



# Diversity, Equity and Inclusion Annual Report

2021-2022



EMORY  
LIBRARIES

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# Executive Summary

from Lisa Macklin



Emory Libraries is deeply committed to the University's priorities of Diversity, Equity and Inclusion, a long-held commitment that grew even stronger under the leadership of former Dean and University Librarian Yolanda Cooper.

As the intellectual commons of the University, the Libraries was proud to serve as a lead partner for Emory's first symposium on slavery and dispossession. Co-chaired by Dean Cooper, this initiative positioned the Libraries at the forefront of campus-wide critical conversations about Emory and its complicated past.

Our recent and ongoing efforts to embrace and publicize our core values are apparent throughout our internal organization and our user-focused outreach. With 25 members from across the Libraries, our **Diversity, Equity, and Inclusion Committee** supports Emory's goal of creating an inclusive environment for federally protected groups and additional historically underrepresented members of our community. Initiatives within our **strategic themes/programmatic areas** are continuously revised to reflect emerging priorities to guide our planning and help us build a climate of action and accountability. And our **Confronting Racism** web resource offers information and tools to encourage research, teaching, learning, and action in the fight to eliminate racial injustice and oppression.

Throughout this report, we document how Emory Libraries upholds the four pillars of the University's strategic framework, focusing on faculty eminence, academic community of choice, innovation through scholarship and creative expression, and Atlanta as a gateway to the world. For example,

- We uphold faculty excellence and create opportunities for student success through ever-expanding **collections and resources** that reflect diverse voices and engage underserved communities.
- We nurture innovative scholarship and creative expression with programs, exhibits and **teaching tools** that enable us to broaden perspectives and champion new insights.

- We provide wide-ranging **online and in-person services** that combine to make our materials and expertise more open and widely accessible.
- We re-define everything from the spaces we create to the language we use to build a more **welcoming environment** for both our users and ourselves.

As proud as we are of our progress, we recognize that more remains to be done, which is reflected in the Libraries' strategic initiatives. We continue, for example, to examine our processes and practices for hiring, promotion, and retention, including pay equity, to broaden our candidate pools and to better support our current employees. We are committed to increasing cultural competency and building awareness of systemic racism throughout our workforce with continuous training and implementing a Code of Conduct. We seek to inspire ideas and initiatives from employees across the Emory Libraries by creating a fund to support Diversity, Equity, Inclusion and Accessibility activities. Finally, we are reviewing the Libraries' public spaces for accessibility and improving a sense of belonging for our users.

Now and going forward, we remain committed to building strength through diversity – for the entire Emory community and the world around us. We welcome Valeda F. Dent, PhD, to Emory as the vice provost of libraries and museum and look forward to joining our DEI efforts with our colleagues in the Carlos Museum under her leadership.



Lisa A. Macklin, JD, MLS

Interim Dean and University Librarian

*“When libraries tap into the wisdom of a workforce that reflects the populations we serve, we are better able to understand and meet the needs of the students, faculty, staff, alumni, and researchers we serve. We affirm that we achieve more together because of our differences, not despite them. When libraries apply this pool of knowledge -- when employees are trained in team building, decision-making, problem solving, and conflict resolution -- we provide better, more interesting, innovative services to each other and to our patrons.”*

*-- Yolanda Cooper*

Emory Libraries includes the Robert W. Woodruff Library, the Goizueta Business Library, the Stuart A. Rose Manuscript, Archives and Rare Book Library, the Woodruff Health Sciences Center Library, the Oxford College Library, the Science Commons, the Marian K. Heilbrun Music and Media Library, and the Computing Center at Cox Hall. The Hugh F. MacMillan Law Library and Pitts Theology Library are not included in this report.

## STATEMENT OF DIVERSITY

Emory Libraries recognizes diversity, equity, and inclusion as core values integral to empowering the university community to pursue justice for all; we strive to be an anti-oppression organization.

- Libraries are uniquely positioned to support DEI as knowledge centers and repositories of ideas and perspectives.
  - Through our spaces, resources, and programming, we connect members of our university's many communities.
  - Fighting bias and misinformation and encouraging critical thought are cornerstones of library work.
- We acknowledge that we are not in a neutral space and that our institutional history reflects the structural and systemic injustices of our country.
  - We recognize and honor the work and accomplishments of social justice activists who came before us and will share their stories.
  - We reject the philosophy of library neutrality, which perpetuates oppressive practices and actively harms our community members.\*
- We aspire to create an inclusive work environment through professional development, encouragement of personal growth, restorative communication practices, and active recruitment and retention of diverse groups that are underrepresented in our profession.
- We also recognize the importance of practicing cultural humility and the continual need to educate ourselves so that we are proactive and open to creating safer spaces for all. These goals require attentiveness to engagement and openness toward accountability in conversations and policies.
- To encourage an inviting and supportive climate, we commit to offering creative and engaging ways to foster productive dialogue and interaction with our collections and programs.
- As the world changes, so will we. The struggle for social justice is ongoing. We accept the principle of non-closure and acknowledge that our understanding and awareness is constantly evolving.

\*Anastasia Chiu, Fobazi M. Ettarh, and Jennifer A. Ferretti, "Not the Shark, but the Water: How Neutrality and Vocational Awe Intertwine to Uphold White Supremacy," chapter 1 of *Knowledge Justice: Disrupting Library and Information Studies through Critical Race Theory*, eds. Sofia Y. Leung and Jorge R. López-McKnight (Cambridge, Massachusetts: MIT Press, 2021), 49-72.

