



DEI 1.0 Self-Evaluation Summary

People

As part of our efforts to Recruit, Retain, and Develop a Diverse Community along many dimensions, the Clements has worked to increase access and visibility of library holdings on topics related to underrepresented groups in American history while also enhancing access to research materials related to DEI topics. Initiatives and practices that support these efforts include:

- Partnering with other units on campus to extend beyond our traditional reach (e.g. collaboration with the Alumni Association to recruit new board members.)
- Virtual public programs, online exhibits, and digitized collections, to reach wider audiences with a small staff.
- Intentional and proactive work in diversifying staff.
- Developing targeted offerings within our existing programs to reach new audiences (e.g. internship programs and thematic fellowships.)
- Internal tracking and metrics moving forward.

Clements DEI Efforts

Over the past five years, the Clements Library has undertaken numerous efforts to Recruit, Retain, and Develop a Diverse Community, create a more inclusive and equitable climate, and to digitize historical collections and make them freely available online to support researchers and the public's use of materials.

After the successful conclusion of the first five years of U-M's DEI Strategic Planning and Implementation Process, this self-evaluation outlines progress and priorities among three domains: People, Processes, and Products, in order to assess longer-term goals, measures, and initial strategic priorities for DEI 2.0.

Since making programming available online, we have seen a **32%** increase in our Total Audience.





Processes

The Clements Library has worked to create a more inclusive and equitable climate along many dimensions: for staff and interns, for visitors to the building, for researchers, and for students. Practices that support these efforts include:

- Partnering with other units on campus and leveraging existing programs to more effectively and efficiently move towards inclusion and equity.
- Dedicating time and resources in areas that are most likely to reach wider audiences to amplify the impact of our efforts.
- Acquiring materials that relay the stories of or were produced by underrepresented groups, which allows the collection to grow responsibly and be used more expansively.
- Continuing to address the physical infrastructure of the building, assessing processes to make it more accessible and welcoming.
- Developing mechanisms to get feedback from users, so that we can develop future initiatives with user experiences and needs in mind.

From 2018 to 2021, **\$142,000** in awards were made to support 54 projects focusing primarily on the history of underrepresented groups.



Products

Throughout the implementation of DEI 1.0, the Clements has taken great strides to digitize historical collections and make them freely available online to support researchers and the public's use of materials. Content relating to underrepresented groups has been foregrounded, and efforts have been made to make the material accessible. Examples include:

- Furthering communications and engagement on digital platforms to extend our reach to much wider and more diverse research communities about our virtual offerings.
- Ongoing efforts of strategic, labor-intensive, and responsible digitization.
- Dedicated and ongoing campus outreach to substantively impact student and faculty engagement with the library.



Between FY19 and FY21, our online Image Bank of digitized images generated over **3.2 million views**, and over **40,000 images** were downloaded.

Challenges

In all of our DEI 1.0 efforts, one pitfall has been that given the small size of our staff we are lacking a dedicated DEI officer. Moving forward, one of our biggest challenges will be utilizing data and metric reporting within our individual unit on campus to ensure that we are progressing on next steps.

Priorities for DEI 2.0

Based on the Clements Library's engagement in DEI 1.0 and the unit self-evaluation process, we have outlined some initial priorities for the university's next DEI strategic plan:

People

Priorities to continue developing a more diverse community include expanding along many dimensions from expanding the membership of the CLA Board of Governors, ensuring equitable hiring practices, developing new virtual engagement opportunities, and offering thematic fellowships to reach wider audiences as well as more targeted groups.

Processes

The Clements Library will continue to develop partnerships with other units on campus to help us be more effective and strategic in our work to create an inclusive and equitable climate. Modifying our processes that influence users' experiences in the Clements, and working with the limitations of the library building will move us towards a more welcoming environment.

Products

To support innovative and inclusive scholarship, teaching, research and/or service, the Clements will continue to conduct outreach and build partnerships with U-M Faculty, other units on campus, community organizations, with Indigenous groups, and beyond to increase awareness of collections and how they can support teaching and education.

Conclusion

We acknowledge that spreading the message that the Clements is an accessible place that welcomes diverse visitors is the entire staff's responsibility and involves building those goals into our daily work processes. We will continue to work on cultivating relationships, strategically using digitization and educational opportunities to highlight collection materials that center marginalized voices, and reaching broader audiences.



Questions, suggestions, or concerns? We encourage anyone to contact the library at clements-dei@umich.edu