Policy Evaluation Workshop: Reviewing Library Policies through a DEI Lens

# Activity 1: Identify the diverse populations you serve

## Part 1: Using the guidelines below, list the specific identities that are most important for your policy review.

Q: Why not just say “anyone”?

A: To make sure that you are considering the groups that matter to your library.

You will not be able to list every identity that exists or will exist. It’s important to make sure that you do your best to ask questions and challenge your own biases, but also know that you can’t do a “perfect job.” This work is always in progress!

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| 1. Use pre-defined lists (federal guidelines, university standards, Title IX, etc.) |
| 1. Draw from personal experience and the shared (volunteered) experiences of those involved in your project (i.e., “I came from Canada and was hired in the US, and therefore I struggled with citizenship status.”) |
| 1. Draw from your knowledge of your immediate working environment (i.e., the self-declared identities of those around you). Does your coworker have a bi-pride flag on their desk? Then you know that bisexuality is an identity that you need to be conscious of. Did you teach a group of international students? Then you know that you serve international students. |
| 1. When developing your core group for this evaluation, specifically ask that people who identify themselves as having diverse identities join your working group. If you can, seek to compensate this labor with financial, tenure-related, reduction of workload in other areas, or other methods. What sorts of identities might reveal themselves as part of your workgroup? |

## Part 2: Compare the list of identities with a neighbor to see how priorities differ by institution, person, etc., and how you can learn from each other.

Your policy rubrics are likely different!

# Resources

* Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force. (August 2022). *Cultural Proficiencies for Racial Equity: A Framework.* [https://www.ala.org/advocacy/sites/ala.org.advocacy/files/content/diversity/ALA%20ARL%20Cultural%20Proficiencies%20for%20Racial%20Equity%20Framework.pdf](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.ala.org_advocacy_sites_ala.org.advocacy_files_content_diversity_ALA-2520ARL-2520Cultural-2520Proficiencies-2520for-2520Racial-2520Equity-2520Framework.pdf&d=DwMFAg&c=o14_68DQy6cMJf5D8ZSrZQ&r=uB_q8vn2c3FH_UOlnEEFUlEhzVu7yaht27yREIomdpQ&m=uNVMJJnzHkn5loOKEPPP3VQsKbZWTBC8ArJ2PEuMmbbAXTsx-GdmSWtib8tt3fAp&s=t4pQlhZ89UIjhnUnilSpsLyMUUw4hSElw56tZwuJtQ8&e=)
* Policy recommendations: [https://tinyurl.com/ILAPolicy](https://urldefense.proofpoint.com/v2/url?u=https-3A__tinyurl.com_ILAPolicy&d=DwMFAg&c=o14_68DQy6cMJf5D8ZSrZQ&r=uB_q8vn2c3FH_UOlnEEFUlEhzVu7yaht27yREIomdpQ&m=uNVMJJnzHkn5loOKEPPP3VQsKbZWTBC8ArJ2PEuMmbbAXTsx-GdmSWtib8tt3fAp&s=Gmsn2BgdL837xH_YunlMiF2A_zXf0uWVpq2iCyHCh1k&e=)
* Rubric: [https://tinyurl.com/ILARubric](https://urldefense.proofpoint.com/v2/url?u=https-3A__tinyurl.com_ILARubric&d=DwMFAg&c=o14_68DQy6cMJf5D8ZSrZQ&r=uB_q8vn2c3FH_UOlnEEFUlEhzVu7yaht27yREIomdpQ&m=uNVMJJnzHkn5loOKEPPP3VQsKbZWTBC8ArJ2PEuMmbbAXTsx-GdmSWtib8tt3fAp&s=-xpMI4WYEWCqjGD2rMublk2dgXHnqdczYeBh6ClVRwo&e=)

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# Notes

Qr code

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\*Please help us improve this workshop by taking this short survey:

*Snap the QR code with the camera on your phone, or visit* <https://niu.az1.qualtrics.com/jfe/form/SV_8em6x6SHGbiQiQS>