# Mission and Vision

**Emory Libraries transforms teaching, learning, research, and patient care through innovative resources, spaces, services, and collections**

## **EMORY LIBRARIES:**

- Delivers and produces distinctive services, information, and content
- Preserves and promotes our intellectual and cultural heritage
- Engages as partners in the academic enterprise to advance student and faculty success
- Creates diverse and engaging environments for work, production, study, and intellectual and social engagement
- Initiates, implements, and teaches emerging trends in technology and information literacy
- Cultivates an organizational culture of agility and innovation

# Emory Libraries demographics

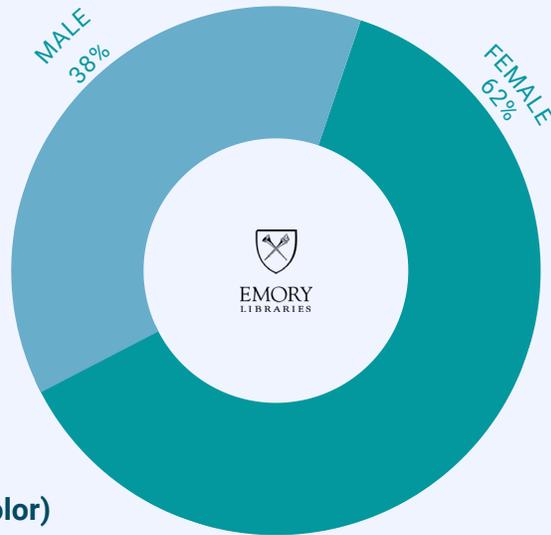
## Emory Libraries Demographics

Number of employees  
201

Number of females  
125

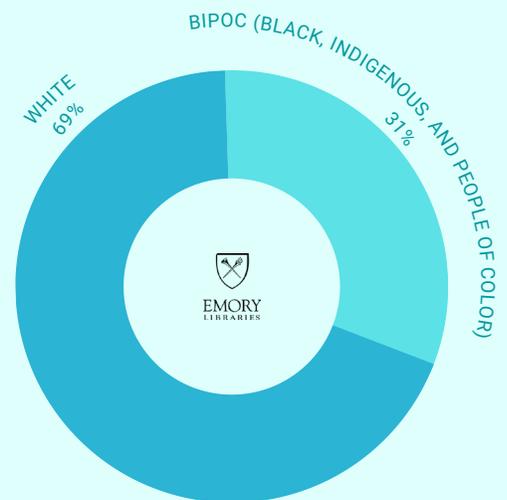
Number of males  
76

BIPOC  
(Black, Indigenous, and People of Color)  
63

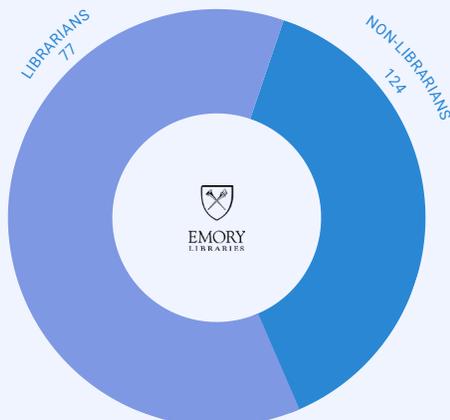


*This data does not represent self-reported gender identities and may exclude or misgender some people.*

## Emory Libraries Employees by Racial Identity



## Emory Libraries Employees



## DEI COMMITTEE PROGRAMS OFFERED TO ALL STAFF:

- Coffee & Critical Conversations series included topics such as LGBTQ+ Activism in the Library, Student Mental Health, and Neurodiversity.
- Anti-Racism Forums (fall and spring, with a total attendance of 115)
  - Provide forum to discuss concerns about racism and discrimination among library staff; development of Systemic Racism Action Plan
  - Library staff share anti-racism initiatives in their work: collection development, metadata, using data for social justice

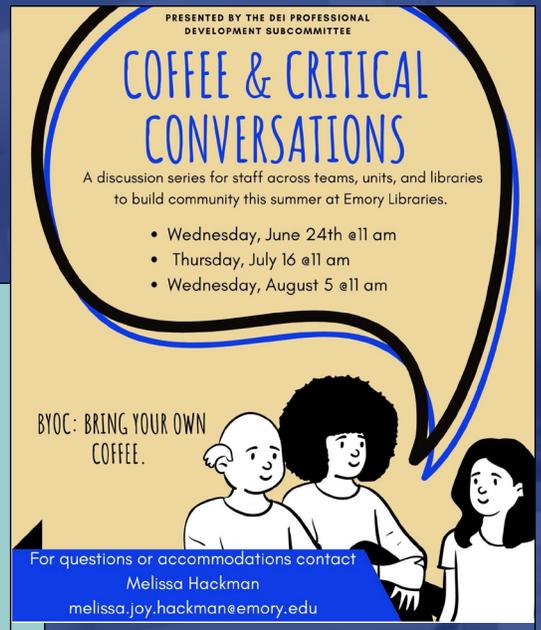
DEI Committee collaborated with other advocacy groups via Emory Libraries Advocacy Leads Group to collect and compile staff concerns related to COVID-19 policies and institutional changes to submit to library leadership.

Staff from across the Libraries participated in numerous DEI-related trainings, workshops, and community groups from across the Emory campus, Atlanta, and the country, including a librarian who served on the Land Acknowledgement Working Group for the Office of the President. The group developed the Land Acknowledgement statement that has been adopted by the university and worked with university communications to develop the website.

Staff from across Emory Libraries serve in leadership roles on committees and in organizations that advance diversity, equity and inclusion

**Research, Engagement and Scholarly Communications (RESC)** created an open access librarian position which will provide advocacy for and training around open educational practices, leading to the increase of success and retention of first-generation students and those from under-resourced backgrounds. RESC has also done additional work around collections, including the policy and process for Reconsideration of Library Materials that SMT approved June 9, 2022. We also seek to encourage diversity, equity and inclusion in the publishing industry by being a Bronze-Level Partner in the [Coalition for Diversity and Inclusion in Scholarly Communications](#) and by supporting open access publishing initiatives.

**The Woodruff Health Sciences Center Library** team engages with various schools, departments, initiatives and committees across the Health Sciences campus including the Emory School of Medicine (ESOM) Actionable Education Initiative (AEI) that ensures diversity, equity, and inclusion are consistently understood, practiced, and embraced across the ESOM, and included in the design and implementation of an educational portfolio for learners, staff, and faculty.



## Library Technology and Digital Strategies (LTDS)

Over the past three years the division has been implementing practices that align with the American Association of University Women “Playbook on Best Practices” for promoting gender equality in the IT world. Our practices also adopt recommendations cited in the Educause study “The Higher Education IT Workforce Landscape 2019.” As of 2022, only 25% of the technology workforce in LTDS is white male.

## Inclusive Hiring Practices and Pay Equity

Departments across the Libraries are implementing steps in the hiring process to utilize inclusive language in job descriptions, review candidates blindly in application reviews by redacting names and other identifiers, taking steps to maximize the diversity of people conducting interviews, and anonymizing resumes and applicant information when reviewing candidates for open positions to counter implicit bias. We are committed to working toward pay equity, and we have documented this priority in our organizational roadmap.

