

Diversity Evaluation and Vendor Communication: The Effect on a Collection

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ABSTRACT

Recent events and our effort to embody UNT Health Science Center's code of culture have necessitated the evaluation of policies and collections in regards to DEI. In our evaluation of resources, we found few electronic resources provided medical quality images on multiple skin tones. The inclusion of culturally inclusive images, especially those dermatologic in nature, is imperative for the future education of doctors who will treat patients of diverse backgrounds. Recognizing bias and a lack of relevant materials in our collection, HSC drafted documentation which we shared with our vendors explaining our decision to immediately use DEI as a purchasing impact factor.

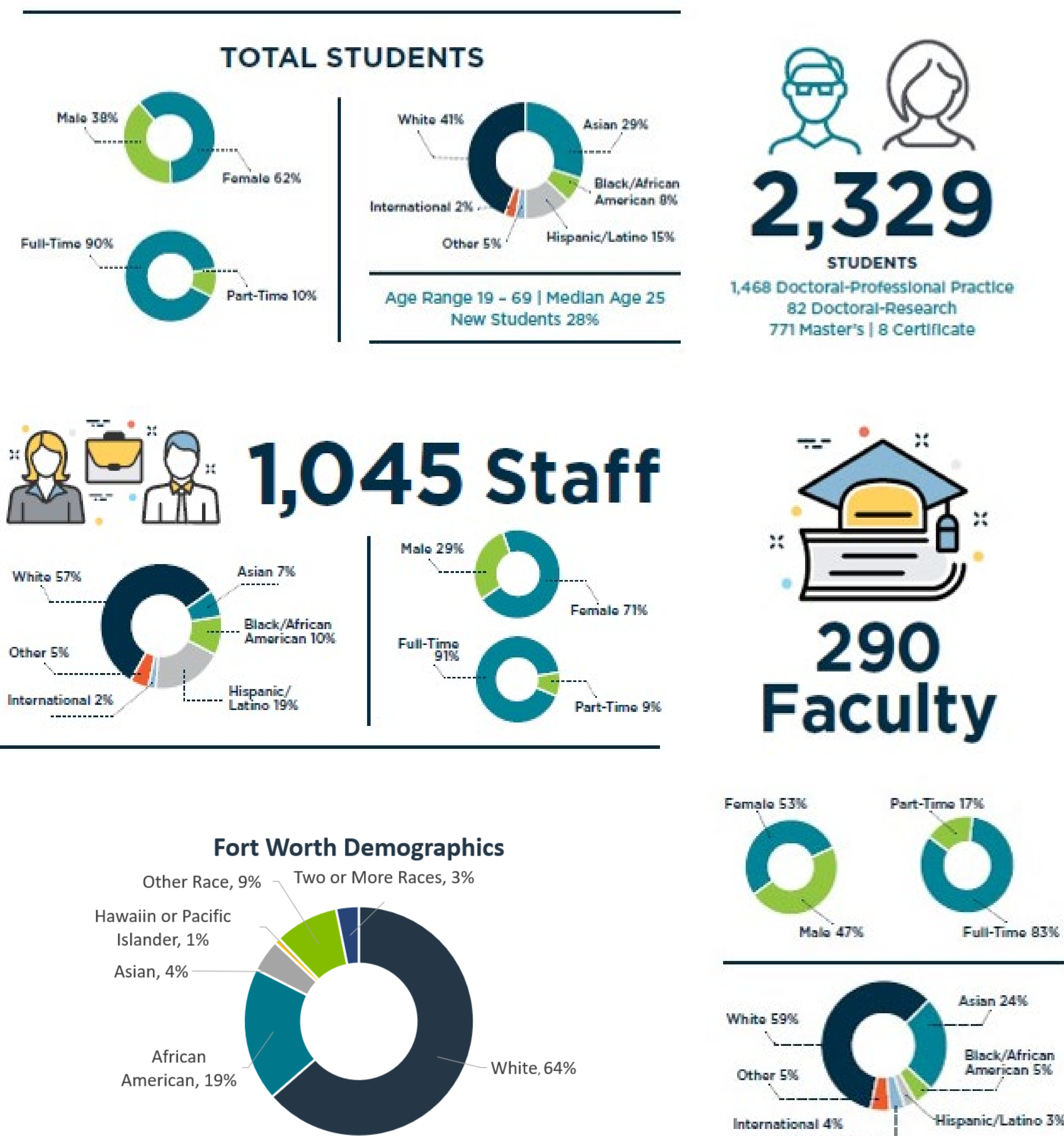
PROBLEM

- HSC's collection was lacking in diversity, especially in medical images
- Collection Development policy did not reflect diversity as a purchasing factor
- Lack of communication regarding DEI needs across the collection

OBJECTIVES

- Gather data on HSC population demographic
- Move the collection towards a more diverse level that reflects HSC population demographic
- Adjust collection development (CD) policy to reflect diversity as a criteria for purchasing and renewal of materials
- Communicate expectations to vendors via official letter via email
- Evaluate effect on the collection

HSC POPULATION DEMOGRAPHIC



SOLUTION

- Change CD policy to include DEI as selection factor
- Draft letter to vendors stating HSC's DEI policy & expectations
- Email letters to all current vendors
- Expand dialog with vendors based on response to letter
- Include DEI letter in all future negotiations with potential and current vendors

VENDOR RESPONSE

- Received email responses from 11 vendors with information about their diversity initiatives
- Wiley rep. shared our letter with other universities leading to meeting with UVA about our efforts
- Received the following message from a potential vendor: "I had a call recently from a university specifically interested in our work because their students see a homogenous patient population. So, I wanted to thank you for your request re: diversity, equity, and inclusion. I was quickly set up with my statement on the issues and could articulate clearly how this applies to my site. I appreciate you valuing this and putting that first and forward. It was very helpful, and I include my statement routinely now in my outreach. Thank you."

EFFECT ON THE COLLECTION

- Saw an increase in communication from vendors which highlighted DEI titles or collections
- Added \$5500 in DEI e-book titles by working with vendor to receive product in place of our annual access fee
- Added a new database at a null cost to library by renegotiating our subscriptions based on DEI criteria
- Receive notifications from vendors when DEI items are added to our subscriptions



LINK TO DEI LETTER