessing and critically examining the effectiveness of the diversity, equity, and inclusion efforts in our libraries?

How can the Standards help to support these efforts?

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Thank you!

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