Job descriptions are being updated to include stronger language addressing the contributions to, and commitments to diversity, equity and inclusion that all staff must possess and perform. At Oxford Library, a question was added to ask candidates during job interviews: “A key component of the Oxford College Library Vision is the pursuit of anti-oppression in the library profession and the Oxford College community. How do you integrate values of social justice and equity into your work?”

## EXHIBITIONS WITH DEI-RELATED THEMES

### Online Exhibits

- [From the Archives: Black Student Activism](#)
- [Life of an Item: The Telugu Manuscript](#)

### Traveling Exhibits

- The Exhibitions team partnered with Drew Charter School for the [Speak What Must be Spoken exhibit's](#) closing ceremony and the unveiling of the school's Black Lives Matter mural inspired by the art and activism message of the exhibit.
- ["Our Archives Could be Your Life: The Photographs of Jon Arge & Alli Royce Soble"](#) (currently on loan to the Emory Center for Ethics)
- ["She Gathers Me: Networks Among Black Women Writers"](#) is currently traveling across the Georgia Public Library system and has also been on loan to schools and other educational centers in Georgia.

### Physical Exhibits and Displays

- ["Forbidden Loves and Secret Lusts: Selections from the Golden Age of Queer Pulp Fiction"](#) (Rose Library)
- ["Voices from the Other Side: Artists' Books from Phillips State Prison"](#) (Woodruff Library, Level 1)
- ["What Must be Honored: The Exhibitions of Pellom McDaniels, III, PhD"](#) (Woodruff Library, Level 1)
- ["Graphic Narratives and Comic Collections at Emory"](#) (Woodruff Library, Level 2)
- ["Speak Up for Social Justice"](#) (Woodruff Library, Level 2)
- ["The Work is Never Finished: Building an Inclusive Archives"](#) (Oxford Library)
- ["Graphic Narratives and Comic Collections"](#) (Oxford Library)
- ["Exploring from the Archives: Black Student Activism"](#) (Woodruff Library, Level 3)
- The Oxford Library builds monthly book displays based on affinity months with student input and publishes accompanying blog posts. Displays this past year included: [Women's History Month](#), [Black History Month](#), [Native American History Month](#), [LGBTQ+ History Month](#), and [National Hispanic Heritage Month](#)

### Opening in Fall 2022 :

- Latinx exhibit being curated by a student for Hispanic Heritage Month

## Opening in Spring 2023:

- “Alice Walker, Flannery O’Connor and Benny Andrews: Everything that Rises Must Converge.”

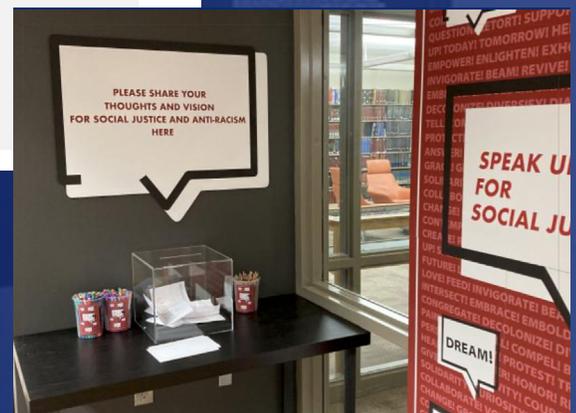
## Events with DEI-related Themes

September 29 – October 1, 2021: “In the Wake of Slavery and Dispossession: Emory, Racism and the Journey Towards Restorative Justice.”

Staff members from teams across the Libraries supported Yolanda Cooper in her role as co-chair of the first Emory symposium on slavery and dispossession. This hybrid, multi-day event was a remarkable undertaking, accomplishment, and point of pride for Emory Libraries.

The Goizueta Business School also hosted several book clubs and held a series of community conversations across the school to provide a safe space for students, staff and faculty to share. In FY22, GBL was asked to contribute to Common Reads, GBS’ DEI book club.

		
<h3>Framing Shadows</h3> <p>“Mammy” has a peculiar hold on the American psyche. Her image is so overpowering that accurate representations - like these portraits - recede into the shadow of the stereotype.” — Dr. Kimberly Wallace-Sanders</p> <p><a href="#">Find out more &gt;</a></p>	<h3>Building African American Collections</h3> <p>Randall K. Burkett was hired in 1997 as Emory’s first curator for African American collections. Over the next 21 years, he led the university’s effort to build collections of rare books, manuscripts, serials, photographs, and print ephemera representing the African American voice.</p> <p><a href="#">Find out more &gt;</a></p>	<h3>From the Archives</h3> <p>This online resource exposes archival evidence of Black student activism as it exists in the University Archives at Emory University.</p> <p><a href="#">Find out more &gt;</a></p>

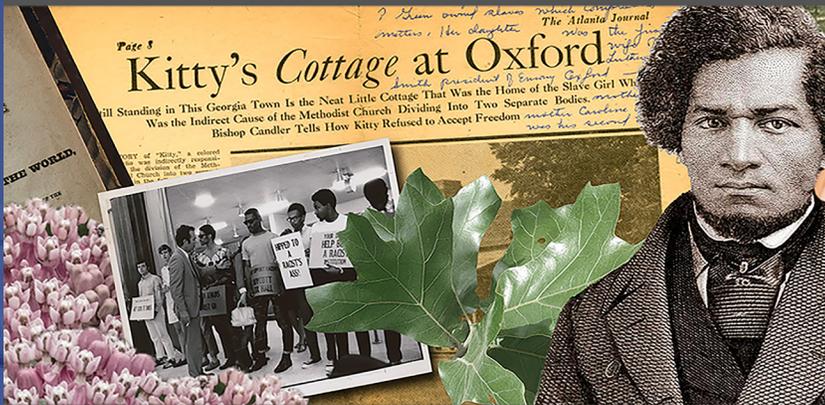


DECEMBER 14, 2021 - AUGUST 10, 2022

## Speak Up For Social Justice

[EXHIBITION DETAILS](#)

## In the Wake of Slavery and Dispossession



Emory, Racism and the Journey Towards Restorative Justice



emorylibrary Make a statement! Join the #Emorylibraries DEI committee TOMORROW Thurs, Feb. 24, 11 a.m. - 1 p.m. at the Woodruff Library Level 2 (and all day at the Oxford Library) to make buttons and magnets that spread awareness! Share your vision for social justice and anti-racism, and celebrate World Day of Social Justice (Feb. 20) and the birthday of our beloved late U.S. Rep. John Lewis (Feb. 21). More info at the link in our bio.

