

Diversity & Inclusion

## DIAG'S 2021 ACCOMPLISHMENTS

## By Cecilia Durbin

Student Assistant Supervisor, Access & User Services, Ekstrom Library

The University Libraries' Diversity and Inclusion Advisory Group (DIAG) was created and charged with developing and implementing initiatives to cultivate environments that are welcoming, safe, and inclusive to everyone regardless of race, ethnicity, gender identity, socio-economic status, national origin, sexual orientation, disability, and religion. The group was founded in 2018 and continues annually to maintain and review its mission and objectives to promote diversity across our libraries. DIAG also advises the libraries' Senior Administrative Team (SAT), reports bi-annually on diversity, equity, and inclusion (DEI) progress at University Libraries' facilities, and explores and recommends new initiatives to further its goal.

Despite complications from COVID, DIAG had a productive 2021. In February, University Libraries rolled out its first bias incident reporting line on the libraries' website. To continue the work of anti-racism—and thanks in large part to feedback from students--DIAG worked with SAT and Terri Holtze to modify the libraries' online comment form to include a dedicated section for reporting implicit bias and discrimination incidents at the libraries. These comments help DIAG and SAT identify areas of concern and ultimately ensure that all library users study and work in an environment that is safe, respectful, and inclusive.

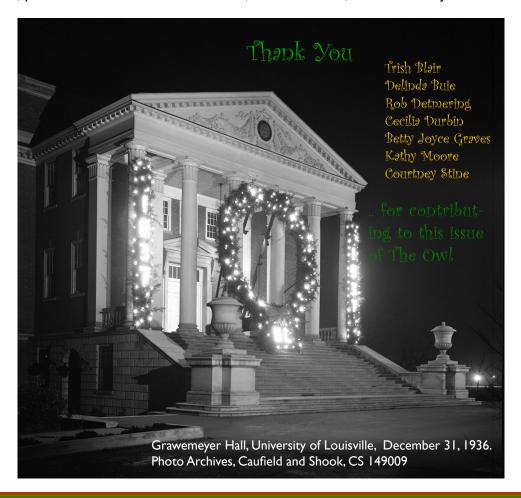
DIAG was happy to meet with workers at the Margaret Bridwell Art Library and the Dwight Anderson Memorial Music Library in May and November to conduct important equity walks. An equity walk is a structured walkthrough of a designated space to assess its level of accessibility and inclusivity to all groups. The aim is to identify areas that require attention, to implement necessary updates, and to ensure the space's ADA compliance so that all individuals have equal access to our facilities and resources. Courtney Stine (Director, Bridwell), James Procell (Director, Music Library), and their staff were indispensable in the facilitation of the walks and the subsequent updates informed by the findings.

In September, DIAG and the Climate Committee co-sponsored a diversity and climate training seminar with Elaina Norlin, the Professional Development DEI Coordinator for the Association of Southeastern Research Libraries. The libraries-wide training session made space for library employees to assess and conceptualize solutions to workplace climate and culture challenges. The training helped DIAG and the Climate Committee determine what improvements can be made to support DEI-specific objectives like

anti-racism, and it also helped address ways to improve overall morale. For those interested, Norlin recently released her second book, *The Six-Step Guide to Library Worker Engagement*, which is now available in Ekstrom Library's stacks.

One of the most important tasks with which DIAG is charged is completing our unit's Diversity Plan Progress Report for submission to the university-wide Diversity Council. With input from all departments, the libraries' 2021 Diversity Plan Progress Report was submitted on December 1, 2021. Included in the successes of our unit were the appointment of Latisha Reynolds as Director of DEI Initiatives. Reynolds advised the new Ekstrom Library security contract to ensure personnel receive appropriate training on implicit bias, cultural sensitivity, and de-escalation. Additionally, University Libraries' Diversity Residency program was extended for an additional year and Renesha Chandler was assigned to focus on DEI activities across the libraries in early 2021.

As we look forward to another productive year, we hope that others can join us in working toward diversity and equity for all library employees and users. DIAG is open to University Libraries faculty and staff, and recruitment for new members is currently underway. If you are interested in joining or would like more information, please contact Renesha Chandler, Cecilia Durbin, or Latisha Reynolds.





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The Owl's purpose is to promote communication among the various libraries in the UofL system.

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## New Employee Spotlights

#### **Sarah Tuley-Coleman**

Sarah Tuley-Coleman has accepted the Administrative Assistant position in the Dean's office effective Monday, October 18th. Sarah will assist office visitors, troubleshoot problems with office equipment, and provide clerical support to administrative personnel. She will also manage Ekstrom Library room scheduling and provide support to the Libraries Shared Business Center.

UofL position and dept: Administrative Assistant, University Libraries Office of the Dean

Hometown: Evansville, Indiana

Schools Attended: University of Evansville, University of Louisville,

University of Kentucky

Hobbies/Activities: Playing flute, reading, and table-top games

Zodiac sign: Gemini

Favorite Books: Cassandra Clare's The Mortal Instruments and The Infernal Devices series

Favorite Movies: Hocus Pocus is certainly a seasonal favorite

Favorite Vacation Spot: The beach in Panama City, Florida







Welcome to Christian Grace, our new AUS Evening Collection Assistant in Ekstrom Library on September 20, 2021. This position will monitor RRS, HDS, and other collection requests during evening hours. Christian's first day was September 20. He worked in Ekstrom as a student assistant.

