TWU Libraries Diversity Plan

1. Mission Statement:

The Texas Woman’s University Libraries support the University’s core values with respect to diversity, inclusion and outreach. It affirms diversity and inclusive excellence to be vitally integral to our mission and vision. We strive to model this in recruitment and retention, building collections, and offering services and spaces to develop a receptive social, intellectual, and physical environment for all across all three of our campuses, Denton, Dallas, and Houston.

We also acknowledge the complexity of every person and the reality of multiple overlapping identities. Diversity extends beyond definitions of personal differences to include attitudes, speech, demeanor, actions, work roles, and past experiences. It is also important to note that the overall TWU statement does not separate the ideal of diversity from the equally important ideals of equity, inclusion, and outreach, defined as follows for the purpose of our work:

Diversity: We promote diversity, which is expressed in many forms, including race, ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, religion, national origin, age, political affiliation and (dis)ability status and provide a foundation for ongoing intercultural learning.

Inclusion: We commit to having a campus where differences are welcomed, different perspectives are respected and individuals feel a sense of belonging in a fair and inclusive environment.

Outreach: We support student education and campus partnerships aiming to increase student access to valuable resources and services. Our hope is to develop strong relationships with our campus partners and support students’ well-being.

To learn more about diversity issues, please see the TWU Libraries LibGuide for Diversity and Inclusion.

2. Priorities:

We commit to:
● Encouraging staff to advocate for increasing representation in higher education of historically excluded/underrepresented populations
● Promoting linguistic diversity by participating in activities and looking for related opportunities
● Providing forums for open, clear, and respectful dialogues that actively seek and engage with diverse perspectives
● Supporting the health and well-being of our campus community through inclusive programs
● Understanding and advocating for individuals’ diverse histories, traditions, and identities
● Advocating for universal design strategies to create accessible facilities and resources
● Identifying and mitigating bias and barriers to inclusion in personal and institutional interactions through activities that raise awareness.

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• Ensuring a process for establishing an opportunity for Library workgroup leadership for every staff -- all voices, and minority experiences, will have a turn to lead.

3. Accountability

• Promoting linguistic diversity by participating in activities and looking for related opportunities, such as the PIONERAS grant.
• Providing forums for open, clear, and respectful dialogues that actively seek and engage with diverse perspectives, such as Human Library.
• Supporting the health and well-being of our campus community through inclusive programs, services, and spaces, such as the Wellbeing space and the Lactation Room.