Initiatives Relating to Recruitment, Hiring, Mentoring and Retention of Diverse Faculty and Staff
The University Libraries have paired each of the tenure-track Librarians with a tenured Librarian from outside their department to provide direction during the tenure process. It is decided among each mentorship pair how often they communicate. The tenure-track Librarians meet as a group quarterly with the Dean who provides guidance on a relevant topic. The mentors are invited to attend these meetings with the mentees at least once a year.

DeLaMare faculty and staff participate in campus committees, including Chairing the Committee on the Status of Women, the Diversity Council, the LGBTQ+ presidential advisory committee, the Alianza Association, among others.

Teaching and Learning Technologies (TLT) develops and delivers Basic Web Accessibiltiy training and keeps track of attendance for Office of Civil Rights reporting. In addition, TLT develops and delivers Accessible Document training for faculty. TLT provides captioning services for faculty instruction materials to make it easier for faculty to be ADA compliant and ensures all classroom technology and AV installations conform to ADA specifications so faculty of all abilities are able to use classroom technology. TLT participates in the University Information & Communication Technology committee and related subcommittees, offering guidance for how the campus can serve our diverse communities.

Initiatives Related to the Recruitment and Retention of Diverse Undergraduate and Graduate Students
@One strongly encourages hiring female student employees in an attempt to better prepare them for future employment in technological fields. One example of this is Michelle Rebaleati who was a student employee for 3 years making her a viable candidate for the professional position she now holds in the department.

In this vein, @One recruits student employees from the Engineering, Journalism and Art departments, as well as clubs such as the Audio Engineering Society and Film club. Many of these students, male and female, have found successful employment in professional jobs.

Currently, of all of @One’s professional employees, 41% are considered “diverse”. This is better than the average for technological related fields. As new positions become available, @One continues to be sensitive to equity issues when considering candidates. Also, @One has female employees give trainings and workshops to project modeling for potentially interested females in technology.
DeLaMare is pro-active in their involvement with student organizations encouraging underrepresented student types in their midst, such as Society of Women Engineers and Women in Science & Engineering, encouraging participation in historically male-dominated disciplines. Student employees are DeLaMare Library’s largest diversity initiative. Student Supervisor, Maria Duque-Rueda strives to have a diverse body of student employees to reflect the diverse University student body. DeLaMare made all bathrooms in their space gender-inclusive.

Teaching and Learning Technologies (TLT) has been at the helm of accessibility for the campus, making UNR’s resources and classrooms accessible will increase retention for students with disabilities. First, TLT has helped created the University Accessibility policy, allowing for faculty, students and community members of all abilities the equal access to teaching and learning materials. TLT also trains and assists faculty to make their content accessible. When students can learn from faculty using captioning or distributing accessible documents, they will be more inclined to stay at a university that cares for their needs.

**Diversity in the College Curriculum and Programmatic Initiatives**
During the fall semester, Library Administration hosted DiSC training for all staff and faculty, which allows for a more open and inclusive environment. In the spring, Library Administration organized multiple SafeZone trainings for faculty and staff to attend.

Since her appointment in April, Dana Miller, Director of Special Collections and University Archives (SCUA), has reached out to Jeff Auer, Executive Director of the Nevada LGBT Archives, and to Billie Jean Guerrero, Museum Director at the Pyramid Lake Paiute Tribe Museum and Visitor Center. Ms. Miller has held multiple conversations with each regarding potential partnerships, both of which are still in development.

**Initiatives Related to Diversity and Outreach**
The Library Outreach Committee held many events throughout the 2016-2017 academic year. The Outreach Committee created posters from Special Collections pictures to highlight notable University women across campus. Libraries hosted a Scavenger Hunt as a way for students to tour the Knowledge Center and become more aware of services. Twice an academic year, Librarians host Coffee and Cookies Nights (one in the fall and one in the spring) where students can find research assistance. Several Librarians were heavily involved in the planning and implementation of the Women’s Summit on campus. Other outreach events include: Edible Book Festival, Banned Books Week, MARS tours, Open Access Week, Hack-a-thon, March for Science, Data Rescue Event, Fake News Event, and Finals Good Luck give-a-ways where pencils and scantrons passed out. During Finals week there was also a stress relief table allowing students to take a break to color, work on puzzles or write postcards to family and friends. The Outreach Committee also had several book displays such as International Women’s History Month and controversial science.
A Preview of Diversity Initiatives that are/will take place during 2017-2018 Academic Year

Recruitment
Starting in the Fall of 2017, Libraries and Teaching and Learning Technology have added the following requirement for application: “Cover Letter which includes statements of research interests and teaching experience, as well as a description of how your teaching and/or work in the campus community will contribute to a culture of inclusion and campus diversity.”

After the Charlottesville riots in August and the high-profile participation of a UNR student, Dana Miller, Director of Special Collections and University Archives, displayed an anti-discrimination statement in the department that included Marc Johnson’s statement and held a department discussion on the current diversity work that the Society of American Archivists.

Programming
During the 2017-2018 academic year, Library Administration has hosted a number of workshops to aim at diversity initiatives such as SafeZone for staff, faculty, and student workers, Mindfulness in the Workplace, UndocuAlly, and Productive Conflict DiSC training. Although Mindfulness in the Workplace and Productive Conflict DiSC training are not directly related to diversity, these workshops allow for a more inclusive environment. The campus’ Victim Advocate presented how to respond to victims of violence and victim advocacy resources to the Library Faculty. A Cultural Competencies in the Workplace Webinar series is planned for the spring semester.

@One currently has outreach efforts to work with disabled persons and VR technology. This includes the beginning phases of meetings with the DRC to investigate and explore new usages for this technology.

In the 2017-2018 academic year, DeLaMare library will add programming highlighting females and minorities in STEM. DeLaMare will also do in-house diversity training for faculty, staff and student workers. DeLaMare plans to reach out to the Colleges of Science & Engineering they can help support their diversity initiatives.

Outreach
The University Libraries Outreach Committee started the year with a table at the RA Resource Fair, giving RAs information about services the Libraries offers students and a table at the Dorm Storm to answer questions students have about the Libraries as well as to provide general information about campus and pass out water bottles. As in the past year, the Libraries Outreach Committee hosted a scavenger hunt, Edible Book Faire, Banned Books Week and Coffee and Cookies, finals week give-a-way, and stress relief tables. Other events hosted by the Outreach Committee include MARS tours, trivia night and National Novel Writing Month, where students participated in write-ins and listened to Professor David Durham speak on the writing and publishing process. The National Novel Writing Month was cross-promoted with the Writing Center.