#blackhistorymonth #socialjustice #johnlewis #makegoodtrouble #DEI #diversity #antiracism  
Please share! @emoryuniversity @emorycollege @emorycampuslife

13 likes  
FEBRUARY 23

### Other FY 22 events:

- September 2021: DEI Committee Meet & Greet: outdoor in-person reunion for DEI Committee members, supporters, fans and new members
- October 2, 2021: [Decatur Book Festival, presented by Emory University](#)
- October 20, 2021: Button-making event to celebrate International Pronouns Day. Oxford Library and Woodruff Library held twin events.
- October 21, 2021: Virtual tour of the African American collections related to music in Rose Library for the Society of Ethnomusicology Annual Conference.
- November 9 & 11, 2021: Emory Libraries Anti-Racism Forum
- Nov. 17, 2021: Muscogee Nation Delegation visit to Rose Library and dinner
- December 2021: DEI Committee Holiday Cardmaking event: used DEI-themed book covers to create unique cards.
- February 2022: Greater Metropolitan Atlanta Chapter of Jack and Jill Storytelling Workshop introducing 6- and 7-year-old children to the archives with storytelling. Rose Library and Emory's Film and Media Studies.
- Feb. 3, 2022: [Jim Crow in the Asylum: Contesting Custody and Care](#)
- Feb. 24, 2022: kick-off events at Woodruff and Oxford Libraries for World Day of Social Justice

- March 5, 2022: [Speak What Must be Spoken](#) exhibit closing and [Black Lives Matter Mural Dedication](#) at Drew Charter School
- March 13, 2022: [Selfhood/Nationhood: A Portrait in Poetry](#) with guest poet [Marilyn Chin](#)
- March 27, 2022: Atlanta-Fulton Public Library event [One Book, One Read](#) featuring the book “[Caste: The Origins of Our Discontent](#)” by Isabel Wilkerson. Emory Libraries co-sponsored.
- March 30, 2022: EUL Anti-Racism Forum
- April 1, 2022: [International Community Friday Lunch](#) Emory. Libraries served as the sponsor to support this international student event, organized by Emory’s Office of Spiritual and Religious Life and International Student and Scholar Services
- April 9, 2022: [Creativity Conversation with Harry Lennix and Dwight Andrews](#)
- April 10, 2022: [How Shakespeare Connects Us: An Afternoon with Sammie Byron & Harry Lennix](#) at The Shakespeare Tavern
- April 12, 2022: 7th Annual Women of Wikipedia Editathon
- April 14, 2022: Button-making for Social Justice end-of-year event
- June 18, 2022: [Juneteenth celebration with artist Charmaine Minniefield](#), co-sponsored with the Michael C. Carlos Museum
- June 9 – June 30, 2022: [Decatur Book Festival](#), presented by Emory University, Summer Reading Series

## Emory Libraries in the Media

- [“AIDS Survivor Documents 40-Year Journey, Tries to Break Stigma,”](#) 11 Alive, December 1, 2021
- [“John Ruch, “Atlanta’s pioneering construction and demolition of public housing the focus of markers, exhibit,”](#) Saporta Report December 30, 2021
- [“Hidden gems on Black history found in Emory University’s library.”](#) CBS 46, February 3, 2022
- [“Poet Marilyn Chin to give virtual reading to celebrate Women’s History Month at Emory,”](#) Emory News Center, February 17, 2022
- [“Emory to Host Poet Marilyn Chin for Online Reading,”](#) U.S. News and World Report, February 27, 2022
- [“Marilyn Chin examines Asian American identity in poetry reading,”](#) The Emory Wheel, March 16, 2022
- [“Alice Walker has no regrets,”](#) April 23, 2022 (Alice Walker)
- [“Alice Walker’s Journals Depict an Artist Restless on Her Laurels,”](#) The New Yorker, April 18, 2022

# PUBLICATIONS

## DEI Publications

- Authored article about developing diverse collections: Lori M. Jahnke, Kyle Tanaka, and Christopher A. Palazzolo. "Ideology, Policy, and Practice: Structural Barriers to Collections Diversity in Research and College Libraries." (March 2022)
- Woodruff Health Sciences Librarians collaborated on authorship analysis project for formal publications from Emory School of Medicine faculty Underrepresented in Medicine (URiM) and served as consultants on a project identifying passages about race and ethnicity in surgical textbooks. Assisted with term harvesting for keywords representing race/ethnicity.

Publications co-authored by co-chairs and current/previous members of the DEI Committee

- Hackman, M., Raza, S., DuVernay, J., Bruchko, E., & Crowl, P. (2021). "[Organizing and Facilitating Critical Conversations around Systemic Racism: Opportunities and Challenges.](#)" *Journal of Library Outreach and Engagement*, 1(2), 22-29.
- Raza, S., Hackman, M., DuVernay, J., Dragovic, N., Bruchko, E., & Rutledge, M. H. (2021). "The Making of Emory Libraries' Diversity, Equity, and Inclusion Committee: A Case Study." B. Lym & C. Lee, [Implementing Excellence in Diversity, Equity, and Inclusion: A Handbook for Academic Libraries](#). Association of College and Research Libraries.

## DEI LibGuides

- Goizueta Business Library curated a list of DEI-themed ebooks and audiobooks that was published on the GBS DEI website, and business librarians were more intentional about selecting more diverse authors for new purchases of ebooks and audiobooks.
- [Naming Honors Research Guide](#): Names on Emory University's campuses reflect the institution's history. Appointed in 2020, the [University Committee on Naming Honors](#) reviewed new historic and contested historic names associated with buildings, spaces, programs, scholarships, and other honors named for individuals in Emory's history. Atticus Greene Haygood, Lucius Quintus Cincinnatus Lamar, Augustus Baldwin Longstreet, George Foster Pierce, and Robert Mearns Yerkes were among the historic Emory figures that were reviewed in the [committee's 2021 report](#). This guide provides a number of resources on the life and times of select individuals that help to contextualize the university's recent examination of its named spaces and programs.
- Prepared a [guide to library resources](#) supporting the Emory University Land Acknowledgement to support learning related to Emory's history and the Muscogee Nation.

