

Resources for Library EDI Planning

Once you have identified some directions and actions for your library with [Pathways to EDI: A Practical Framework for Academic Libraries](#), we recommend you refer to these resources to help you continue your work.

Individual Development and Assessment

- American Library Association, Association of College & Research Libraries, Association of Research Libraries, & Public Library Association. (2022). *Cultural proficiencies for racial equity framework*. Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force. <https://www.ala.org/pla/initiatives/edi/racialequityframework>
 - The Framework is “a guide for developing personal, organizational, institutional and systems-level knowledge and understanding of the nature of racism...” (2022, p. 2)
- Aloziem, O. (n.d.). *Self-assessment for antiracist library leadership*. Heal Inc LLC. Retrieved January 28, 2025, from <https://docs.google.com/document/d/1zC7wLgFAP7G60gy3b9M246AfXyMUQ5wG9XadtY5KBQ/edit?tab=t.0>
- There is also a growing body of literature on cultural competence, cultural humility and cultural intelligence; some examples:
 - Goodman, D. J. (2020). Cultural competence for equity and inclusion: A framework for individual and organizational change. *Understanding and Dismantling Privilege*, 10(1), 41–60. Retrieved from <https://wpcjournal.com/article/view/20246>
 - Overall, P. M. (2009). Cultural competence: A conceptual framework for library and information science professionals. *The Library Quarterly*, 79(2), 175–204. <https://doi.org/10.1086/597080>
 - Kapsidelis, K., & Galoozis, E. (2022). Introducing cultural competency in libraries: A case study in grassroots professional development. In C. Lee & B. Lym (Eds.), *Implementing excellence in diversity, equity, and inclusion: A handbook for academic libraries*. ACRL. <https://escholarship.org/uc/item/639597k3>
 - Jenkins, L. N., & Sweet, E. L. (2022). Embracing a Culture of Humility, Diversity, and Inclusion: A Case Study of an Academic Library’s Radical Compassion Programming. In C. Lee & B. Lym (Eds.), *Implementing excellence in diversity, equity, and inclusion: A handbook for academic libraries*. ACRL.
- [ALA’s EDI page](#) and [ACRL’s EDI page](#) lead to various learning opportunities.
 - Read beyond the library world - there are many suggested reading lists online (for example, this [curated list from Harvard Business Review](#)). A good starting

point may be the [21 Day Challenge](#) or similar programs; ideally reading/viewing would be accompanied by discussion if you can find a colleague or cohort.

Surveys of EDI Work Being Done at Academic Libraries

- American Library Association & Gallup (2025). Empowering voices, inspiring change: Advancing Diversity Within Librarianship. [Summary](#)
<https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:cca003bf-08b1-445a-9e5c-b18ace5fea9a>
- Bresnahan, M. (2022). Library diversity and inclusion statements in action. *Journal of Library Administration*, 62(4), 419–437. <https://doi.org/10.1080/01930826.2022.2057125>
- Ho, J., Schiff, L., & Deng, S. (2023). *DEI efforts across GLAM organizations: A report by the GLAM Diversity Subgroup of the DLF Committee for Equity and Inclusion*. Digital Library Federation. <https://doi.org/10.5281/zenodo.8433043>
- Koury, R., Semenza, J. L., & Shropshire, S. (2018). A survey of diversity and inclusiveness initiatives at Carnegie Doctoral Research Institutions libraries. *Library Management*, 40 (1/2), 23–33. <https://doi.org/10.1108/LM-10-2017-0117>
- Leong, J. H. (2023). Patterns and trends of equity, diversity and inclusion programs in academic libraries. *The Journal of Academic Librarianship*, 49(4), 102738. <https://doi.org/10.1016/j.acalib.2023.102738>
- Malenfant, K., & Brannon, S. (2025). 2023 ACRL Academic Library Trends and Statistics Survey: Highlights and key equity, diversity, and inclusion findings. *College & Research Libraries News*, 86(3), 112-119. <https://crln.acrl.org/index.php/crlnews/article/view/26703/34624>
- Rosen, H., & Grogg, J. (2020). *Understanding the scope of diversity, equity, and inclusion activities in United States libraries* (pp. 1–59). Lyris 2020 DEI Survey Report. www.lyris.org/programs/Pages/DEI-Survey-Report.aspx

Organizational Assessment: EDI Work in Libraries

- Bright, K. & Ghouse, N.J. (2022) Diversity, Equity, & Inclusion Self-Assessment Audit (DEISAA), the latest version of which can be [viewed either as a Qualtrics version or in a Word document at her web site](#).
 - Can be used either to assess the current status of your library or as an aspirational tool for planning.
- Harper, N., Franklin, K. Y., & Williams, J. (2021). *Diversity, equity, and inclusion (DEI) scorecard for library and information organizations*. ALA Committee on Diversity. <https://www.ala.org/sites/default/files/aboutala/content/2021%20EQUITY%20SCORECARD%20FOR%20LIBRARY%20AND%20INFORMATION%20ORGANIZATIONS.pdf>

