

STAFFING & DIVERSITY
At Princeton University Library

I. CREATING THE CLIMATE

II. BUILDING THE PARTNERSHIPS

III. RECRUITING



MOSAICS - Appreciating our Diversity

The Library staff is a very diverse collection of people working together with a common mission. Communication and collegiality are what link us together. The Mosaics initiative is intended to help us understand and appreciate each other better by making us more sensitive to the backgrounds and cultures of our colleagues.

Events for 2003/04

Dialogue@theLibrary with Cris Cullinan Issues of socio-economic class

Cris Cullinan is the Training and Development Administrator at University of Oregon and a nationally recognized expert in the field of diversity. Sponsored by the Library and Dialogue@Princeton (Office of the Vice President for Campus Life), Dr. Cullinan will be on campus for three days to share her expertise and to help us set up Dialogue groups on the topic of socioeconomic diversity.

In a Class By Ourselves: Why Higher Education Needs to Talk About the Realities of Economic Inequity

October 7, 2003; 9:00- 11:00 am

Dodds Auditorium

Talking Across the Great Divide: How Do We Create a Learning Environment in Dialogues About Class?

Dialogue Group Facilitators' training and luncheon

October 8, 2003; 10am -1:00 pm

Carl A. Fields Center, Liberation Hall

repeated Thursday, October 9; 10 am -1:00 pm

Firestone East Room (2nd floor, near Human Resources)

This workshop will help facilitators plan a series of dialogues exploring class issues by 1) demonstrating exercises that can be used to generate discussion; 2) identifying some of the critical issues that can arise

when exploring class and class status; 3) discuss possible sequencing of activities for moving a dialogue group through these critical areas; and 4) explore the possible outcomes of such dialogues.

**Class Issues in the Workplace and the Academy
a campus-wide workshop**

October 9, 2003; 2:30-5:00 pm

Carl A. Fields Center, Liberation Hall

This workshop is designed to provide insights into our conscious and unconscious reactions to perceived socioeconomic class and class status.

Dialogue groups on issues of socio-economic class

Facilitator training

October, 2003-January, 2004

Carl A. Fields Center, Liberation Hall

Trainer: Fleurette King and Cris Cullinan

Kickoff lunch

February 10, 2004; 12:00-1:30 PM

Dialogue Group meetings

February - April, 2004

Topics include: Exploring the definitions and indicators of class, Looking at Income and wealth in the US, Exploring the way we think about class issues, How do the realities and the way we think about class play out in the University and in our workplace here in the Library?

**Dialogue~Princeton - Lunchtime Substance:
A Documentary & Discussion Series on SocioEconomic Status and Class**

• **Homes & Hands: Community Land Trusts in Action**

April 22, Frist Center, 302

Homes & Hands: Community Land Trusts in Action is the inspiring story of three communities where low-income residents have found an empowering new way to make housing permanently affordable to people who are usually left out of the American dream. Community land trusts (CLTs) take a new, progressive approach to the ownership of land and housing.

• **People Like Us: Social Class in America**

April 27 Part 1 Frist Center, 302 & April 29 Part 2

owl 1

Robertson Hall, bowl 1

People Like Us: Social Class in America shows how social class plays a role in the lives of all Americans, whether they live in Park Avenue penthouses, Appalachian trailer parks, bayou houseboats or suburban gated communities. The documentary travels across the country presenting stories that will resonate with viewers regardless of where they see themselves on the social spectrum - stories of family traditions, class mobility, and different lifestyle choices. An exciting cast of characters and commentators help make the connections between daily life and the larger issues of class in America.

A Day's Work, A Day's Pay May 6, Frist Center 302

A Days Work, A Day's Pay follows three welfare recipients in New York City from 1997 to 2000 as they participate in the largest welfare-to-work program in the nation. When forced to work at city jobs for well below the prevailing wage and deprived of the chance to go to school, these individuals decide to fight back, demanding programs that will actually help them move off of welfare and into jobs.

