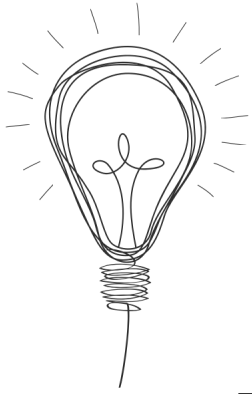


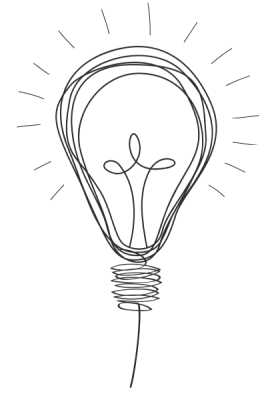


IDEA in Collections Principles & Pathways

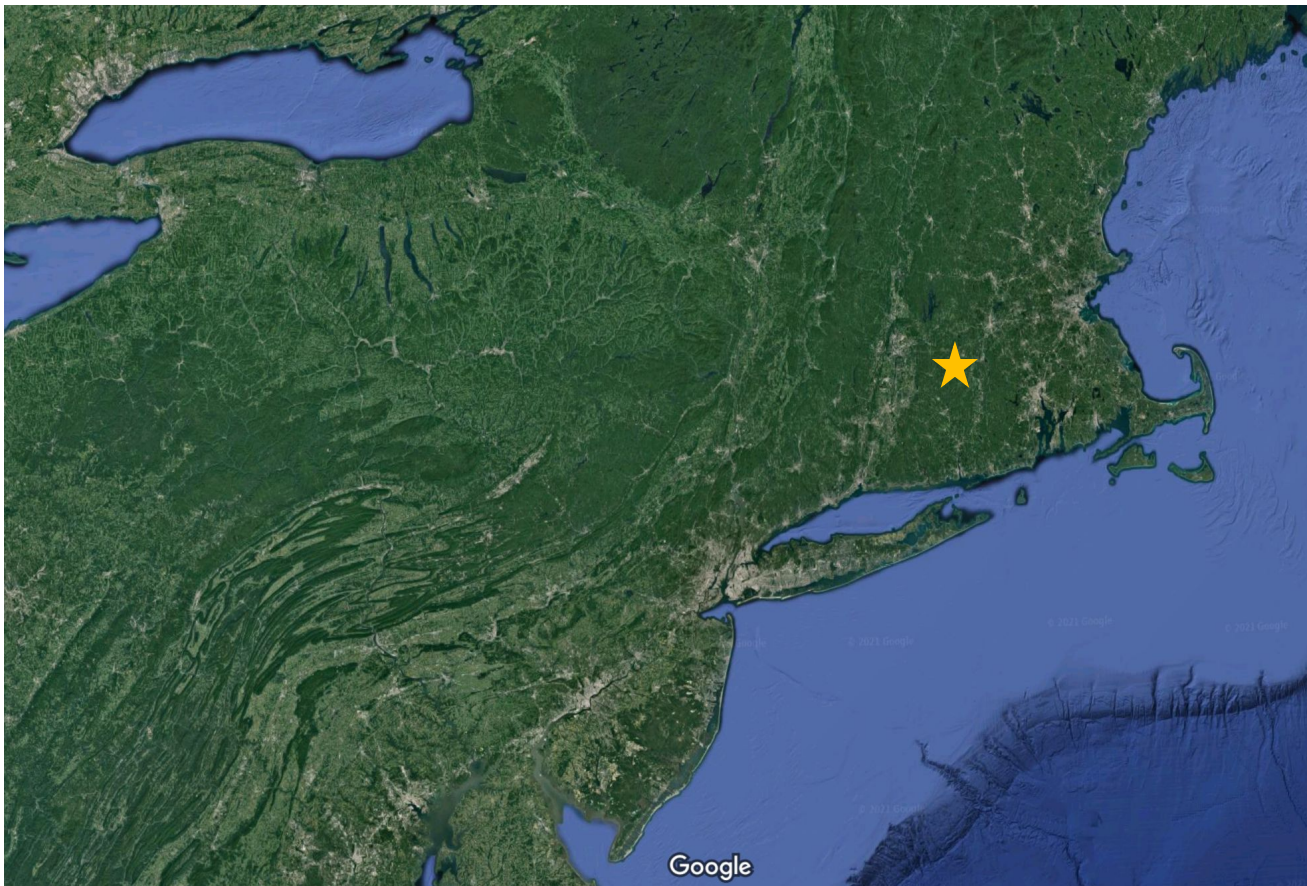
Item Type	presentation;event
Authors	Kauffman, Rhonda;Rodriguez, Michael;Parmer, Rebecca
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IDEA in Collections Principles & Pathways