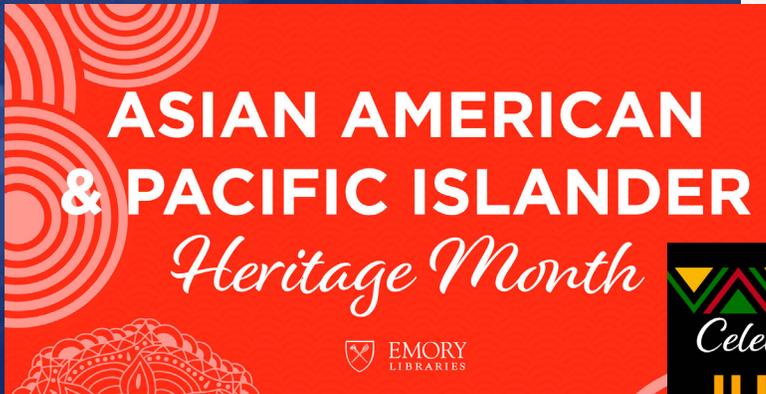
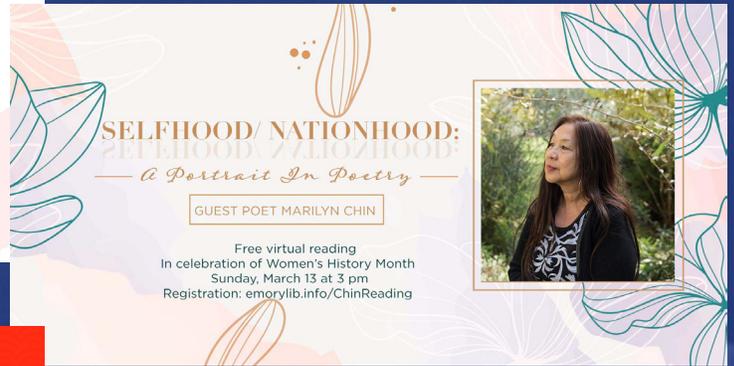
- Added a section for Southeastern US Nations to the [Native American and Indigenous Studies guide](#) addressing resource visibility following discussions in the NAISI Committee about newspapers.
- Created a LibGuide, [Fiction in Translation: International Writers and Underrepresented Perspectives at Emory](#). This guide introduces well-known fiction writers from around the world who have been translated into English. A special focus has been placed on highlighting authors who bring an underrepresented perspective to their literary contexts. This includes writers from racial, ethnic, and indigenous minority backgrounds as well as sexual and gender minorities. It also includes those authors who are known for their experimentation in form and genre.
- Continued to maintain [Social Justice Corner \(topic guide\)](#)
- DEI Education Menu, a LibGuide with current DEI-related trainings, professional development opportunities, etc.
- [Goizueta Business Library Libguide: Overdrive Business eBooks and Audiobooks: Diversity, Equity, and Inclusion](#)

## **Affinity Month Blogs and Digital Signage**

Staff and librarians from across the Libraries contributed to the affinity month blogs highlighting diversity and heritage, including Black History Month, Women’s History Month, National Asian American and Pacific Islander Heritage Month, LGBTQ+ Pride Month, National Jewish American Heritage Month, and many more. The Digital Signage Committee develops regular “bite-size” affinity month content for digital displays in library spaces.

### **Blog posts that align with affinity months:**

- [Emory Libraries’ DEI committee publishes chapter in DEI excellence book](#)
- [For Women’s History Month 2022: Books About Women Who Provide Healing and Hope](#)
- [Speak Up for Social Justice exhibit and button making event Feb. 24](#)
- [Streaming Video Documentary Collections for DEI](#)
- [Celebrating Jewish American Heritage Month](#)
- [Celebrate Black History Month with a Graphic Novel](#)
- [Emory events celebrate Native American Heritage Month](#)
- [Indigenous People’s Day 2021: Indian Removal and Its Legacies](#)
- [Emory Libraries Celebrates National Hispanic Heritage Month 2021](#)
- [Emory Libraries, Bias, and You](#)
- [LGBTQIA+ Health Resources research guide](#)
- [The Rose Library published 15 posts from September 2021 to May 1, 2022, primarily focused on African American and LGBT content.](#)



## Podcast Series

Rose Library Presents Podcast Series features podcasts in three distinct programs: Atlanta Intersections (4 podcasts), Behind the Archives (4 podcasts), and Community Conversations (5 podcasts). Together the series has produced 13 episodes for the period (9/1/21-5/1/22). In 2022 Rose Presents reached more than 500, with audiences in the United States (483), Germany (16), Canada (4), Portugal (3), Chile (1) Ireland (1) Russia (1), Slovenia (1), India (1).

## Instruction

Worked to diversify the examples used in library instruction. Subject librarians added more inclusive instructional examples and materials including updating library guides with DEI best practices.

The WHSC Library conducted in-person and virtual library sessions to visiting fellows through various programs sponsored by Rollins School of Public Health and Emory School of Medicine including Hubert Humphrey, Fogarty, COALESCE, and CONVERGE. A total of 48 fellows participated from countries including Burkina Faso, Ethiopia, Gabon, Sudan, Vietnam and others.

## Undergraduate Research Awards

### *2021 Alan Rackoff Prize for Undergraduate Research*

- First Place Winner: Kassie Sarkar  
"Recovering the Brown Phoenix: Cedric Dover, Race, and Eurasian Experience" in "Where Do I Fit: Stories of Racial Identity, Resistance, and Community Belonging in Bi-and Multiracial South Asians" (senior honors thesis)
- Second Place Winner: Annie Li  
"Faith Without Works is Dead: The Motivations, Convictions, and Limitations of Black American Christian Activists in the Fight for Voting Rights"

### *2021 Schuchard Prize for Undergraduate Research*

- First Place Winner: Shreya Pabbaraju  
"Ethnopoetics as the Blackbody without Black and Brown Hands: How the Modern Ethnopoetic Genre Attempts to Counter a Counter Movement"
- Second Place Winner: Charles Schnell  
"From Ancient Greece to Modern Ireland: Humanity's Irrevocability"
- Honorable Mention: Kate Appel  
"Drafting Violence: Developing Michael Longley's "The Greengrocer" as an Elegy and Political Commentary"

## Research Fellowships

Fellowships of \$1,000 each were offered in the following areas, with funds made available to offset travel costs of visiting and using Rose Library's collections in 5 strategic areas and 12 subject-specific areas. Applicants from underrepresented groups, HBCU's, and early career are prioritized for funding.

