Diversity, Equity, and Inclusion Statements on Academic Library Websites
An analysis of content, communication, and messaging

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Research Question
How do diversity, equity, & inclusion (DEI) statements on academic library websites contribute to the construction of institutional value of DEI initiatives?

Review of Selected Literature
- Professional
  - ACRL's "Diversity Standards"
  - ARL's SPEC Kit 356: Diversity & Inclusion
  - ALA's cultural proficiencies in racial equity task force
- Scholarly
  - Focus on Black, Latinx, Indigenous, & Asian-American people
  - Statements difficult to locate
  - Library & institutional statements often do not align
  - DEI initiatives are one of many competing challenges

Methodology
- Content analysis
- Multimodal theory
- Uborrow consortium members
  - November 2020 & April 2021

Three Communicative Acts
- Organization
  - Composes content in cohesive and coherent ways
- Presentation
  - The (deliberate) end product
- Orientation
  - Establishes relations between communication partners

Future Research
- Examine accessibility statements
- Comparative study of DEI & accessibility statements

Findings: Content Analysis
- All sites contained some DEI content
- 12/13 sites contained an explicit DEI statement
- Prominence of statements varied

Analysis: Communicative Acts
- Organizational
  - Stand-alone, shared, homepage links
  - Navigation & locating statements
  - Static vs. dynamic
- Presentational
  - Deliberate choice of content and location
  - Vague language & diversity conceptualizations
  - Library-centered language
- Orientational
  - Forceful anti-racism & social justice language