Rhonda Kauffman, Rebecca Parmer, Michael Rodriguez
ACRL/NEC Annual Conference
June 2, 2022



UConn Storrs rests on the territory of the Mohegan, Mashantucket Pequot, Eastern Pequot, Schaghticoke, Golden Hill Paugussett, Nipmuc, and Lenape Peoples, who have stewarded this land throughout the generations.

IDEA in Collections Initiative

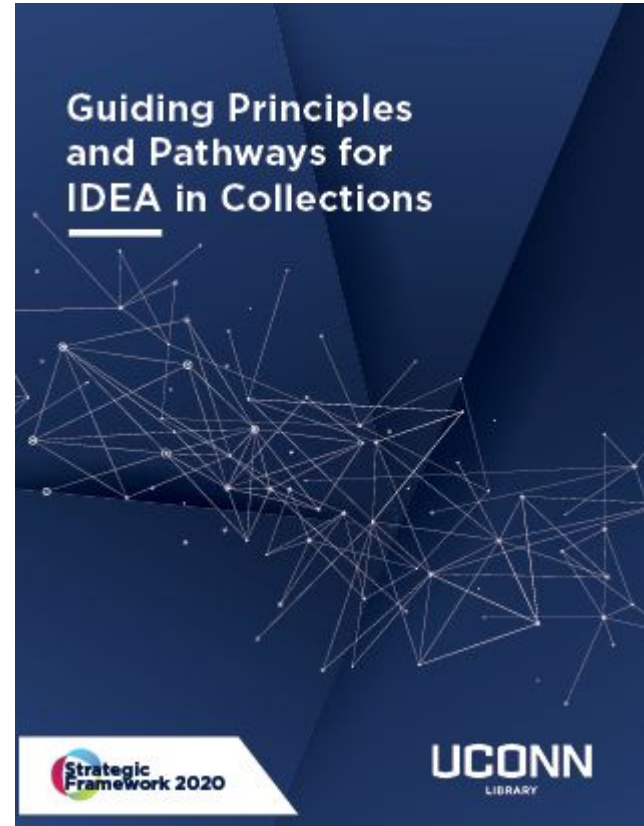


This initiative is guided by the [UConn Library Strategic Framework](#).

The Strategic Framework charts the UConn Library's direction and builds on our strengths as a hub of scholarship, research, and learning for UConn students, faculty, and staff. We connect our community to information resources; to the spaces needed for thinking, studying, learning, and collaborating; and to the essential expertise of Library staff.

IDEA in Collections Report

- Grassroots effort that began in early 2021 under Strategic Framework auspices
- Product of almost a year of work and countless readings, dialogues, group conversations, and writing sessions
- Thanks to all the members of the IDEA working group, Communications and Engagement staff, AUL for C&D, and everyone who contributed input



Working Group Members

- Phara Bayonne, Stamford Campus Library Director
- John Cropp, Access Services Associate
- Rhonda Kauffman, Metadata Management Librarian
- Michael Kemezis, Repository Manager
- Erika McNeil, Head of Interlibrary Services
- Rebecca Parmer, Head of Archives & Special Collections
- Michael Rodriguez, Collections Strategist
- Graham Stinnett, Archivist
- Merlita Taitague, Acquisitions & Electronic Resources Support Assistant
- Renée Walsh, STEM Librarian (until August 2021)

