

Goal: Take action to eliminate structural inequalities in library systems and culture.

Area of Focus	Action
1. Center the experiences of underrepresented and marginalized communities.	1.1 Provide excellent, culturally competent frontline customer service.
	1.2 Create a diverse student advisory group.
	1.3 Support the work of the Tufts Identity-based Centers within Student Diversity & Inclusion and the International Center.
	1.4 Identify and address accessibility obstacles/issues in physical and virtual library spaces by conducting accessibility audits.
	1.5 Sustain support for Tufts University Prison Initiative of the Tisch College of Civic Life (TUPIT).
2. Enhance the diversification of Tisch Library’s physical and digital collections.	2.1 Prioritize the acquisition of materials by and about marginalized communities.
	2.2 Review and address biases in metadata and classification systems.
	2.3 Create statement on harmful language in catalogs in our libraries.
	2.4 Prioritize digitization of materials created by and about marginalized communities.
3. Foster understanding and awareness among staff of structural inequalities in library systems and culture.	3.1 Support semester-long programming efforts offered by the Cultural Competency Development Team.
	3.2 All library employees are required to set annual DEIJ goals.
	3.3 Provide detailed information that is easily findable on our website about DEIJ efforts
4. Create and cultivate inclusive learning environments.	4.1 Center instructional material around the lived experiences of diverse voices.
	4.2 Promote adoption of Open Educational Resources (OER) among the Tufts faculty.
5. Enhance staff diversity through recruitment, retention, and advancement.	5.1 Ensure all candidates are supported throughout the hiring process.
	5.2 Require a diversity statement from all finalist candidates.
	5.3 Ensure all staff undergo implicit bias training.
	5.4 Increase support for developing inclusive management skills.
	5.5 Promote mentorship & professional development opportunities for underrepresented staff.
	5.6 Support career track advancement for all library staff.
	5.7 Ensure all staff are aware of opportunities for flexible and remote work.
	5.8 Increase transparency around mandated reporting.
	5.9 Increase transparency around salary increases in the librarian promotion process.
	5.10 Propose a fellowship to support library graduate education for staff to increase compositional diversity.