TDL Anti-Racism Action Plan

This plan is an initial effort to articulate the concrete measures Texas Digital Library is taking and will take to dismantle white supremacy within our organization and associated communities. Our goals are not just to address inequities in our staff organization and the broader consortium, but to help transform practice and culture in the larger higher education and cultural heritage communities in which we operate.

We believe TDL's work fundamentally promotes equity and inclusion by providing alternative models for distributing research and cultural heritage materials in ways that are more equitable worldwide. Through our Open Access repositories, journals, and dissertation publishing tools, researchers and institutions can publish their work and make it freely available, outside of established profit-driven systems. As a membership organization, furthermore, we are accountable to our members that fund and govern our operations -- a model of governance more suited to creating equity than top-down, profit-driven models.

TDL has enacted policies and programs before now that we believe combat white supremacy, including some of the measures listed in this plan marked by italics. We have shown our willingness to name racism and our own organizational shortcomings. And we recognize that there is much more we can do. We commit to revisiting this plan regularly, with a goal of normalizing anti-racism action as part of on-going program assessment and planning. Additionally, we will continue to seek input and critique from our communities to strengthen our efforts and propel us forward.

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Governance & Strategy

Year 1+	Actions
Engage Member Board in regular discussions about DEI, including roadblocks and accomplishments.	Discussion at 2020 Member Board meeting about TDL leadership opportunities in DEIA.
Add a standing agenda item to Governing Board meetings to address DEI issues.	Discussion at Fall 2020 Governing Board meeting.
Include DEI in TDL's strategic objectives.	Commitment to Diversity, Equity, Inclusion, and Accessibility is included as top-level Strategy in 2020-23 Strategic Plan.
Include reporting on DEI initiatives in TDL annual reports to maintain accountability to the community.	

Technology

Year 1	Actions
Rename default branches from 'master' to 'main.'	Renamed all systems' main branches.
Stop using 'whitelist' and 'blacklist' language in software projects and systems administration.	
Amplify opportunities for education on bias in technology and allow staff time to engage with them.	

Year 2+	Actions
Identify formal training/professional development opportunities for technology staff on bias in technology.	

TDL Staff & Admin

Year 1	Actions
Allow staff time for professional development reading on diversity and inclusion topics with supervisor approval. Continue this practice.	TDL executives regularly invite staff to use work time to learn about DEI topics.
Ensure that staff are aware of and feel comfortable taking university- and UTL-led training programs intended to increase cross-race interpersonal efficacy for all staff members.	UTL provides programming for staff that advances their IDEA initiatives. As UT employees, TDL staff have equal opportunity to take advantage of these offerings.
Include discussion of DEI issues in the annual staff retreat agenda.	DEI issues are integrated into our shared goals and have been included in our staff retreat agenda.
Discourage "workaholism," e.g. by articulating expectations against working outside regular staff hours without compensation.	TDL executives do not email or message staff after work hours or on weekends for anything less than a system outage.
Ensure that staff members have fair and equitable access to professional development opportunities by making funds available annually to each staff member for coursework or conferences.	Each staff member annually chooses at least one PD opportunity and we make our best efforts to ensure funding and time allotted for that choice.
Provide opportunities for staff members to assume leadership positions on projects and publicly credit participation.	TDL's administrative associate serves as secretary of TARO and staff lead/TDL liaison with the TDL GIS interest group. TDL's communications manager serves with UTL's Grants CFT. leads TCDL, TDL Awards and authors the TDL annual Impact Report. TDL's senior developers are on the SCSFUG, lead international Vireo development, and are recognized committers for DuraCloud, DSpace and Chronopolis systems. TDL's executives serve in DSpace Leadership, the NDSA's Coordinating Committee, the Vireo Steering Committee, the PASIG Steering Committee, the Digital Preservation Services

Year 1	Actions
	Collaborative, the TDL Governing Board, and various other committees and boards. TDL executive team encourages staff members to take leadership positions on projects and cultivates a culture of gratitude and shared credit.
Encourage and affirm diverse working styles and personal expression in order to reduce cultural and/or social barriers to advancement.	TDL does not enforce a dress code or adornment rules. Staff is encouraged to manage their own time wisely in whatever way is best for them to complete their job requirements. Leadership prioritizes realistic workplans with gaps for the unexpected and for rest between projects.
Devote resources to developing shared goals and collaborative decision-making.	TDL hosts a monthly team meeting, annual team retreat, annual TCDL meeting for TDL members and beyond, as well as meetings for the Marketing/Comms and Tech teams to collaborate across projects and goals.
Align with UT Libraries' DEI policies.	
When recruiting for an open position, actively recruit people of color to apply.	
Include discussion of DEI issues in annual staff evaluation meetings.	

