

Las Vegas-Clark County Library District

D.E.I.A. Action Plan

By:
The D.E.I.A. Committee

INTRODUCTION:

We are experiencing transformative times that demand agile thinking and a higher level of collaboration. It is imperative that a shift occurs from an awareness of the reality of systemic inequality, to an understanding of what lies at the heart of these inequalities.

As Executive Director and Chief Diversity Officer, I commit to continually championing Diversity, Equity, Inclusion and Accessibility (D.E.I.A.) efforts throughout our organization.

Our plan expands beyond an initiative, but transformation that involves actively revisiting any practices that may perpetuate inequality. It takes every one of us to effectively foster and maintain a collective culture where each team member is valued.

When we adhere to the D.E.I.A Plan while listening and learning from each other, our persistent efforts will serve as a catalyst for ongoing positive change.

Kelvin Watson
Executive Director
Las Vegas-Clark County Library District

PURPOSE:

To ensure our Las Vegas-Clark County Library District (LVCCLD) fosters a culture that allows team members and customers to be their authentic selves, receive equal opportunities and are made to feel welcomed.

HISTORY:

On October 14, 1999, the LVCCLD Board of Trustees voted to create a Diversity Competitive Workplace Committee. The original committee, composed of four Trustees, the Executive Director, HR Director, and four team members, met to examine the issues of recruitment and retention of diverse staff in the library profession at large, and in the Library District specifically. They created the LVCCLD Diversity Action Plan in 2001, which highlighted four initiatives for the district and their committee: 1) Advocacy 2) Recruitment 3) Retention and 4) Implementation and Data Reporting.

In January of 2019, 11 LVCCLD team members were chosen to serve on a new DIAP (Diversity Inclusion Action Plan) Committee, to create and implement a new diversity and inclusion plan. Due to the global

pandemic in early 2020, DIAP initiatives were paused and the new work environment offered an opportunity for the committee to further modify its goals and objectives. The new D.E.I.A. (Diversity, Equity, Inclusion, and Accessibility) Committee refined the mission statement, principles, goals, objectives, and strategies, all of which can be found in this updated action plan. A fifth initiative was added by the DEIA, Training and professional development.

COMMITMENT TO DIVERSITY:

LVCCLD is committed to a workplace where everyone is respected as individuals and valued for their contributions in accomplishing the LVCCLD's mission. We are committed to reflect the diversity of the communities we serve, as well as fostering an inclusive, supportive, open, challenging and innovative work environment to enable employees to be their authentic selves.

ROLE OF THE D.E.I.A. COMMITTEE:

- Promote Diversity, Equity, Inclusion and Accessibility awareness.
- Identify diversity barriers, opportunities, and impact on productivity, customer service, training, recruitment, retention, and District policies.
- Make DEIA recommendations to senior leadership and Board of Trustees members.
- Create content and custom D.E.I.A. communications to deliver District-Wide.
- Act as DEIA organizational champions to promote LVCCLD as Public Employer of Choice.

GUIDING PRINCIPLES:

- Diversity: Recognize, value, and embrace individual and collective differences of our team members and communities.
- Equity: Understand the needs and natural differences of each individual and remove barriers to enhance positive outcomes.
- Inclusion: Creating environments for everyone to feel welcomed to be their authentic self by bringing traditionally underrepresented individuals and/or groups into processes, activities, and decision making in a way that ensures equal access to opportunities and resources.
- Accessibility: Proactively making District resources and services available to all LVCCLD community members.

ROADMAP to the FUTURE OF D.E.I.A.

The Diversity Action Plan provides a road map to guide the District in achieving D.E.I.A. goals.

STRUCTURE:

The plan includes a general description of each goal, followed by a series of objectives. Each goal is supported by a series of action items that will enable the District to achieve the goal, followed by performance metrics to monitor and report progress. Responsible parties are identified for each goal. Timelines for achieving goals and meeting objectives will be established.

METRICS:

Qualitative metrics measure the presence of processes and actions that are intended to produce desired

outcomes. They serve as leading indicators and predict a future result. For example, having an action plan is a leading indicator of the intent to make progress in diversity and inclusion.

In addition, quantitative metrics reflect actual outcomes and results. They serve as lagging indicators. Lagging describe the end result of actions in the past. For example, the total number Asian American candidates that applied for all open positions last month.

FOUR PILLARS of D.E.I.A.

- 1) Enhance Culture for Equity and Inclusion
- 2) Improve Recruitment and Retention Initiatives
- 3) Cultivate Community Partnerships
- 4) Data Analysis and Reporting