

# An **Equity Audit** for DEI Data in an Academic Library

Library Assessment Conference  
November 2, 2022



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# Context

Who we are and how we got here

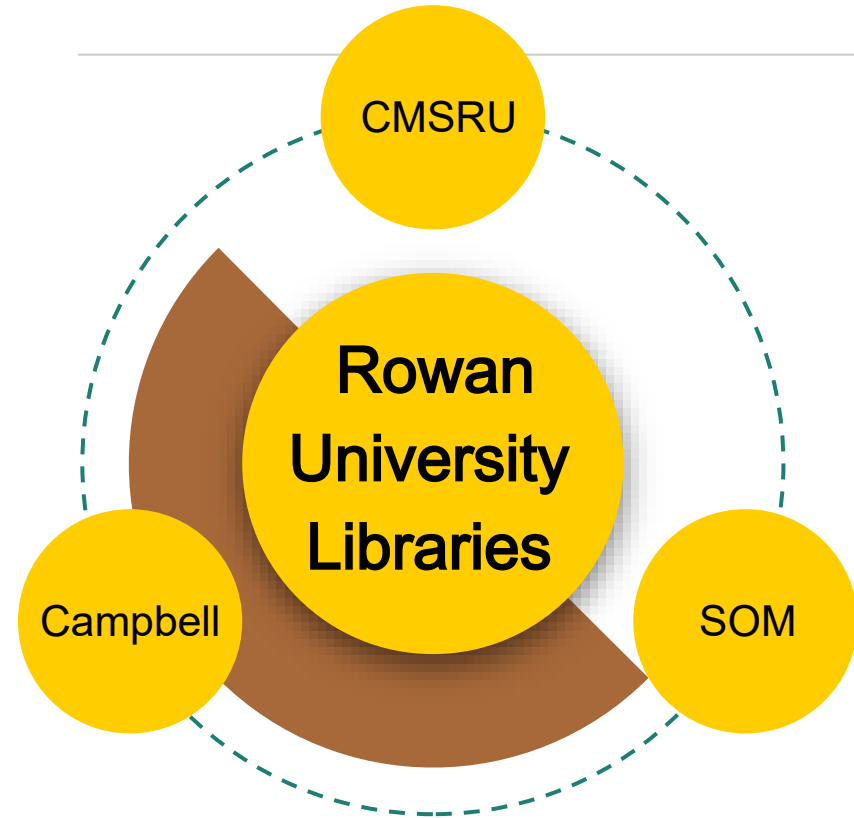
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Context: **Rowan University**

R2 research university in southern New Jersey, ~20,000 students

- ◎ Main campus: Campbell Library
- ◎ Cooper Medical School of Rowan University (CMSRU)
- ◎ School of Osteopathic Medicine





Context: **RUL DEI Committee**

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All-libraries DEI Committee formed late 2019

Self-assessment revealed a need for user feedback on needs and experiences

Equity audit as data gathering approach

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# The Equity Audit

About our choice of approach

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# What is an equity audit?

Most common in K- 12 education

Study to identify barriers and discrimination in practices



## Equity audit literature

- Green, T. L. (2017). Communitybased equity audits: A practical approach for educational leaders to support equitable community school improvements. *Educational Administration Quarterly*, 53(1), 3–39.
- Khalifa, M. A., Gooden, M. A., & Davis, J. E. (2016). Culturally responsive school leadership: A synthesis of the literature. *Review of Educational Research*, 86(4), 1272–1311.
- Skrla, L. E., McKenzie, K. B., & Scheurich, J. J. (Eds.). (2009). *Using equity audits to create equitable and excellent schools* Corwin Press.
- Skrla, L., Scheurich, J. J., Garcia, J., & Nolly, G. (2004). Equity audits: A practical leadership tool for developing equitable and excellent schools. *Educational Administration Quarterly*, 40(1), 133–161.



## Why an equity audit?

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Framework adaptable to our specific needs

Community-based equity audit (Green, 2017):  
focused on eliciting genuine concerns & needs

Review and act on results communally



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# Implementation

How we gathered data

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## Implementation considerations

Mixed-methods approach:

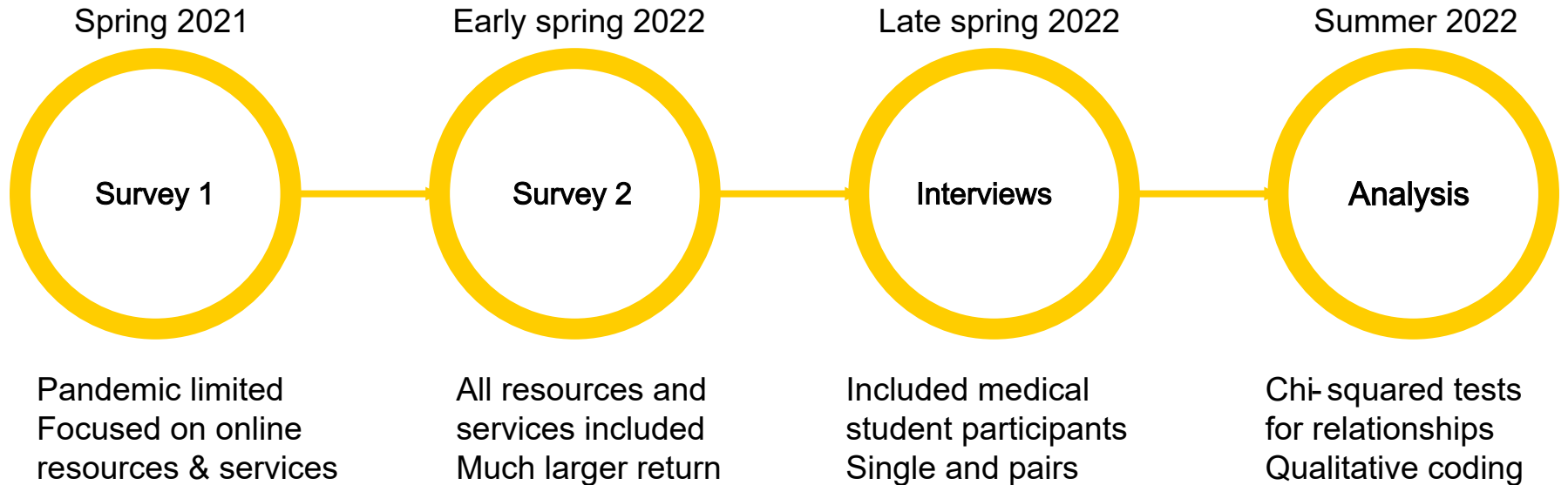
- Mostly quantitative survey
- Smaller set of focus groups / interviews

Survey design:

- General service and experience questions
- Cross-analyze with demographics



## Implementation stages



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# Findings & Onward

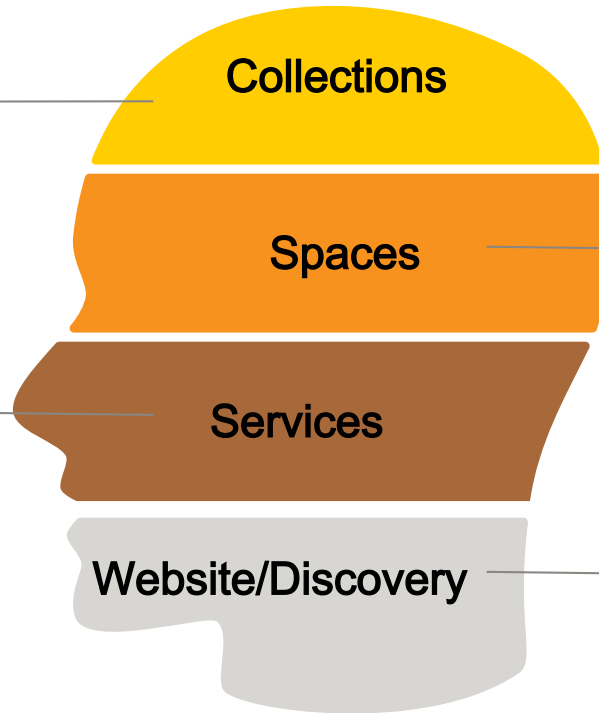
What we learned and what's next



## Findings : Patterns by identity

Gaps in relevant resources and representation

Positive impressions of staff, but varying comfort and satisfaction levels



Collections

Spaces

Services

Website/Discovery

Physical access, navigation, and comfort issues

Difficulties using, searching, and accessing resources



## **Acting** on findings

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Direct basis for next DEI strategic goals

Communicating out & brainstorming with all staff

Underpinning general strategic planning process

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# Recommendations

For other practitioners using similar methods



## Overall takeaways

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A useful approach with strategically vital results

Administrative support is extremely valuable

With follow - through, the audit *is* an intervention





## Specific **lessons learned**

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Use direct outreach and coordinate with others

Keep questioning simple to maximize return

Possible issues: Length, wording, and repetition



# Thanks!

*Any questions ?*

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– with questions for me or the whole committee!