Common Threads: Stories from the Quilt May 13, Frist Center 302

In the late 1970's, a mysterious new disease began infecting and killing gay men. Common Threads tells the powerful story of the first decade of the AIDS epidemic, as told through the lives of five very diverse individuals who shared a common fate. Using the monumental NAMES Project AIDS Memorial Quilt as its central metaphor, the film weaves together personal memories and television news stories to expose the U.S. government's failure to respond to the growing epidemic, and the vibrant protest movement that was born as a result.

Downside Up: How Art can Change The Spirit of a Place

ater 234

How does a dying working class town end up betting its future on art? With 80% of its downtown buildings closed, North Adams, Massachusetts united blue-collar locals with art world luminaries to transform economic failure into America's largest center for contemporary art, MASS MoCA. A film by North Adams native Nancy Kelly, DOWNSIDE UP is about the tentative, dangerous notion of hope in a city widely viewed as hopeless.

Holding Ground

June 10, Frist Center 302

Holding Ground is at once a cautionary tale of urban policies gone wrong and a message of hope for all American cities. In 1985, African-American, Latino, Cape Verdean, and European-American residents in Roxbury, MA united to revitalize their community. Through the voices of committed residents, activists and city officials, this moving documentary shows how a Boston neighborhood was able to create and carry out its own agenda for change.

Events for 2002/03

What's in it for the Academic Library?

September 24, 2002; 9:15-10:30 AM

McCosh room 46

A presentation by Janice Simrnons-Welburn

Formerly the Psychology Librarian at Princeton from 1980 to 1984, Janice Simmons-Welburn is currently Director for Central Public Services and Facilities at the University of Iowa Libraries. She has written widely on issues of diversity, human resources, library instruction, and staff development. In a thought-provoking presentation, Janice will help us to become aware of our own cultures and show us how we can make our differences work in the workplace.

African American Scientists in Profile

October 25, 2002; 10:00-11:00 AM

Betts Auditorium in the Architecture School

A presentation by Mitchell Brown

Mitchell Brown, the Head of the Math/Physics Library, will speak about profiles of African American scientists from The Faces of Science: African Americans in the Sciences, a website which he created and which profiles African American men and women who have contributed to the advancement of science and engineering.

Interviewing for a Diverse Workplace

November 21, 2002; 1:00-2:30 PM

Murray-Dodge East Room

An interactive workshop facilitated by Lila Fredenburg and Luisa Paster

The demographics of librarianship require that we be in constant recruitment and interview mode, always searching for and welcoming the best candidates from all cultures and walks of life. In this workshop we will discuss recruiting, reading applications with diversity in mind, and interview techniques.

Deaf and Hard of Hearing Awareness

December 19, 2002; 2:00-3:00 PM

Staff Conference Room

A presentation by Jason Wieland, Field Representative from the NJ Division of the Deaf and Hard

This seminar will provide us with some insight into issues of deafness and help facilitate better communication with deaf and hard of hearing Library staff, Library users, and friends and neighbors. The workshop will be presented in sign language and interpreted for hearing staff.

Communicating Across Differences

An interactive presentation by the Cornell Interactive Theatre Ensemble (CITE)

January 15, 2003; 9:00-12:00 AM

January 15, 2003; 1:30-4:30 PM

Peyton Hall Auditorium

April 2, 2003; 9:00-12:00 AM

April 3, 2003; 9:00AM-1:00 PM – “level 2” for supervisors

McAlpin Rehearsal Room

The professional actors from CITE will present two scenarios portraying tense situations in the academic workplace. Participants will then be encouraged to question the actors, while still in character, about their motivations and emotional responses. A facilitator weaves this all together into forceful lessons on human behavior. For more information see the CITE website.

What is Sexual Harassment?

February 7, 2003; 10:00-12:00 AM

February 11, 2003; 2:00-4:00 PM

March 4, 2003; 2:00-4:00 PM

Staff Conference Room

A workshop presented by Thema Bryant from the University's SHARE Office

Prevention of sexual harassment in the workplace is everyone's responsibility, but sometimes it is difficult to recognize and understand what sexual harassment actually is. This workshop is important to all staff and especially vital for supervisors to be aware of the complexities of the issue.