### Short term fellowships:

- English-language literature
- The Raymond Danowski Poetry Library
- African American history and culture
- Southern history and culture
- Political and social movements

### Subject-Specific Fellowships:

- Southern Jewish History Collections
- Nancy and Randall Burkett Award for Research in Black Print Culture
- Billops-Hatch Fellowship
- LGBTQ Collections Fellowship
- J. Herman Blake and Emily L. Moore Award
- Leonard and Louise Riggio Fellowship
- Marcus Garvey Foundation Fellowships, Jean Harvey Slappy Research Fellowship

- Richard A. Long / HBCU Fellowship
- The Benny Andrews Award
- The Donald C. Locke Award
- Pellom McDaniels Fellowship
- Dana White Graduate Fellowship for Research in Atlanta History

### **Community Sponsorships:**

- Praise House: In partnership with Atlanta artist activist Charmaine Minniefield and with support from the National Endowment for the Arts' Our Town program, Emory Arts presents the Praise House project. From 2022-2023, the Praise House project will place site-specific art installations in three separate locations throughout the metro Atlanta area, uplifting the African American history of each community. The Praise House Project is presented by Emory Arts in collaboration with the Carlos Museum and the Stuart A. Rose Library. The Rose Library contributed a letter of support for the NEA grant proposal, and \$8,000 for programmatic and installation costs
- October 2, 2021: Emory Libraries served as a major sponsor of the [Decatur Book Festival, presented by Emory University](#). Theme: Diverse Voices Building Community
- March 2022: Rose Library co-sponsored with the Office of Diversity, Equity and Inclusion a table at the C.T. Vivian Kaleidoscope Literary Awards
- March 27, 2022: Emory Libraries co-sponsored the Atlanta-Fulton Public Library event [One Book, One Read](#) featuring the book "Caste: The Origins of Our Discontent" by Isabel Wilkerson.
- April 1, 2022: Emory Libraries sponsored the [International Community Friday Lunch](#) to support this international student event, organized by Emory's Office of Spiritual and Religious Life and International Student and Scholar Services.



Here are some of Emory Libraries' efforts to improve both our environment and the feeling we create for our users and library employees, including how users and library staff experience our physical and virtual spaces.

- [Space Audit Task Force \(library spaces\)](#)
  - Conducted an audit of Woodruff and Cox Hall Library physical spaces and made recommendations on aesthetics that will encourage and support inclusion and belonging.
  - Created Assessment Tool to be used on annual audits and for other library spaces
  - Conducted user surveys and focus groups to identify additional areas for improvement
  - Presented findings at Georgia Tech's annual Access Services Conference
- Oxford Library conducted a [space audit](#) based on the Space Audit Task Force recommendations.
- WHSC Library converted a section of compact stacks to portrait storage and removed legacy portrait paintings from library walls.

## Diversifying Emory's vendor list

Working with Emory's Office of Supplier Diversity and Procurement, the Campus & Community Relations (CCR) Events team spearheaded an enterprise-wide initiative to diversify the Emory-approved vendor list by proactively supporting minority-owned, women-owned, LGBTQIA-owned, service-disabled, and historically underutilized business and small business suppliers.

## Black Libraries Professionals Group

The Black Libraries Professionals Group formed immediately after the George Floyd incident in May 2020 to provide a safe space for Black staff to process what was happening in the world and to have a place to check in. Conversations have turned toward the shared experiences of Black staff around racism on the Emory campus and in the Libraries. This informal group primarily offers support to one another but has also provided feedback on the Libraries' code of conduct and concerns around an exhibit.

## Website

Over the course of implementing a new website, the website team conducted research into web CMS providers and selected Drupal due to its better accessibility options. The team is further planning to conduct UX testing for accessibility on the new website menus.

## **Oral History Project at Oxford Library**

The Oxford Library's Digital Projects team, along with the coordinator of archives and special collections, is currently supporting an Oral History project collecting interviews of Oxford alumni who were members of the Muslim Student Association.

## **Emory Oral History Program**

Continued growth in all ongoing oral history projects conducted by the EOHP team. Underrepresented Voices (URV) series, which invites people who identify as Black, Latinx, first-generation, and LGBTQ+ students, staff, and faculty. Added a chapter to the URV project to invite indigenous and native identifying students, staff, and faculty. Expanded the "Stories during the Coronavirus Pandemic" project across the University community, including the participation of students, staff, faculty, and alumni.

## **School of Medicine's DEI Actionable Education Initiative**

The Emory Libraries participated in the School of Medicine's DEI Actionable Education Initiative History Subcommittee. The Health Sciences Library director is a member of the subcommittee and collaborated with the University Archivist on a session about research options available using Rose and Health Sciences archival collections. The Oral History Program Coordinator provided starter questions for future oral history interviews.

## **Anti-Oppressive Archival Description**

The Rose Library's Anti-Oppressive Archival Description Working Group established a public statement announcing a dedicated effort to use inclusive, anti-racist and non-derogatory language in archival and bibliographic description. The team published guidelines for writing anti-oppressive archival description in May 2021. Guidelines for describing religion and describing persecution have been drafted but are not complete. The working group began discussing a retrospective description project to revise legacy description with problems. African American miscellany collections will be the beginning of this effort. All finding aids and digital objects have a [statement](#), which is published on the Rose Library website.

## **Harmful Language**

Emory Libraries is committed to addressing and changing harmful language in our catalog and descriptions, and we developed an [online form](#) for patrons to report any findings of harmful language. Read about the progress to change harmful language [here](#).

Also, in September 2021 the Emory Libraries and Carlos Museum Anti-Systemic Racism Metadata Group completed its work and issued its report.