UofL position and dept: AUS/Compact Storage

Hometown: Louisville, Kentucky

Hobbies/Activities: Boxing

Unusual previous positions: EMT and Ranch-hand

Favorite Books: Thinking Fast and Slow by Daniel Kahneman

Favorite Movies: Manchester by the Sea

Favorite Food/recipe/recommended restaurant: Buffalo Chicken from anywhere

Favorite Vacation Spot: New England

Favorite Quote: "I would never die for my beliefs, I might be wrong." - Bertrand Russell

# Library and Department News

## **Archives and Special Collections**

Renovations in ASC

Renovations to the Photo Archives Gallery and the Rare Books space beyond the Kain Gallery, begin immediately after we get back from break. The Photo Archives gallery will get a facelift with new flooring, wall covering and updated LED track lighting. The Rare Books space will become a much-needed workspace. The renovations should take 4-6 weeks. The Photo Archives Gallery will be closed, along with the door to LL02 – the Kain Gallery and the Burroughs Exhibit.

During the renovation Reilly is temporarily relocating to her old office at the back of Photo Archives and Amy to the 4th floor inside UARC. Physical Plant is putting a lock on the emergency exit door to LL11 so the Rare Books materials will be accesible, and Delinda will be able to get into her office through a door from the stacks. You'll be able to reach Amy and Reilly at their usual phone numbers or by email.

## Beecher Terrace blog post

Tom wrote a University Libraries blog piece, "James Everett Recalls Beecher Terrace and 'Old Walnut' in the '40s," based on a recent oral history phone interview he conducted with James Everett. At a young age, Everett moved to Beecher Terrace, a public housing development in Louisville. In this interview he shares memories of life in Louisville in the 1940s.

## **Art Library**

Life with COVID-19 Exhibit

Bridwell Art Library recently installed the exhibit Life with COVID-19, featuring artwork by MFA Candidate Jingshuo Yang, Kyelia Maxwell, and Calista White. The works are on display in Room 102C and along the windows overlooking the Cochran Fountain outside Schneider Hall.

#### **Artist Statement:**

"During the Covid-19 pandemic, our sense of normalcy was challenged. Most of the close contact that we made to maintain our relationships was almost impossible, and technology became the most important or only way to connect and maintain relationships between people. Technology became the outlet for people living alone through the pandemic in self isolation. However, there were groups of people that







had to cohabitate and isolate together during the pandemic. Many families and roommates spent more time together than ever before, working and studying around each other. New conflicts and perceptions came about due to this constant close contact. Jingshuo Yang, Kyelia Maxwell, and Calista White express these special changes that they, and many others, experienced through art."

You can learn more about Jingshuo Yang on her Instagram @jingshuoyang.

## Marguerite Peters Gifford: An "Unremarkable" Woman on a Remarkable Journey



Check out the newest exhibit at Bridwell Art Library on Louisville-born woman artist Marguerite Peters Gifford! You may ask, why would they call the subject "unremarkable" in the title of an exhibit? Well, it comes from a Netherlands Art Gallery and how they came to describe her.

Born in Louisville, Marguerite Gifford was an unremarkable upper-middle class woman, whose travels from 1937-1941 after her husband's death took her to many places that were to be the theatre of WWII soon afterwards.

As you'll find out, she was actually the opposite of unremarkable. In this exhibit we only touch upon her journey around the world from 1937-1941, highlighting a few places and pieces of memorabilia she brought back with her. To learn more, you can look at her manuscript collection within the Bridwell Art Library.

From Trish Blair, Collections Manager at Bridwell Art Library and Exhibition Curator:

"Working in libraries you get to see some pretty marvelous stuff. That could be a book, a manuscript, a piece of art, or a collection of items that it is amazing enough that someone saved it and it ended up in a library. I have had the pleasure of creating finding aids for all of our manuscript collections over the last several years. And in this process, I have come across many interesting people, but none so much as Marguerite Peters Gifford.

Mrs. Gifford was born in Louisville to a fairly well-to-do family and was educated very well for a woman of her time. She married Morris B. Gifford (UofL 1892) in 1901 and settled down for a common upper-class life. But all that changed when her husband unexpectedly died in 1935. After the loss of Morris, Mrs. Gifford decided to take a chance on a three-month trip to Europe to study with the International School of Art. That three-month trip turned into a four-and-a-half-year journey around the globe, starting in Hungary and ending in Alaska.

She was travelling on the cusp of World War II, even being in Florence, Italy, seeing the first time Hitler came to visit Mussolini. She spent time in the south Pacific trying to see a platypus, months in Japan learning how to create traditional Japanese woodblocks from a master, and many days in a cabin in Alaska waiting for the fog to clear so she could draw Mt. McKinley (Denali).

