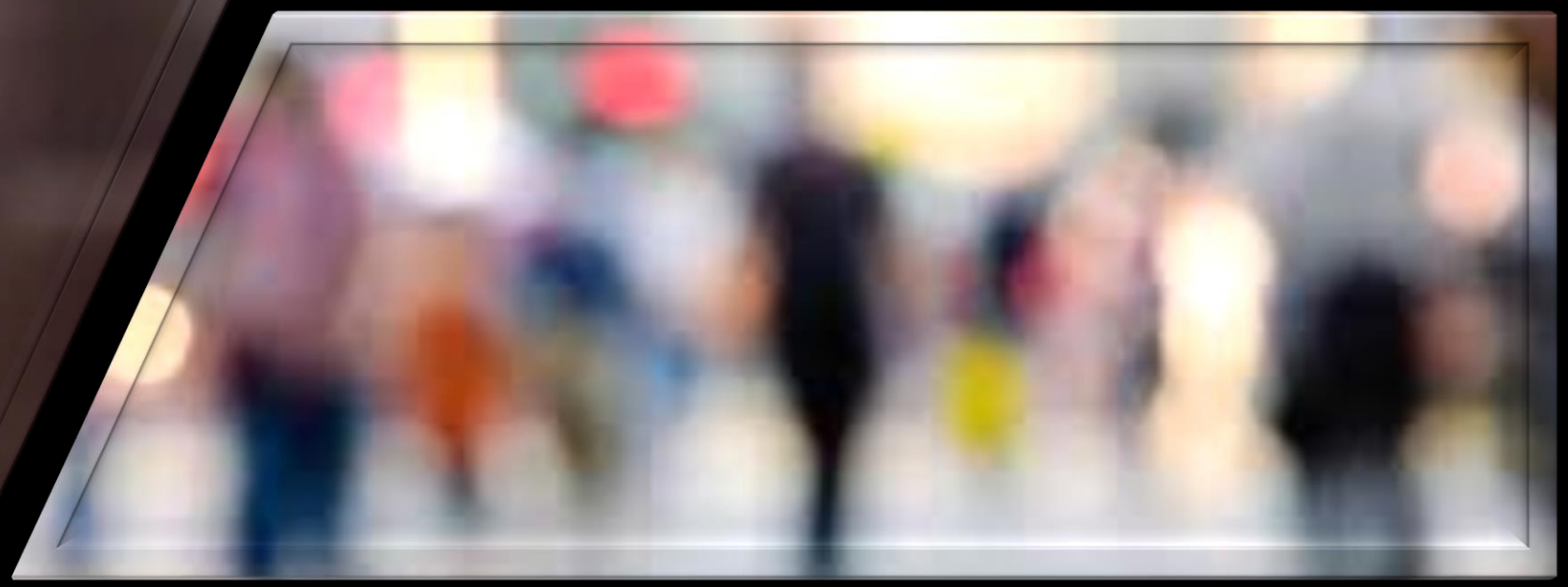




Inclusion in Action

By **Nikki Andersen** (@AndersenNikki)





A study found that 85% of students in academic libraries described their initial response to the library in terms of fear or anxiety.

And that clients often feel inferior, scared, lost, helpless and out-of-place in libraries.

(Nunes, 2016; Mellon, 1986; Morton, 2016)

Accessibility in action

Lower our desks & shelves

Use closed captions on videos

Provide sensory safe spaces & programs

Add images descriptions (Alt image)

Have braille signage

Use camel hashtags on social media

Provide height adjustable furniture

Think about your use of colour contrast

Avoid the use of library lingo and jargon when communicating

Structure your documents logically (use headings)

Create multiple means of representation, engagement and expression when creating programs, services and content (Universal Design Principles)

Prioritise information about accessibility for all your events and make your accessibility information about your place of work is included on your website

Employ Auslan interpreters at events

Apply optical character recognition to PDFs

Provide gender neutral bathrooms

Use accessibility checkers

Provide online participation options for events

Use open textbooks and open resources

Access \neq inclusion

Openness in action

“Adopt or adapt an open text. The Open Textbook Library is a great place to start looking for open texts.”



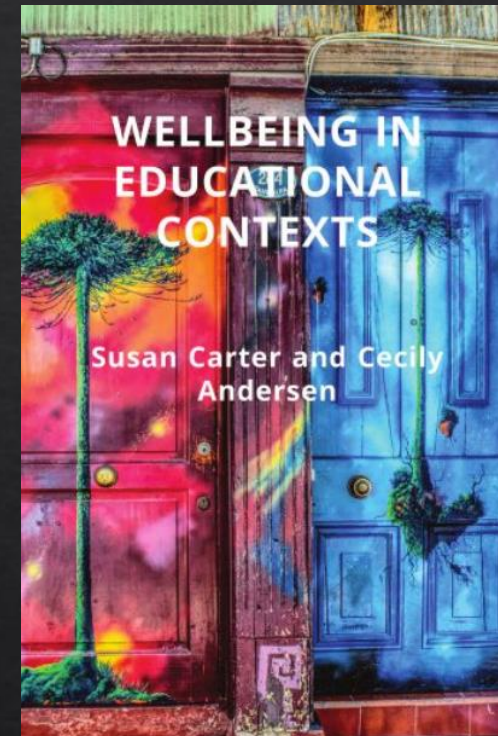
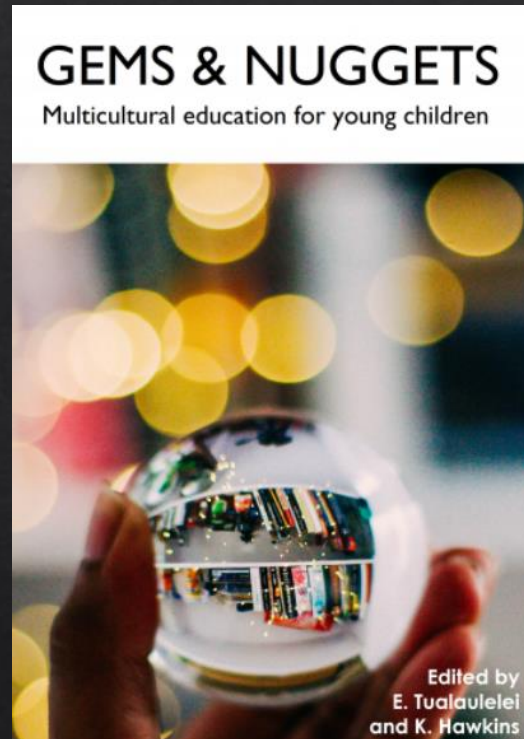
“Advocate for open educational practice at your institution.”



“Encourage the use of open assessment where students are truly included and valued as co-creators.”



USQ's open textbooks



Diversity in action

Provide diverse artwork and diverse displays, and not just for particular days of the year	Be aware of holidays and times of celebration in different cultures
Diversify the collection through audits	Put all kinds of faces on marketing material
Shine a light on different ways of knowing (e.g. Indigenous research methodologies)	Have diverse programs that cater for different needs, interests and abilities
Provide content in different languages	Diversify LIS workforce
Support academics in diversifying reading list	Provide diverse catering at events

People should be able to see a part of themselves reflected in their environment



Inclusion starts with each one of us

We need to be aware of self
before we can be aware of
others

Inclusion is a learning journey

We need to remember that
being kind, relational and
compassionate can really go
along way



References

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Image references

Slide 2: Image (left): Australian Human Right Commission, [Darkness](#) Image (middle): Morvian College, [Vision-Impaired](#)
Image (right): Invisible Artists, [Visually-impaired](#)

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