Rationale

- Foster an organizational approach to IDEA in collections work
- Commit to developing and supporting inclusive, equitable, and accessible learning and teaching environments
- Diversify library collections that contain predominantly white, male, heteronormative, cisgender, and Western perspectives
- Position our library as a model for other organizations

Objectives

- Develop shared understandings of IDEA and collections
- Articulate guiding principles for fostering IDEA in the Library's collections. These principles will inform our approaches to:
 - Collection development and management
 - Changes to collection development policies and practices
 - Engagement with collections stakeholders
- Recommend pathways to advance and sustain this work

Process

Between February 2021 and January 2022:

- Conducted environmental scan of inclusion, diversity, equity, and accessibility (IDEA) work in libraries and at UConn
- Formulated definitions of inclusion, diversity, equity, and accessibility in the context of collections work
- Held group conversations with staff who engage in collections or collections-adjacent work; surveyed all staff
- Developed guiding principles and pathways
- Wrote final report and shared it online

Environmental Scan

Conducted environmental scan of inclusion, diversity, equity, and accessibility (IDEA) work in libraries and at UConn

- Information gathering
 - UConn and peer/aspirant institutions
 - Websites, scholarly outputs, staff conversations
- Literature review
- [Zotero bibliography](#)
 - Pulling together ideas and themes, drawing conclusions about the state of the literature around IDEA in collections

Developing Definitions

Formulated definitions of inclusion, diversity, equity, and accessibility in the context of collections work

—

Inclusion: Creating, sustaining, and making accessible library collections in which individuals or groups can be and feel represented, respected, supported, and valued.

Diversity: Stewarding collections that reflect the heterogeneity of perspectives, lived experiences, and cultural and social aspects of our communities, and support their information needs.

Developing Definitions

Equity: Providing just and fair access to collections for our communities, and identifying and dismantling structural barriers to this access.

Accessibility: Eliminating barriers and creating conditions to ensure that our communities are able to use our library collections.

Collections: Content (inclusive of all formats and types) that libraries acquire, steward, and provide access to, along with the services, infrastructure, and partnerships that facilitate use of that content.

Stakeholder Conversations

Held group conversations with staff who engage in collections or collections-adjacent work; surveyed all staff

- Semi-structured sessions
 - Facilitator & recorder from IDEA in Collections Working Group
 - Unit, team, or function-based
 - 5 questions or fewer (3 standard questions, 1-2 customized for specific teams/units)
 - Casual + confidential
- Online anonymous survey open to entire library staff

Organizational

Need/desire for institutional policy help guide efforts

Integrate IDEA into all aspects of the library

Teams and conversations between units are important

Little empowerment to make decisions or big change

Engagement (internal & external)

Need coordination/cohesion in efforts

Marketing our collections

Personally connecting patrons with collections

Collection development, Acquisitions, Infrastructure

Most efforts are passive (e.g., collecting in response to a faculty request), rather than proactive (leading the way with new collecting initiatives/programs)

General lens of collections as content as opposed to services or partnerships

Rethink collection development

Rethink vendors, work with vendors to change processes

Stakeholders

More engagement with our communities to understand their needs, aspirations

Challenge to understand the demographics of whom we serve

What do we mean by community?

Assessment

Need to do an inventory and assess our collections

Scaling for interdisciplinary needs -- in-/outside library, at UConn, interdisc. majors/minors

Guiding Principles

- We recognize collections as a living ecosystem that encompasses collections content as well as the people, services, infrastructure, and engagement activities that enable the usefulness of that content.
- We see collections as reflections of the communities we serve and the systems within which we work. We strive to subvert systems of oppression. We approach collections work iteratively, critically, holistically, and flexibly.
- We envision a paradigm shift toward taking an IDEA-first approach to collections work, rather than treating IDEA as an afterthought.

Guiding Principles

- We work collaboratively and collectively to advance and concretize IDEA values at UConn and with our global partners through all aspects of collection development, access, and stewardship.
- We engage and empower staff with responsibilities for collections at all levels of the organization to encourage and provide space for them to advance IDEA from wherever they are.