I love her story; the passion for travel, the creativity, and the spirit she inhabited drinking up the sights, sounds, tastes, and people in all those countries. And when she came back to Louisville she gave lec-

tures about her journey, had articles written about her in the local paper, and had several shows of her art created on that trip.

For a woman to do this kind of journey, by herself, at this time in the world, is truly a remarkable thing."

Here's the Finding Aid for Gifford <a href="https://library.louisville.edu/ld.php?content\_id=51224266">https://library.louisville.edu/ld.php?content\_id=51224266</a>

#### New Books

Here are some of our latest New Books -- see more at https://uofl.worldcat.org/profiles/uoflartlib/lists/3914580









Courtney's Wedding
Courtney Stine, director of Bridwell Art Library,
was married to her husband Andy on October 10,
2021 in Denver, Colorado.



Toes says come on by and take YOUR selfie with our new Winter Wonderland chalk wall art: 'Grab On!' Andrew Campbell, chalk, 2021

## **Ekstrom Library**

## **Research Assistance & Instruction**

#### Presentations

Fannie Cox and Enid Trucios-Haynes (Brandeis School of Law) will be presenting at ALA's upcoming <u>LibLearnX</u> conference in January, as well as



UofL's Celebration of Teaching Learning on Friday, February 11 (concurrent block 4, 3:30-4:30pm). Their presentation is "Utilizing the Libraries' Collections to Promote Diversity, Inclusion, and Equity."

Alex Howard will present "Anchoring Our Communities: Developing Opportunities for Community-Engaged Research," also at the ALA LibLearnX conference in January. Alex was also recently selected for the ALA Emerging Leaders professional development program.

Rob Detmering and Patty Payette (Delphi Center) will present "Collaborating across Campus Silos to Foster Student Success" at UofL's Celebration of Teaching Learning on Friday, February 11 (concurrent block 3, 2:20-3:20pm).

## Paper Accepted

Haoyong Lan (and co-author Weiling Liu) had their paper, "Using a Knowledge Mapping Tool in Engineering Information Literacy Instruction: A First Experiment," accepted for the upcoming 2022 <u>American Society for Engineering Education</u> annual conference.

#### **Technical Services**

## Book Transfers and Gifts Processing Continue

As we draw close to the end of the year there have been few changes in Technical Services. The transfer of books from the third floor to the Robotic Retrieval System and Compact Storage is proceeding and we continue to process gifts donated to both Ekstrom and Art libraries.

#### Goodbye, Kody and Welcome, Izzy!

The end of the year sees us saying goodbye to our student assistant, Kody Yount. Kody has been with us since he was an undergraduate student, and he will graduate with a master's degree in December. He did many tasks in Tech Services and will be greatly missed. He has been student teaching at JCPS this semester and was offered a substitute teaching job for the spring semester, covering for a teacher who will be out. We wish him the best. We have a new student assistant, Izzy Barton. We are sharing her with Claudine, and she is doing a great job.

## **Law Library**

## Congratulations to Our Graduating Student Workers!

The Law Library bids farewell to our graduating student workers, Elizabeth Muwanga Roseman and Pierce Tomoki Stevenson. They will graduate in December, and each will receive a dual degree. Elizabeth will receive a Masters in Social Work as well as her JD; Pierce will receive a Masters in Urban Planning as well as his JD. They have contributed so much to the Law Library in their time with us, and we wish them all the best.

Law Library to Resurrect Dr. Martin Luther King, Jr. Display In April 2021, the longstanding display in the law school's Allen Court Room, commemorating the March 30, 1967, visit of Dr. King to the



law school, was dismantled to make way for a renovation project. Since that time, a seven-member committee (including Law Library faculty, staff, and students, as well as Amy Purcell from Archives & Special Collections) has worked to resurrect and re-imagine the display in the Law Library.

Due to lingering issues related to COVID-19 and the supply chain, this project is taking longer than we planned, but our hope is to complete it no later than March 30, 2022, the 55<sup>th</sup> anniversary of Dr. King's historic visit. Although Dr. King came to Louisville several times during the 1960s, the law school was the only site at UofL where he visited.



Thank you, Amy Purcell, for working with me on the Williams-Nichols collection and for being a fun colleague to work with. —Heather Fox.

I would like to thank the entire RAI Department—Fannie Cox, Lidiya Grote, Alex Howard, Haoyong Lan, Chris Poche, Latisha Reynolds, Barbara Whitener, and Amber Willenborg—as well as our close affiliates—Alyse Giannotti, Matt Goldberg, Liren Liu, and Angel Clemons—for their enthusiasm, resilience, and dedication to library users during a very challenging "return to normal" semester. It's awesome working with you all, and your hard work and expertise are greatly appreciated! —Rob Detmering



# Library Exhibits

#### The Power of Activism and the Vote:

African American Women and Suffrage in Louisville

Ekstrom Library, 1st floor, West Extended through March 2022

Louisville members of the National Association of Colored Women at the polls, 1920.

Caufield & Shook Studios, Photo Archives CS 033312b-d





