Group on Library Diversity (GOLD) Charge

Purpose:

The Group on Library Diversity (GOLD) supports the University of Pennsylvania Libraries Diversity Statement, including its commitment to foster and ensure a welcoming and respectful environment for all library staff and users. GOLD provides training and informational programs, assists with the recruitment process, and serves as a resource for raising awareness about diversity.

Mission and Responsibilities:

GOLD works with staff, Administrative Council, and the Libraries’ Human Resources Office to promote and support a diverse workforce within the Libraries.

GOLD is charged with the following tasks and objectives:

Recruitment

- Create an online presence for the Libraries’ diversity initiatives, including GOLD.
- Assess and make proposals that improve the Libraries’ recruitment process, such as: broaden the distribution of position postings; have the Libraries’ Affirmative Action Compliance Officer aid search committees in their initial review of applicants; assist with recruitment training that focuses on the benefits of a diverse staff.

Staff Engagement

- Plan programs that reflect the Libraries’ commitment to diversity: staff training; guest speakers; highlight the Libraries’ collections promoting diversity; community building events.
- Encourage staff engagement in diversity initiatives.
- Collaborate and build coalitions with the University and community groups that support and celebrate diversity.

Assessment

- Establish an annual review process that monitors the progress of GOLD’s efforts.
  - Review the Libraries’ recruitment, hiring, and retention practices.
  - Review the University’s EEO (Equal Employment Opportunity) report on the Libraries.
  - Consult with the Libraries’ Affirmative Action Compliance Officer on applicant pools and hiring outcomes.
  - Conduct staff surveys to assess the workplace climate and diversity related topics.
  - Establish a benchmark for tasks and objectives as necessary.