Creating a Social Justice Mindset:
Diversity, Inclusion, and Social Justice in Collections Work

MIT Libraries

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Charge: To identify opportunities for **archives, technical services, preservation, scholarly communication, and collections strategy** staff to manifest the values of diversity, inclusion, and social justice in Collections Directorate daily work.

Definitions

Diversity means difference. It is the heterogeneity found in the composition of the workforce, our collections, and community.

Inclusion means creating and actively sustaining an organization and community in which all can participate fully, be respected, and be treated in an equitable manner.

Social justice is a commitment to recognizing, addressing, and correcting systemic power imbalances that privilege one group at the expense of another.

Social Justice
Inclusion
Diversity

The definitions should be considered together, with each subsequent definition building on and sharpening the previous one.

Scholarly Publishing & Academic Library Marketplace

Selected Recommendations
- Support diversity in the marketplace by identifying URM vendors for materials & services
- Explore ways to use licensing to advance DISJ (e.g., negotiate patron privacy, open access)
- Evaluate implications of business decisions under the DISJ framework – consider how decisions impact other institutions, the marketplace, and the environment

Implementations at MIT
- Discussions with vendors on ways to make approval plans more favorable to DISJ values
- Evaluate the entire subscription renewal process through the lens of DISJ

Representation of Marginalized Voices

Selected Recommendations
- Review approval plans from the point of view of unconscious bias profiling and exclusion of small presses
- Ensure format does not create unnecessary barriers to acquisition, cataloging, preservation
- Give equal priority to non-English language materials as English language materials into daily production-oriented workflows

Implementations at MIT
- Creation of the Women in Science and Engineering@MIT archival initiative
- Proposal for starting a zine collection
- Not altering casings to preserve material culture of items

Community Inclusion & Outreach

Selected Recommendations
- Build relationships with student affinity groups and Employee Resource Groups
- Find ways to better understand the community's need for non-English language materials, including leisure, personal enrichment, wellness material
- Contribute to diverse library workforce by creating programs that expose students to academic libraries

Implementations at MIT
- Creation of the Social Justice Music LibGuide
- Changing policy to preserve original formatting of DVDs (PAL and providing NTSC versions)
- Communicating with groups outside of our directorate on how they may incorporate DISJ values into their work

Building Organizational Infrastructure for DISJ
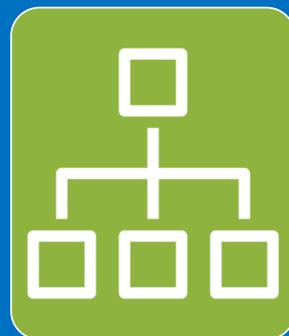
Selected Recommendations
- Offer opportunities & encourage participation to learn about issues of DISJ
- Systematically and regularly review and update all policies and procedures through the DISJ lens
- Provide opportunities outside of employees' daily work to participate in library DISJ-related activities and initiatives

Implementations at MIT
- Usage of the DISJ report as a foundational department document for SCCS
- Encourage and welcome discussions about DISJ in team and department meetings, planned or unplanned
- Encourage staff to create a safe place to discuss DISJ and acknowledge that this is not easy to talk about

The full report
http://tinyurl.com/MITLibDiv

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