- Can be used either to assess the current status of your library or as an aspirational tool for planning.
- Lierman, A., Kennedy, S., Naqvi, M., Bogino, M., Davidian, C., An, S., & Rele, S. (2023). An equity audit for DEI data in an academic library. In A. Pappalardo (Ed.), *Proceedings of the 2022 Library Assessment Conference: Building effective, sustainable, practical assessment*. ACRL.
<https://www.libraryassessment.org/wp-content/uploads/2023/03/119-Lierman-An-Equity-Audit.pdf>
 - These authors applied a K-12 equity audit framework to their academic library.
- Pinkett, R. (2023). *Data-driven DEI: The tools and metrics you need to measure, analyze, and improve diversity, equity, and inclusion* (1st edition). Wiley.
 - Offers specific guidance on data needed to advance and inform DEI planning in any organization, not just libraries.
- Tellez, T. (2021). *Diversity, equity, and inclusion (DEI) organizational assessment tools: A resource guide*. Brandeis University Institute for Economic and Racial Equity.
<https://heller.brandeis.edu/iere/pdfs/dei-organizational-assessment-tools.pdf>
 - DEI Organizational Assessment Tools from various non-profits, government bodies, healthcare providers and other organizations.

A reminder **not** to prioritize producing data that seems to demonstrate EDI commitment over accomplishing **actual** EDI work:

“Diversity becomes commoditized when it becomes measured, assessed, and used to justify racist structures and behaviors. Diversity work literally becomes valuable to the white institutions so they can avoid things like lawsuits and public outcries” (Brown et al., 2021).

How to Build a Diversity Plan

- ALA provides some advice on [Building a Diversity Plan - Strategic Planning for Diversity](#).
- As mentioned above, the [ALA/ARL Cultural Proficiencies for Racial Equity: A Framework](#) (CPRE) can be used as “guide for developing ... organizational, institutional, and systems-level knowledge and understanding of the nature of racism...”
- Singletary, G., Royal, K., & Goodridge-Purnell, K. (2021). Diversity committees during the era of social justice: Where do we go from here? *The International Journal of Information, Diversity, & Inclusion (IJIDI)*. <https://doi.org/10.33137/ijidi.v5i5.37145>
 - Gives advice on the formation of, challenges faced by, purpose, scope, and the evaluation of diversity committees.

Many colleges and universities have written about their experiences with EDI planning, including:

- Cunetto, S., Archer, P., Booker, B., Carlock, A., Davis, D., Geiger, L., Gregory, K., Harrison, E., Kennedy, C., Marcy, S., Shedd, J., & Taylor, L. (2023). *Mississippi State University Libraries Strategic Planning initiative: Survey executive summary*. Mississippi State University Libraries. Retrieved January 27, 2025, from <https://scholarsjunction.msstate.edu/cgi/viewcontent.cgi?article=1002&context=libstats>
- Duffus, O.A., Henry, T.N., & Krim, S.R. (2020). Diversity from the inside out: Cultivating an inclusive library environment. In Christine Bombaro (Ed.), *Diversity, equity, and inclusion in action: Planning, leadership, and programming* (pp. 29-42). ALA Editions.
- *The Duke University Libraries Anti-Racist Roadmap*. (2020). Duke University Libraries. Retrieved January 27, 2025, from <https://library.duke.edu/sites/default/files/dul/libraries/dulracialjusticeroadmap.pdf>
- Espinosa de los Monteros, P., & Enimil, S. (2020). Diversity, equity, and inclusion as action: Designing a collective DEI strategy with library staff. In C. Bombaro (Ed.), *Diversity, equity, and inclusion in action: Planning, leadership, and programming* (pp. 13-27). ALA Editions.
- Raza, S., Hackman, M., Rutledge, H., DuVernay, J., Dragovic, N., & Bruchko, E. (2022). The making of Emory Libraries' Diversity, Equity, and Inclusion Committee: A case study. In C. Lee & B. Lym (Eds.), *Implementing excellence in diversity, equity, and inclusion: A handbook for academic libraries*. ACRL.
- Redd, R., Sims, A., & Weekes, T. (2020). Framework for change: Creating a diversity strategic plan within an academic library. *Journal of Library Administration*, 60(3). <https://doi.org/10.1080/01930826.2019.1698920>

When EDI is being questioned

- Yoshino, K. & Glasgow, D. (2025, February 10). [Steer clear of 'Illegal DEI' with leveling—not lifting —programs](#). *Bloomberg Law*