



Schaffer Library Staff, 2018

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DEI has become increasingly important for all libraries because while the populations we serve are more diverse our staff is not. What are initiatives that I can do to support an inclusive culture for the library, campus and profession?



Oberlin Group Library Directors, 1999

Building a DEI Community

I will plan a year long training program for the library staff with the goals of building an inclusive and strong community, growing our communication and problem-solving skills and our ability to embrace our differences.

Areas of differences to address include: class, race, religion, disability, sexual orientation and identity, veteran status, age, gender,

Results of the training will include:

- Shared values that all library staff commit too
- Greater awareness of our biases
- Understanding of microaggressions
- Strong communication and conflict resolution skills
- Decision-Making processes that are understood
- Recruitment and retention practices that support all areas of difference

Union's Impact on Native Americans Exhibit

I will conduct research to mount an exhibition that explores the impact Union College and its alumni have had and continue to have on Native Americans. Union was founded in 1795 and graduated men who shaped our policy toward Native Americans

The Encyclopedia of Union College does not address this history. Union College has alumni who had a variety of connections to Native Americans from missionaries, teachers, to Indian Agents. This exhibit will discuss the positive and negative impact Union College has had.

Oberlin Group Diversity and Inclusion Task Force

As a member of this Task Force, I have been working with Oberlin Group Library Directors to strategize on ways to grow the percentage of librarians of color in the library profession and in liberal arts colleges. 1945 was the first year the American Library Association collected demographic information. Only 10% of all librarians were non-white. Despite many initiatives, this percentage remains the same.

As our student population and the US population continues to diversity, it become more and more important for the library profession to identify barriers and address them.

I am working with a consultant to develop a half-day session at our Annual Meeting on raising our implicit biases. The consultant will also work with the Task Force to help us create a sustainable change process.



Skull from Schenectady Massacre. A woman, unknown decent.



Oberlin Group Library Directors 2016