Who Am I?

Undergraduate Engagement Librarian
Liaison to Anthropology, Sociology, Gender and Women’s Studies
Information Literacy/First Year Experience Instructor
Diversity is differences – in pedagogy, religion, age, ability, sexual orientation, gender identity/expression, race or ethnicity.

Equity is equalizing the playing field.

Inclusion is providing the opportunity for full participation to every person by understanding their unique needs.

Paraphrased from The University of Toledo’s Strategic Plan for Diversity, Inclusion and Equity, 2020-2023
Basis in the Credit Bearing Class
My Student Population

- Exploratory Major; did not get into major of choice
- Often URM students; first-generation, Pell Grant Recipients
- Mixed experience with information literacy
- Struggling with belonging
Seamless Element vs. Standalone Concept

• “Diversity Day” is common but often ineffective
• Have access to diversity oriented speakers
• Decided to focus on embedding diversity in the course
ACRL Framework

• Authority Is Constructed and Contextual
• Information Has Value
• Research as Inquiry
• Scholarship as Conversation
Intentional Additions

- Rearranged class into skills first, then theory & disposition
- Discussion about their past research experience
- Encouraging debate, discussion, and defense of sources
- Accessibility
Changes Made to One-Shot Classes
Encouraging Diverse Voices

• Emphasizing the importance of different perspectives
• Discussing the importance of diversity in research
• Encouraging and supporting persistence in college
• Highlighting alternative resources
Highlighting Access Issues Post-College

- Discussing information inequity
- Emphasizing being able to discern reliability regardless of medium
Design Meaningfully and Intentionally

- Identify sources of diverse voices in the discipline
- Use examples to discuss the impact of diversity
- “Warm Up” for particularly contentious topics
- Ask whose voice might be missing from the discussion
Framing Administrative Conversations

• Information literacy and library resources can inherently support a more diverse community.
• Consistent messaging is important.
• Actively supporting diversity goals adds value to the library.
• It doesn’t cost anything to make these changes.
Conclusions

- Frame the conversation with administration first for maximum support
- Begin with small changes
- Engage in conversation with instructors of record
- Refer back to examples presented here

Jennifer Joe
Friday, October 30, 2020