

UCSF

Posters

Title

Promoting DEIA Through Outreach, Collections, & Scholarly Communication

Permalink

<https://escholarship.org/uc/item/2f400680>

Authors

Tahir, Peggy

Casey, Leia

Franco, Nora

et al.

Publication Date

2024-06-29

Copyright Information

This work is made available under the terms of a Creative Commons Attribution-NonCommercial-ShareAlike License, available at <https://creativecommons.org/licenses/by-nc-sa/4.0/>

Peer reviewed



Peggy Tahir, Leia Casey, Nora Franco, Holly Thompson-Babb, Micquel Little, Josephine Tan
UCSF Library, University of California, San Francisco

DEIA at UCSF

The University of California, San Francisco (UCSF) Library has been actively engaged in promoting diversity, equity, inclusion, and accessibility (DEIA) goals through a variety of approaches, including outreach and education to targeted campus groups, research collaborations, exhibits and public programming, participation in University of California (UC) wide groups, and collections. The library has incorporated DEIA into the library's strategic plan goals, hiring process, and the performance evaluation process for library employees. The University of California has also developed transformative publishing agreements with multiple publishers, allowing UC authors the option of publishing their articles open access with no or low article processing charges (APCs). These agreements allow UC authors to maintain their copyrights and encourage early career researchers, LGBTQ+ researchers and other minority researchers to publish and promote their projects, better representing the diversity of our campus populations. All of these activities promote UCSF's PRIDE values of professionalism, respect, integrity, diversity, and excellence. This poster highlights numerous activities and initiatives both within the library and on the UCSF campus, promoting not only DEIA, but the campus mission of *Advancing Health Worldwide*.

DEIA strategic plan goals

Rather than having DEIA specific goals, the UCSF Library intentionally works to infuse DEIA into everything we do. For example, our goal focused on equitable teaching which reads, "Develop and implement best practices for equitable and inclusive library teaching, increasing and empowering collaboration across the library through shared expertise."

Resource Links

- Library strategic plan: <https://www.library.ucsf.edu/about/strategic-plan/#fullplan>
- Commitment to diversity: <https://www.library.ucsf.edu/about/diversity-and-inclusion/>
- Special collections equity: <https://escholarship.org/uc/item/4mq1461d>
- UCSF Office of Diversity & Outreach: <https://diversity.ucsf.edu>
- Training resources: <https://diversity.ucsf.edu/programs-resources/training>

Inclusive recruitment materials

DEIA strategies are continually added to the library's recruitment materials with the most recent being the development of a rubric for evaluating applications. These recent efforts build off a previous Diversity & Inclusion Working Group formed in 2018 to develop and implement best practices, including:

- Tips for inclusive recruitment and hiring
- Broad and diverse posting locations for job advertisements
- Recruitment steps for both staff and librarians. A recent addition example for posting positions suggests: "Consider including language that invites a more diverse pool of candidates. For example, *'Not sure you meet all qualifications? Let us decide! Research shows that women and members of other under-represented groups tend to not apply to jobs when they think they may not meet every qualification, when, in fact, they often do! We are committed to creating a diverse and inclusive environment and strongly encourage you to apply.'*"

Commitment to diversity statement

We commit to building a diverse and inclusive Library as a means of promoting health equity and counteracting historic and current systems of oppression. This commitment also applies to materials related to archives and special collections.

Promoting diversity through outreach & collections

Librarians developed several research guides to promote anti-racism and diversity in partnership with DEIA specialists and stakeholders.

- Anti-racism resources at the UCSF library: <https://guides.ucsf.edu/anti-racism>
- ZSFG Library health equity: <https://guides.ucsf.edu/zsfgequity>
- LGBTQIA+ Health: https://guides.ucsf.edu/lgbtq_health

Transformative publishing agreements

In each of the University of California's agreements with scholarly journal publishers, the UC libraries strive to uphold the university's core values and policies, including:

- **Free and open access to UC research:** Open access publishing supports UC's public service mission by ensuring people across California and around the world can learn from and build on the university's research and scholarly work.
- **Responsible stewardship of state funds:** As a public university system, UC is committed to containing the rapidly rising costs associated with scholarly journals and making the transition to open access financially sustainable.
- **Protecting author rights:** UC believes that authors should retain copyright in their work. They should be able to share and reuse their own research publications and data without permission from or payment to the publisher.

Librarian DEIA project involvement

UCSF Librarians are involved in campus projects and initiatives, as well as systematic review projects leading to co-authorship of publications

Campus projects and research publications

- UCSF Embrace: Perinatal care for black families (black mother's project)
- Outreach and training to diverse groups: Summer students research program, Pre-health undergraduate program (PUP), International traineeship in AIDS prevention studies (ITAPS), SF Build aspiring physicians program, and other projects supporting UCSF's Institute for global health sciences and the Global brain health institute
- Inclusive skin color project, in partnership with Dermatology faculty
- Anti-oppressive curriculum initiative, in partnership with School of Medicine
- Be smart about safety program (BSAS), building on empathy when dealing with library patrons and review of library conduct policy
- Experiences of Transgender and Gender Diverse Patients in Emergency Psychiatric Settings: A Scoping Review
- Person-Centered Care (PCC) Research in Ghana: a Scoping Review Protocol



Foundations of Diversity, Equity and Inclusion Training →

UCSF Resources

Besides a large number of training courses, other resources are available, such as anti-racism videos, educational videos, and curated resources for faculty to incorporate DEIA into their courses



Teaching for Equity and Inclusion Certificate Program ↗

Other Courses Available at UCSF

Additional courses include unconscious bias training, diversity and inclusion certificate program, IDEAL academy (Institute for diversity, equity, and anti-racism leadership), teaching tolerance – self-guided learning, and online DEIA training (via LinkedIn Learning). Training is also available on demand.



DEI Champion Training ↗