

# Fall 2020 DEI Task Force Recommendations for Management Council

The following recommendations have been completed. Ongoing DEIA goals are incorporated into the [library's unit-level strategic plan](#).

## **Goal 1: Establish a DEI Task Force as a standing committee.**

Outcomes: DEI Task Force officially became the DEIA Committee starting August 1, 2021.

## **Goal 2: Create a DEIA Statement of Commitment.**

Outcomes: The library's official DEIA Statement of Commitment was announced to all of the library staff by Dean Kristine Brancolini on June 21, 2021, [LMU Library News](#) on June 23, 2021, and [LMU This Week](#) on June 28, 2021. The statement is now visible in the library's physical space through digital and physical signage.

## **Goal 3: Designate a web page on the library's website that focuses on the library's DEIA work.**

Outcomes: The library's DEIA website is now up and continually being updated reflecting the DEIA work being done. The website also displays the library's DEIA Statement of Commitment and reports produced by the committee.

## **Goals 4: Designate a physical space emphasizing our DEI commitment in a permanent way.**

Outcomes: A poster featuring an excerpt from the DEIA Statement of Commitment was designed and is being displayed in both digital signage and physical signage which rotates throughout various locations within the library.

## **Goals 5: Include DEIA work in annual reports and reviews.**

Outcomes: DEIA work aligns with the university's Strategic Plan's Spotlight Initiative Number 1: [Learning for Justice, Inclusion, and Transformation](#). Part of this initiative is that starting AY 2023-24, DEIA work will be recognized as part of the faculty and staff reviews. Review [DEIA and the Library's Strategic Plan](#) for more about how DEIA initiatives are incorporated into our work.

## **Goals 6: Incorporate DEIA into the strategic plan.**

Outcomes: We implemented new search and screen procedures for librarians and staff to integrate DEIA resources. DEIA has been integrated into our [unit-level strategic plan](#).

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## **Goals 7: Pronouns in the library staff directory and patron database.**

Outcomes: Library staff directory updated to display pronouns. Library patron database updated to include preferred name field.

## **Goals 8: Establish an all-staff Anti-racism and Inclusivity Teams channel.**

Outcomes: Anti-Racism and Inclusivity channel added on Teams for all library staff.