Collection & Vendor Relationships: Diversity Evaluation & Communication

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DRIVING FORCES BEHIND THE PROJECT

Serve Others First
• Focus on Campus Values
• Glaring lack of diversity in medical literature
• Provost Taylor’s One University Letter
• A Shift in campus culture
• National Events

Respect
• Integrity
• Collaboration
• Be Visionary

DISCUSSION POINTS:

MOVING FORWARD
• Effect on the collection
• VENDOR COMMUNICATION
• OUR ROBBOCKS & SOLUTIONS
• PROJECT OBJECTIVES
• OUR IDENTIFIED NEAR TERM ACTIONS

3/25/2022
## OUR IDENTIFIED NEAR TERM ACTIONS

### ASSISTANCE
- Encourage you to access the available resources

### DIALOGUE
- What we can do better and/or different moving forward

### AWARENESS
- Identify additional opportunities

### DEI
- Lack of diversity throughout the collection
- Medical images were particularly problematic
- Medical literature is traditionally homogenous

### DOCUMENTATION
- DEI was not a documented purchasing factor
- DEI was not discussed with faculty when purchasing requests were made

### COMMUNICATION
- Internal communication with faculty and updates to our policies and forms.
- Vendors were unaware of our needs surrounding DEI

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## PROJECT OBJECTIVES

<table>
<thead>
<tr>
<th>Objective</th>
<th>Description</th>
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<tbody>
<tr>
<td>Determine our community to establish diversity standards</td>
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<tr>
<td>Evaluate our collection for areas lacking diversity</td>
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<tr>
<td>Establish best practices for HSC and vendor communication</td>
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ABOUT HSC

1,045 Staff

2,329 Students

781 Degrees Awarded

290 Faculty

TOTAL STUDENTS

Fort Worth Demographics

Texas Center for Health Disparities
- Racial and ethnic minorities
- Diabetes
- Cardiovascular diseases
- Cancer
- Stroke
- HIV
- Women in underserved and low-income communities in North Texas
- Obesity
- Cancer

Center for Healthy Aging
Institute for Translational Research

Other areas:
Rural Communities
Transgender health
EVALUATION OF THE COLLECTION

VISUAL DATABASES
- Spot checked image based databases for representation of multiple skin tones

INDIVIDUAL SUBSCRIPTION TITLES

DATABASES
- Title list evaluations

BOOK CONTENT
- Created list of search terms
- Searched the catalog/discovery layer

VENDORS
- Made a comprehensive list of current vendors

OUR ROADBLOCKS

DEI as a definition

Lack of relevant metadata

Small staff & short timeline

Volume of the collection

Lack of Communication

- Different groups on campus have different definitions
- Library definition had to vary based on collection goals, defined community, & research needs
  - Records were often incomplete or lacked relevant terms
- Evaluations were completed by me and a single technician
  - Over 25000 journal titles
  - 500,000 active links
  - Large packages - many of which were shared
- Vendors were unaware of our needs in this area
OUR SOLUTIONS

Focus on what we could control.

Start from where we were!

Make changes going forward

Communicate!

- Individual subscriptions
- Who we do business with
- New purchases
  - We did not remove items
  - We did not attempt to cancel existing contracts

- Set BEST PRACTICES
  - Change our review process
  - Update policies
  - Actively seek new resources which fit our goals
  - Create communication forms and standards

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January 23, 2023

[Signature]

Dear [Recipient],

In our continuing efforts to live our values, while upholding our code of ethics, and influencing change, the [Library] has immediately implemented the following initiatives:

As an institution of higher learning, it is our duty to provide an excellent educational experience for all students. To this end, we have taken several steps to ensure that the library environment is inclusive and welcoming to all. This includes providing access to resources that reflect a diverse array of perspectives.

It is our expectation that vendors with whom we work will also embrace diversity and ensure that their products and services are accessible to all. In light of these efforts, we have made changes to our review process, policies, and purchasing procedures to better align with our values.

We believe that inclusivity and diversity are essential to the success of our institution. We are committed to fostering an environment that is welcoming and supportive of all students, staff, and faculty.

[Signature]

Elizabeth Jones
Head of Acquisitions & Acquisitions Librarian

THE UNIVERSITY OF NORTH TEXAS HEALTH
SCIENCE CENTER/ROYAL WORTH

INITIAL VENDOR RESPONSE

"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."

VENDOR RESPONSE: CHANGES TO VENDOR COMMUNICATION

- Emails became more relevant
- Contract negotiations were more focused on known needs
- Regularly scheduled meeting
- Vendors were better able to tailor emails because we were clear with what we wanted and they did not have to guess
- Vendors were able to use DEI as a selling point and packages were altered based on our needs to include more diversity. Often at no additional charge.
- Quarterly meetings and a DEI introductory meeting for all new vendors or for new reps
EFFECT ON THE COLLECTION

• Added an initial $5500 (FY 21) and $7200 (FY 22) in DEI e-book titles by negotiating product in place of annual access fees
• Added 3 new image heavy databases (one in FY21 and 2 in FY 22) at null costs to the library by renegotiating package costs
• Purchased an additional $7500 in DEI based e-books (FY 21) based on vendor recommendation lists
• Added an additional individual journal subscription ($850)
• Leverage ILL over automatic purchases of items which do not fit our guidelines

NEXT STEPS

• Send letters to vendors who did not receive one this year
• Add DEI evaluation to all contracted resources up for renewal
• Require vendors to provide a DEI response as part of the renewal process for us to include in their contract file
• Continue to evaluate our collection for gaps in research materials
• Look toward adding accessibility as a purchasing factor
THANK YOU

Contact me with any follow-up questions

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All HSC data and images provided by The University of North Texas Health Science Center at Fort Worth.

All Fort Worth Data provided by the US Census and compiled by PolicyMap

Provost Taylor's One University letter can be located here:
https://www.unthsc.edu/provost/together-we-stand-as-one-university/