Group on Library Diversity (GOLD) Road Map

Year 1

- Complete Charge and submit along with the Diversity Statement to Administrative Council
- Recruitment Analysis
- Changes to Recruitment Process
  - Submit job postings on diversity organization web pages
  - Compliance Officer reviews candidate pools prior to phone interviews (a one week time limit)

Year 2

- Start providing training sessions and workshops
- Guest Speakers
- Towards the end of the year (annually)
  - Revisit the Recruitment Analysis
  - Staff Survey – feedback

Year 3

- Awareness Building/Events
- Mentorship Program/Career Days
- Staff Recognition Program
- Towards the end of the year
  - Revisit the Recruitment Analysis
  - Staff Survey

Year 4

- Open Quarterly Meetings to Staff to solicit feedback
- Begin planning for the next 5 years