

# Collection & Vendor Relationships: Diversity Evaluation & Communication

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<p>DISCUSSION POINTS:</p>	<p>DRIVING FORCES BEHIND THE PROJECT</p>
	<p>OUR IDENTIFIED NEAR TERM ACTIONS</p>
	<p>PROJECT OBJECTIVES</p>
	<p>OUR ROADBLOCKS &amp; SOLUTIONS</p>
	<p>VENDOR COMMUNICATION</p>
	<p>EFFECT ON THE COLLECTION</p>
	<p>MOVING FORWARD</p>

<p>DRIVING FORCES BEHIND THE PROJECT</p>	<div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <ul style="list-style-type: none"> <li>•Serve Others First</li> <li>•Integrity</li> <li>•Respect</li> <li>•Collaboration</li> <li>•Be Visionary</li> </ul> </div> <p>Focus on Campus Values</p>	<p>National Events</p> <p>A shift in campus culture</p> <p>Provost Taylor's One University Letter</p> <p>Glaring lack of diversity in medical literature</p>
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## OUR IDENTIFIED NEAR TERM ACTIONS

<b><i>ASSISTANCE</i></b>	<b><i>DIALOGUE</i></b>	<b><i>AWARENESS</i></b>
<ul style="list-style-type: none"> <li>• encourage you to access the available resources</li> </ul>	<ul style="list-style-type: none"> <li>• what we can do better and/or different moving forward</li> </ul>	<ul style="list-style-type: none"> <li>• identify additional opportunities</li> </ul>
<b><i>DEI</i></b>	<b><i>DOCUMENTATION</i></b>	<b><i>COMMUNICATION</i></b>
<ul style="list-style-type: none"> <li>• Lack of diversity throughout the collection</li> <li>• Medical images were particularly problematic</li> <li>• Medical literature is traditionally homogenous</li> </ul>	<ul style="list-style-type: none"> <li>• DEI was not a documented purchasing factor</li> <li>• DEI was not discussed with faculty when purchasing requests were made</li> </ul>	<ul style="list-style-type: none"> <li>• Internal communication with faculty and updates to our policies and forms.</li> <li>• Vendors were unaware of our needs surrounding DEI</li> </ul>

## PROJECT OBJECTIVES



DETERMINE OUR COMMUNITY TO ESTABLISH DIVERSITY STANDARDS



EVALUATE OUR COLLECTION FOR AREAS LACKING DIVERSITY



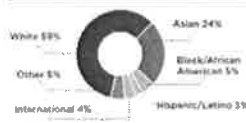
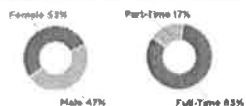
ESTABLISH BEST PRACTICES FOR HSC AND VENDOR COMMUNICATION

DETERMINING OUR COMMUNITY

# ABOUT HSC



**1,045 Staff**



**290 Faculty**

An additional 20 staff members, also full faculty status, however they are included in the staff count instead of the faculty count because their primary role are not instruction.



**2,329 STUDENTS**

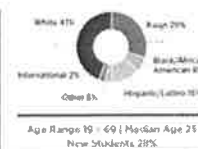
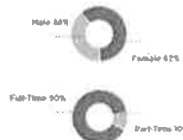
1,468 Doctoral-Professional Practice  
82 Doctoral Research  
779 Master's ( & Certificate)



**781 DEGREES AWARDED**

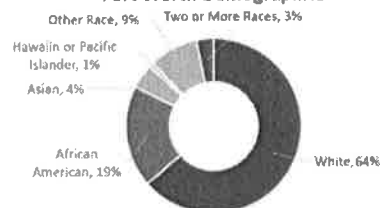
346 Doctoral-Professional Practice  
19 Doctoral Research  
379 Master's ( & Certificate)

## TOTAL STUDENTS



Age Range: 19 - 69 | Median Age: 25  
New Students: 28%

## Fort Worth Demographics



# AREAS OF RESEARCH WHICH AFFECT OUR COMMUNITY

## 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

<p><b><i>VISUAL DATABASES</i></b></p> <ul style="list-style-type: none"> <li>• Spot checked image based databases for representation of multiple skin tones</li> </ul>	<p><b><i>INDIVIDUAL SUBSCRIPTION TITLES</i></b></p>	<p><b><i>DATABASES</i></b></p> <ul style="list-style-type: none"> <li>• Title list evaluations</li> </ul>
<p><b><i>BOOK CONTENT</i></b></p> <ul style="list-style-type: none"> <li>• Created list of search terms</li> <li>• Searched the catalog/discovery layer</li> </ul>		<p><b><i>VENDORS</i></b></p> <ul style="list-style-type: none"> <li>• Made a comprehensive list of current vendors</li> </ul>

## OUR ROADBLOCKS

<p>DEI as a definition</p> <p>Lack of relevant metadata</p> <p>Small staff &amp; short timeline</p> <p>Volume of the collection</p> <p>Lack of Communication</p>	<ul style="list-style-type: none"> <li>• Different groups on campus has different definitions</li> <li>• Library definition had to vary based on collection goals, defined community, &amp; research needs             <ul style="list-style-type: none"> <li>• Records were often incomplete or lacked relevant terms</li> </ul> </li> <li>• Evaluations were completed by me and a single technician             <ul style="list-style-type: none"> <li>• Over 25000 journal titles</li> <li>• 500,000 active links</li> <li>• Large packages- many of which were shared</li> </ul> </li> <li>• Vendors were unaware of our needs in this area</li> </ul>
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## 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

VENDOR COMMUNICATION



Gibson D. Lewis Library

January 25, 2021

{Company}  
{Company Address}

Dear,

In our continuing efforts to live our values, abide by our code of culture, and influence change, Gibson D. Lewis Library has immediately implemented the additional criteria of equity, diversity, and inclusion, for evaluation of future and current purchases of academic and clinical resources.

As an institution of higher learning, it is our duty and privilege to educate future medical professionals. As stewards of this responsibility, it falls upon us to provide our students, staff, faculty, and administration with the most culturally diverse materials available. It is our expectation that vendors with which we enter into business will embrace the need for change and will make conscious efforts to broaden their level of diversity by including a broader spectrum of materials which clearly demonstrate the importance of including people of all races, gender identities, socioeconomic backgrounds, and cultures.

Gibson D. Lewis Library looks forward to opening a positive and beneficial dialog with all of our current and future business partners about this important topic and how we can work together to be a catalyst for change.

Sincerely,

Elizabeth Spier  
Electronic Resources & Acquisitions Librarian

THE UNIVERSITY OF NORTH TEXAS HEALTH  
SCIENCE CENTER AT FORT WORTH  
1615 MAPLE STREET FORT WORTH, TEXAS 76107-1000



## INITIAL VENDOR REPOSE

“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.”

Received email responses from 11 of 21 vendors with information about their diversity initiatives

Wiley rep. shared our letter with other universities leading to meeting with UVA about our efforts

## 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 (FY22) 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*

*Phone Number*

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*Email Address*

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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/>