



## Priorities for DEI 2.0

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. 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.