Pathways 1-5

1. Foreground diverse voices across the full range of collections activities, such as collection development, digitization, and discovery.
2. Cultivate partnerships and pursue initiatives that advance IDEA in collections.
3. Analyze and understand the needs, aspirations, and makeup of our communities.
4. Guide and support work to advance IDEA in collections cohesively and comprehensively at every level of the organization.
5. Reflect on and assess the Library's current collections, policies, and practices and recommend changes to advance IDEA.

Pathways 6-10

6. Reconsider and diversify our acquisitional sources, including vendors, donors, consortia, and partner organizations.
7. Explore ways in which our collections budget structures and priorities can reflect and advance IDEA principles.
8. Engage our students and student employees and interns more meaningfully in the work of IDEA in collections.
9. Foster professional learning and sharing and help staff to think critically about their work through IDEA lenses.
10. Establish an IDEA in Collections Coordinating Group to coordinate, catalyze, and communicate this critical work.

Pursuing Pathways

- Metadata vocabularies and classification issues
- Use of one-time money to invest in IDEA content
- Strategize collection development and management
 - General collection development policy revisions
 - ASC collection development strategy updates
 - Evaluation of scholcomm investment opportunities

Pursuing Grants

American Library Association Carnegie Whitney Grant

- Research to develop resources for collections/adjacent professionals

ASC CLIR grant and collection building around BEA

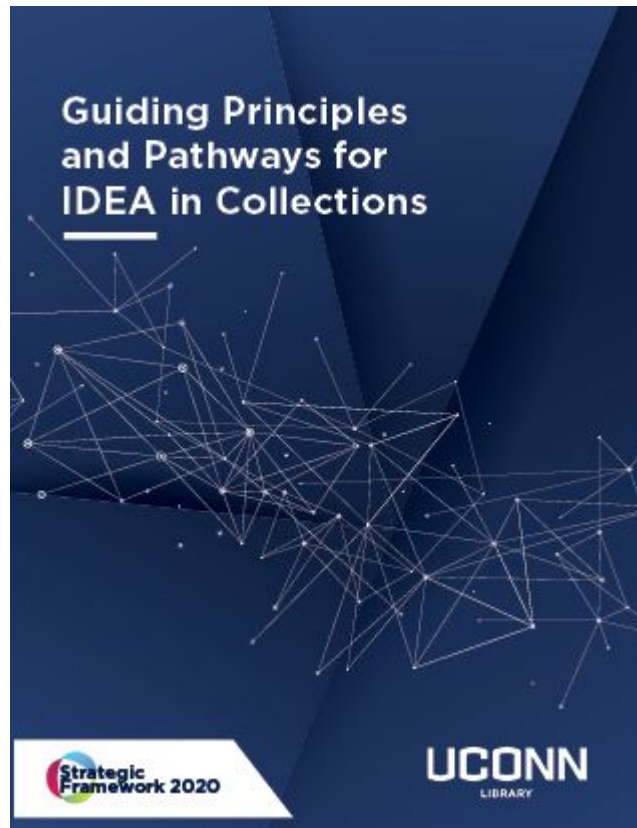
- 2021 CLIR grant, “Preserving the History and Legacy of UConn’s Black Experience in the Arts Course” to digitize ~250 recordings
- Sparked collection initiative to build interdisciplinary resources around Black Experience in the Arts (music, performance, artists’ books, personal papers, etc)

Sustaining IDEA in Collections

- Broad basis of participation/support aids in sustainability
- Build IDEA principles into the daily work of collections
 - Governance: Collections council → IDEA in Collections permanent coordinating group
 - Create an IDEA support fund, evaluate fund structures
- Explore partnership with other campus entities like ODI

Resources

- [IDEA in Collections Report](#)
- [Zotero working bibliography](#)
- Featured Readings:
 - [Creating a Social Justice Mindset](#)
 - [Metadata for Diversity](#)
 - [Cultural Competency](#)
 - [Whose Knowledge?](#)
 - [Knowledge Justice](#)





Q&A

ACRL/NEC & NELIG Joint Annual (Virtual) Conference
**Connection, Disconnection, Reconnection:
How Are We Building Community Now?**

June 1-3, 2022



Link to a complete list of sponsors:

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