Dialogue@theLibrary

Informational presentation by Fleurette King from the Office of Campus Life

February 21, 2003; 10:00-11:30 AM

Staff Conference Room

Training session for volunteer facilitators by
Eleurette King from the Office of Campus Life

February 26, 2003; 10:00-12:00 AM

February 27, 2003; 1:00-3:00 PM Rare Books West Room

Initial group meetings

March 19, 2003; 10:30-12:00 AM

March 26, 2003; 10:30-12:00 AM

Frist Multipurpose Room

The Library is in the forefront of participation in the new campus initiative called Dialogue@Princeton, which is being coordinated by Fleurette King from the Office of Campus Life. The goals of the program are stated on the webpage: 'Seeking to amplify discussions about diversity and increase the number of voices in this essential dialogue, the University has developed a new program to foster a more open and welcoming campus environment.

The technique that will be used is "sustained dialogue" -small group discussions, regularly scheduled and led by volunteer facilitators. This will enable us to continue the discussions that we began with the Cornell Interactive Theatre Ensemble.

At the informational session, Fleurette will explore with us how we might set up some discussion groups within the Library. The following week she will train volunteer facilitators on the techniques of leading small group discussions.

Working and supervising in a diverse environment

Working in a diverse environment

Friday, May 16, 2003; 10:00-11:30 AM

Murray Dodge East Room

A presentation by Joann Mitchell, Vice Provost for Administration

Joann Mitchell is in the forefront of helping members of the University community work smoothly together, In this presentation she will address issues of collegiality and supervision in a diverse workplace. The program is open to all Library staff, and will include ample time for questions.

Supervising in a diverse workplace

Thursday, May 22, 2003; 2:00-3:30 PM

Firestone Staff Conference Room

A question and answer session for supervisors led by Fred Clarke, Director of Employee Relations

As Director of Employee Relations, Fred Clarke sees both the advantages of a diverse workforce and the tensions that it sometimes creates. For this program Fred will be available to answer any questions that you might have regarding supervision in the Library.

Resources for Dialogue@theLibrary Facilitators

Compiled by Sue White

WITH EXERCISES:

The Complete Games Trainers Play: 287 Ready-to-Use Training Games Plus The Trainers Resource Kit .by Edward E. Scannell, et al;
Ring-bound : \$110.00

Decisional Dialogues in a Cultural Context : Structured Exercises by Paul B. Pedersen
(Author), Daniel Hernandez (Author) (Paperback –November 1996) \$32.95

Dialogue and the Art of Thinking Together: A Pioneering Approach to Communicating in Business and in Life--by William Isaacs,
et al; Hardcover S 18.20

Teaching About Culture, Ethnicity, and Diversity: Exercises and Planned Activities by Theodore M. Singelis (Editor)(Paperback .
January 1998) \$38.95

Team-Building Activities for Every Group .by Alanna Jones; Paperback Buy new:
\$12.80 --Used & new from \$11.54

READINGS:

Beyond Race and Gender: Unleashing the Power of Your Total Work Force by Managing
Diversity by R. Roosevelt Jr. Thomas (Paperback –September 1992) Editions: Paperback

Diversity Consciousness: Opening Our Minds to People, Cultures, and Opportunities by Richard D. Bucher (Paperback) \$21.00

Diversity: The Invention of A Concept by Peter Wood (Hardcover— January 2003) \$24.95

The Dynamics of Conflict Resolution: A Practitioners Guide by Bernard Mayer (Author), Bernard S. Mayer List Price: \$38.00

Generations at Work: Managing the Clash of Veterans, Boomers, Xers, and Nexters in Your Workplace by Ron Zemke, et al .2000
\$27.00

The Magic of Dialogue: Transforming Conflict into Cooperation .by Daniel Yankelovich; Paperback \$10.40

When Generations Collide: Who They Are. Why They Clash. How to Solve the Generational Puzzle at Work. by Lynne C. Lancaster,
et al. 2002. \$25.95