## NEH Grant

The National Endowment for the Humanities awarded a foundation grant of \$46,630 to Rose Library for “[The Wayfinder Project: Revealing Black Print Culture to a Linked World](#).” The project is an initiative to republish and reimagine James Danky and Maureen Hady’s 1998 “[African American Newspapers and Periodicals: A National Bibliography](#).” The project will be carried out in partnership with Emory Center for Digital Scholarship and the Research, Engagement and Scholarly Communications division and Access and Resource Services division of Emory Libraries.

## NSF Grant

Lori M. Jahnke (Anthropology and Emory Libraries) and a team of U.S. and Brazil-based scholars received a three-year National Science Foundation collaborative research award of \$498,050 for the project “[Digital Archives and Indigenous Afterlives of Scientific Objects](#),” based on scholarly research conducted with A’uwẽ-Xavante, a highly studied Indigenous people in central Brazil. Working with a team of students, scholars, and A’uwẽ-Xavante, Jahnke will develop an online archive that returns researcher-produced content to the A’uwẽ communities it documents.



## Historic Markers

Historic Markers for Techwood and University Homes, the first federally funded public housing projects in the United States. Led by Emory's Christina Crawford, assistant professor of modern and contemporary architecture, and in collaboration with the Georgia Historical Society and Atlanta Housing Authority, the Rose Library sponsored the installation of historic markers for the first federally funded public housing projects in the United States, Techwood Homes and University Homes. Both residential sites were built by Atlanta developer Charles Palmer, whose papers are held by the Rose Library, and support significant scholarship led by Christina Crawford and numerous Emory students.

## Delegations and Visits

- Rose Library hosted a delegation from the Muscogee Nation September 29, 2021, coordinated by the President's Office.
- In partnership with the Office of Global Strategy and Initiatives, the Rose Library hosted a delegation from the Korean Consulate Office, and shared collections including the papers of Yun Ch'i-ho, Emory alum and author of the Korean national anthem.
- Irish Consulate Office:
  - In September the Rose Library invited and hosted the interim Irish Consul Sarah Keane, who toured Rose Library and explored its significant Irish holdings.
  - In March Jennifer King attended a Saint Patrick's Day celebration hosted by the new Irish Consul Caoimhe Ni Chonchuir, and hosted Chonchuir in April for an in-depth tour of the collections and to discuss collaboration.

# Emory Libraries Diversity, Equity, and Inclusion Committee

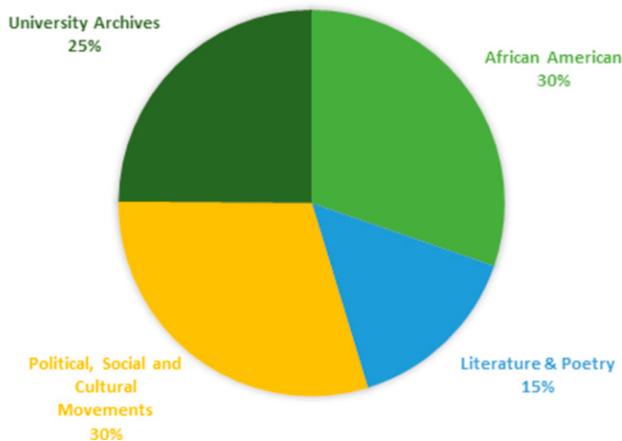


- **DEI Committee Recommendations FY22-25**
  - Submitted recommendations based on year-long environmental scan of current state of libraries and peer benchmarking
- DEI Committee liaisons to various working groups, task forces, and committees
  - Members of the DEI Committee serve in the following groups to ensure communication and alignment with DEI recommendations
- Libraries Programming Committee (CCR)
- Diversity Liaison Commission (ODEI)
- Blacklight SEND Team
- Libraries Space Audit Task Force
- Emory Libraries Advocacy Leads

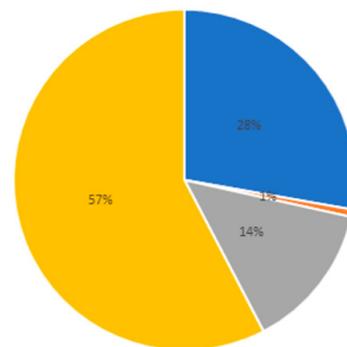
## Rose Library Collections Assessment

Rose Library assessed their collections processing “budgets” and allocation across collecting areas, for the purpose of assessing whether some collections were less supported than others. Analysis revealed the following:

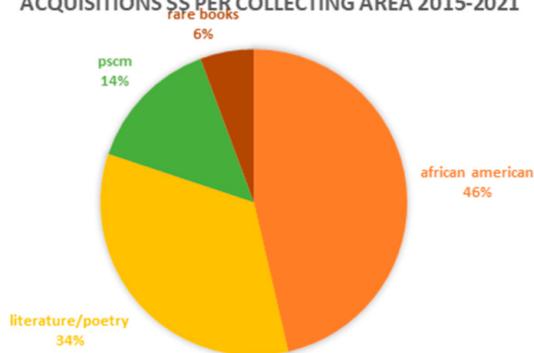
### MANUSCRIPT ACCESSIONING 2018-2021



### Collection Processing 2020-2021



### ACQUISITIONS \$\$ PER COLLECTING AREA 2015-2021



■ African American Collections ■ University Archives ■ Poetry ■ Political Social and Cultural Movements

## Academic Technology Services (ATS)/ Focus on Accessibility

- EaglePrint DEIA improvements - Worked with the Dept. of Accessibility Services (DAS) to ensure all Eagleprint stations meet accessibility requirements and to create a straightforward process for DAS to provide free printing through EaglePrint for students receiving such accommodations.
- Developed [Accessibility in Online Courses](#) website outlining resources available to design more accessible courses within Canvas.
- Purchased and promoted Canvas accessibility tool – UDOIT – that provides an easy way for instructors to scan Canvas course content for accessibility compliance.
- Hosted Teaching & Learning Technology workshops on accessibility best practices using Universal Design in online teaching with Canvas.
- Hosted two sessions in CFDE's Summer Teaching Intensive: "Canvas Accessibility: Universal Design in Action" (in partnership with Department of Accessibility Services) and "What Canvas Can Do for You?"
- TATTO 600 session co-presented with Department of Accessibility Services - "Teaching Technology, Accessibility, and Universal Design" to 302 Laney teaching assistants.
- [Student Support – STS Accessibility Tools](#) - Worked with the Office of Accessibility Services to develop resources supporting students' use of digital notetaking tools.

