2010

OCADU Library Diversity Action Plan 2010-11

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DIVERSITY ACTION PLAN 2010-11

OCAD University Library

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GOAL #1

To create a welcoming, supportive, respectful and inclusive campus climate, the OCADU Library will…

Continue shaping Library Collections and Services to meet the needs of the OCADU community.

Provide Library staff with information and communication skills to better serve the diverse and specialized needs of the OCADU community.

Strategies

- Plan a library survey to gather responses and data on the information and communication needs of the OCADU community.

- Establish a regular schedule of information sessions and communications with the Centre for Students with Disabilities (CSD); including CSD staff member identified as library liaison.

GOAL #2

To increase access/opportunity and retention for underrepresented students, the OCADU Library will….

Create Library spaces that are welcoming and provide the optimum environment for communication and learning.

Expand access to diverse language materials in the OCADU library collections.

Strategies

- Host a variety of collaborative and original programming in Library spaces that provides opportunities for knowledge creation, skills development and networking.

- Promote language translation tools available in licensed databases, e.g. Wilson Web *Art Full Text*.

GOAL #3

To increase diversity in employee recruitment and retention, the OCADU Library will…

Support a diverse student monitor population in the OCADU Library

Strategies

- OCADU Library Diversity Ambassadors will disseminate material from Diversity Recruitment & Retention seminar to library staff and provide continued advice and support to library staff.

GOAL #4

To infuse diversity into curriculum and research, the OCADU Library will…

Promote the inclusion of diverse and specialized library collections in course resource lists.

Strategies

- Open lines of communication between Library, the Faculty of Liberal Studies, and other Faculties to pave the way for collaboration on preparation of resource lists.

- Establish, complete, and assess a pilot project to collaborate on preparation of resource lists for a course.

GOAL #5

To develop and strengthen partnerships with diverse communities in Toronto and globally, the OCADU Library will…

Celebrate special library acquisitions by and about members of our diverse community.

Strategies

- Hold at least 3 book launches or presentations about special materials, including alternate formats.

GOAL #6

To enhance accessibility for people with disabilities, the OCADU Library will…

Support the diverse needs of the OCADU Community by enabling timely access to course materials.

Acquire more materials in alternate formats.

Provide equitable physical access to library services.

Strategies

- Open lines of communication between Library, the Faculty of Liberal Studies, and other Faculties to ensure understanding and commitment to meeting the Challenge.

- Review barriers and recommend policy and procedural changes that will enable the timely release of Syllabi and Resource Lists.

- Establish a pilot E-Reserves Service

Strategies

- Develop a new Library Collection Development Policy that reflects the need for materials in alternate formats, including access to e-materials.

- Review modification of desks and service to accommodate all students.

- Identify two staff members to initiate research into designs and materials.

GOAL #7

To enhance accountability & commitment to diversity & equity, the OCADU Library will…

Include diversity and equity in Library Strategic Planning documents.

Strategies

- Review Library Strategic Plan, including Vision, Mission and Objectives, to ensure that diversity and equity are reflected.