Year 2+	Actions
Full assessment of HR policy alignment between TDL and UTL to determine where TDL can diverge from/supplement UT Austin policies with its own efforts to promote DEI within its small staff.	
Examine and revise hiring policies and practices, and HR practices more generally, to avoid bias, discrimination, or barriers that may adversely	

Year 2+	Actions
impact workers of color, based on discussions with UT Austin HR.	

Purchasing

Year 1	Actions
Make lists of BIPOC- and LGBTQIA+-owned businesses in areas we usually make purchases (e.g. catering, promotional items, printing, equipment, office supplies).	In process

Year 2+	Actions
Make effort to purchase from our lists first before resorting to typical large sellers (i.e. Amazon and Office Depot).	

Events

Year 1	Actions
Prioritize diversity in selection of keynote speakers and presenters at the annual conference.	This priority is made clear to TCDL committee members during annual keynote selection
Maintain and promote Code of Conduct / Inclusion statement at all major events.	Highlight / bold and position at or near the top of event pages on websites and social media. We have instituted a CoC statement as part of our "housekeeping" slide for all webinars / web-based events.
Integrate skills development in anti-racism into the annual Leadership Academy.	TCDL 2019 included the first LA that included a diversity discussion and group activity led by Diane Bailey. TCDL 2021 LA subcmte organically prioritized anti-racism skills as learning outcomes and are actively recruiting speakers from minoritized communities. The first workshop in 2021 will deal with supporting inclusivity in the library, and the

Year 1	Actions
	2nd workshop will address navigating the field of academic libraries. All workshop panels have been developed with a commitment to diverse representation. TDL staff liaisons with the TCDL cmte make clear that anti-racism skills are incorporated into learning outcomes
Ensure representation of minoritized groups on planning committees for events.	We have opened up the TDL Awards cmte to non-members to reduce barriers to participation, and honor previous award winners.
Reduce financial barriers to participation at TCDL through tiered pricing and scholarships.	In 2021 we introduced new tiered pricing options for TCDL that included special pricing for retirees/unemployed, "pay what you can," and a fully free option. TDL routinely produces free webinars and other online trainings offered completely, and will continue to leverage virtual events as a way to increase access to TDL's programs for free or at a reduced cost.
Work with Boards and communities to identify and plan for program(s) to support students from minoritized communities seeking careers in libraries and archives.	
Review and strengthen the TDL Statement of Inclusion/Code of Conduct for in-person events.	
Develop a TDL Statement of Inclusion/Code of Conduct for online events (e.g. webinars) that we share with presenters and attendees.	
Develop a land acknowledgement and policy for its use at select events.	
Develop guidelines for conference presenters to develop inclusive and accessible presentations.	

Year 2+	Actions
Implement at least one program in support of students from minoritized communities seeking careers in libraries and archives.	
Explore and advocate for enforcement mechanisms for TDL Code of Conduct.	
Gather information from Texas library schools, associations, and member institutions about events and programs that address critical DEI practices for libraries and archives. At our annual conference and other events, invite presentations from outside of traditional academic circles.	

Member Engagement / Outreach

Year 1	Actions
Make efforts to ensure representation of minoritized groups on committees and groups and in leadership positions.	TDL actively recruits members from minoritized communities to present, lead, and participate in member groups and committees.
Include non-TDL members on groups as appropriate in order to increase diverse representation	Most TDL member groups are now open to non-TDL members, while reserving leadership positions on those groups as exclusive benefits of membership.
Consider diversity of presenters in recruitment of TDL webinars and monthly TDL Forums.	TDL actively recruits members from minoritized communities to present, lead, and participate in webinars and forums.
Promote member collections about Black and Brown life, civil rights and social justice.	TDL annually recognizes the work of members and their collections through the TDL Awards. Since 2018, we have increased our targeted outreach for the Awards to communities and members with collections about Black and Brown life. Additionally, TDL hosted a special call to action in Summer 2020 called "Find Five" that asked members to share up to five items in their collections with special emphasis on collections that represent minoritized communities. Ten of our member institutions participated, available

Year 1	Actions
	here.
Use social media channels to amplify Black and Brown voices from the library and archives community (and from outside it) who advocate for changes that will reduce and eliminate systemic white supremacy.	TDL follows and promotes Black and Brown voices using social media. We actively seek out these groups to follow and invite them to follow us back. In some cases, we have DMed groups and individuals who advocate for the elimination of systemic white supremacy to invite them to attend and present at our conference and/or nominate themselves for a TDL Award.
Focus membership recruitment efforts on diversification of member base.	

Year 2+	Actions
Audit outreach and member engagement efforts to assess inclusion of Black and Brown participants and topical equity. Share results with members and partners.	
Develop and implement a plan to address gaps identified in the audit.	
Identify and share resources for improving metadata equity.	
Create opportunities for easy and anonymous feedback about services and programs.	