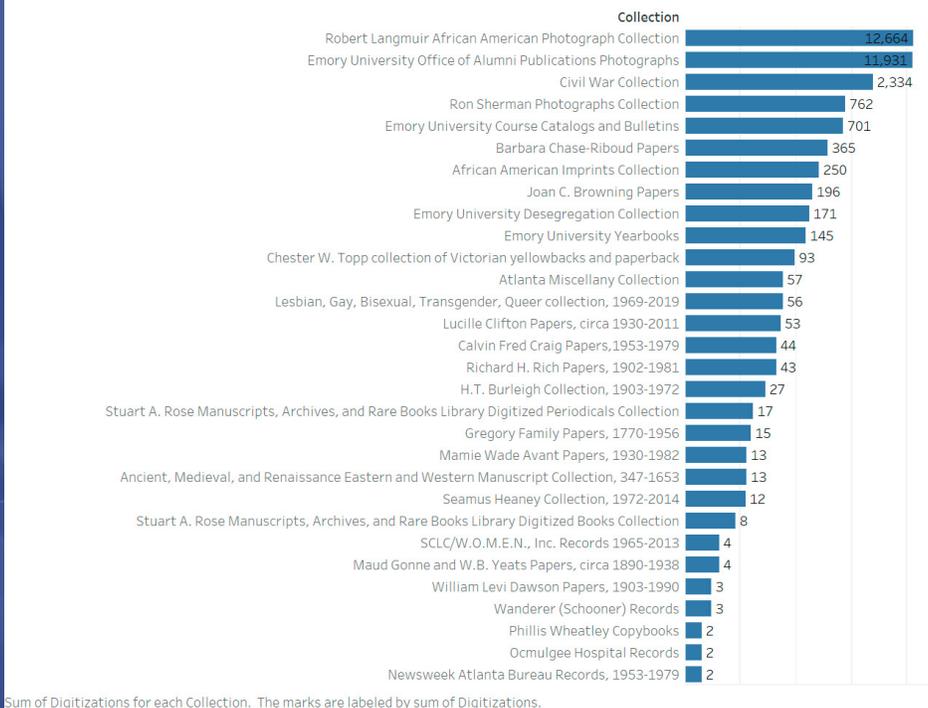
## Assessment Integration Group

From March 30 – April 20, the Assessment Integration Group administered the Emory Libraries Survey. This survey asked the question: "Emory Libraries strives to be inclusive, accessible, and safe. Please rate your level of agreement with the following statements:

- The Libraries collect materials that represent diverse perspectives and backgrounds.
- The Libraries offer services that meet the needs of people with diverse perspectives and backgrounds.
- The Libraries host programs that honor a diverse range of topics and perspectives.
- The Libraries staff exhibit an appreciation of diverse perspectives, abilities and backgrounds.
- The Libraries are accessible to people with a variety of needs and abilities.
- The Libraries provide physical and virtual spaces where I feel safe and secure.
- The survey also solicited open-ended feedback that is very likely to produce some qualitative data related to DEI issues.

**29,243** Over the last two years, digitized items from **33** collections have been made freely available online to the public.

2022 Rose Digitizations-29,990 Total  
\*Logarithmic scale.



## Rose Library

Expanded Access to Collections Online: Rose Library collections are being digitized and uploaded into the *Emory Digital Library* at our utmost capacity. The above are collections with digitized materials available, followed by the number of items available online.

## Oxford Library

Oxford Library staff members met with students serving on an SGA committee on technology to learn about technology accessibility needs. Its staff have also organized collaborative events and outreach with student affinity groups (Therapy Dogs and Bubble Tea with Chinese Student Association, Women’s History Month display with African Caribbean Student Union).

*How well we represent the various needs and perspectives of users in the development and management of our collections*

A critical part of Emory Libraries' mission is to preserve and promote our intellectual and cultural heritage, and in Collection Services we do this by selecting and maintaining diverse collections that are accessible to all Emory faculty, staff, and students.

## **Emory Digital Collections**

Emory Digital Collections is an Emory Libraries' strategic initiative to promote best practices and provide long-term access to Emory's unique digital assets and collections. The [Emory Digital Collections site](#) is the digital front door to our newly re-architected digital repository.

- Since July 2021, 12 new digital collections have been added, for a total of 42.
- New content is consistently being added to existing collections, notably the Emory Course Catalogs and Bulletins, African American Imprints, Chester W. Topp Collection of Victorian Yellowbacks and Paperbacks, and other book collections.
- As of early April 2022, 30,304 works, comprising 499,171 files, have been ingested to the repository.

## **Emory Libraries Collections**

Our Research, Engagement, and Scholarly Communications staff spearheaded the following initiatives:

- A collections diversity audit of Reserves Readings was completed in tandem with Pitts Theology Library and Oxford Library.
- Commenced an audit of the approval plan to ensure that we include smaller publishers and more inclusive materials.
- Signed on to and promoted a Read and Publish agreement with Cambridge University Press, allowing all Emory researchers to publish open access in Cambridge UP journals for free
- Librarians continue to select works by diverse authors for the McNaughton Collection in the Science Commons.
- We collaborate with the Emory Women's Center to acquire print and e-books on the Junior Feminists' Book Club reading list.
- Assessment began for the Gobi approval plan for Native American and Indigenous studies publications
- Evaluated our holdings of Native American newspapers, the records in ALMA, and identify visibility/access issues. This activity is based on feedback from Native American students and faculty at Emory who expressed concern regarding the visibility of these materials

## **Woodruff Health Sciences Center Library**

In Woodruff Health Sciences Center Library Collection Services, we have started a review of our collection development policy to ensure that we focus on building a diverse and inclusive collection that reflects the curricular, research, and clinical information needs of our health sciences user population. This project will continue into FY23, with participation from our Health Sciences Informationists.

## **Rose Library**

The Rose Library actively pursues and acquires diverse and distinctive collections, strengthening documentation of under documented voices. In the last year our curators, University archivist and oral history program manager together acquired 692.5 linear feet of manuscript material, 1024 individual manuscript items, 2028 printed items, and 60 individual oral histories. These reflect a range of voices and perspectives, including materials from Native American, African American, Jewish, and LGBTQ+ contributors.

