

# **Equity, Diversity, Inclusion and Decolonization (EDID) Initiatives in the Collection Management Practices of Canadian University Libraries: Performative or Action-based Commitments?**

**Sodiq Onaolapo, PhD.**

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# Presentation Outline

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**Land Acknowledgement**

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**Background**

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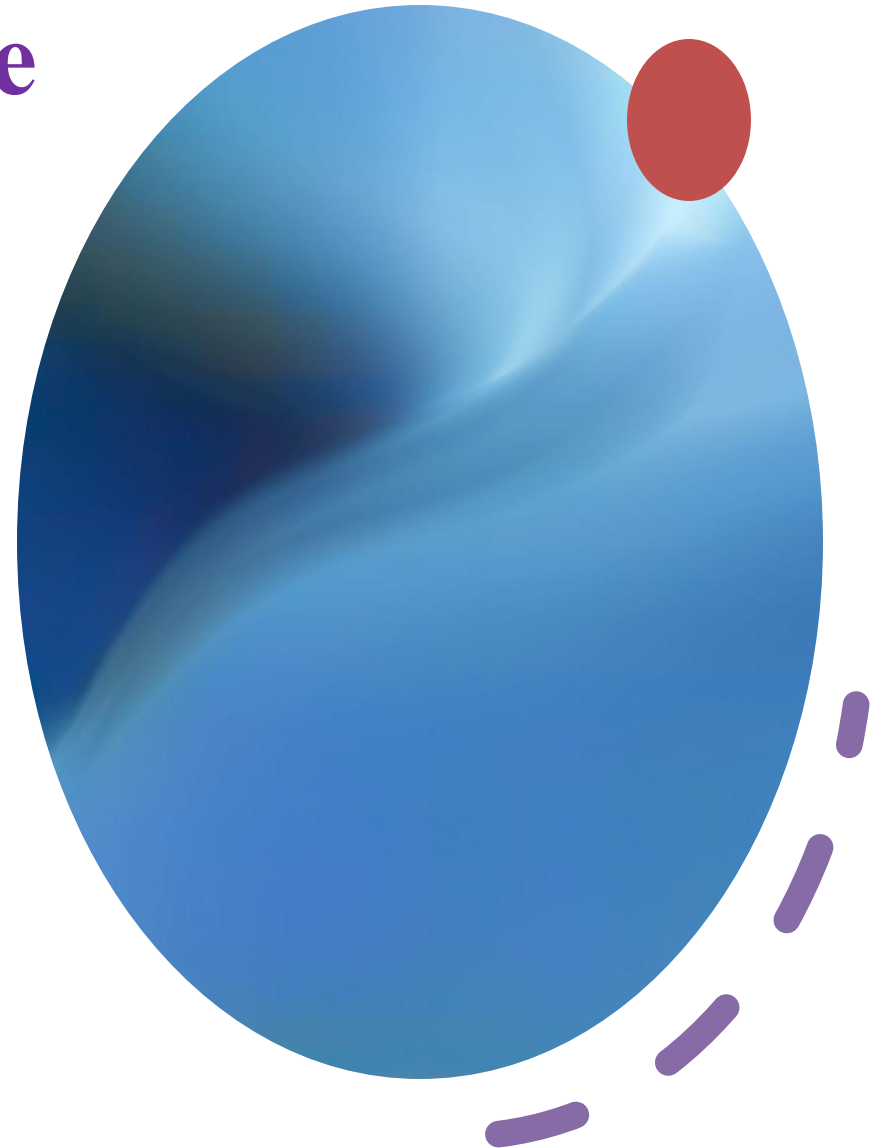
**Study Findings**

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**Conclusion**

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**Recommendations**



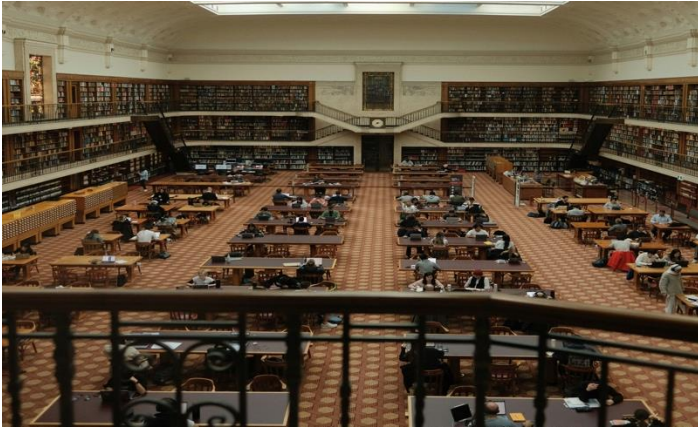
# Land Acknowledgement

## MORE THAN WORDS

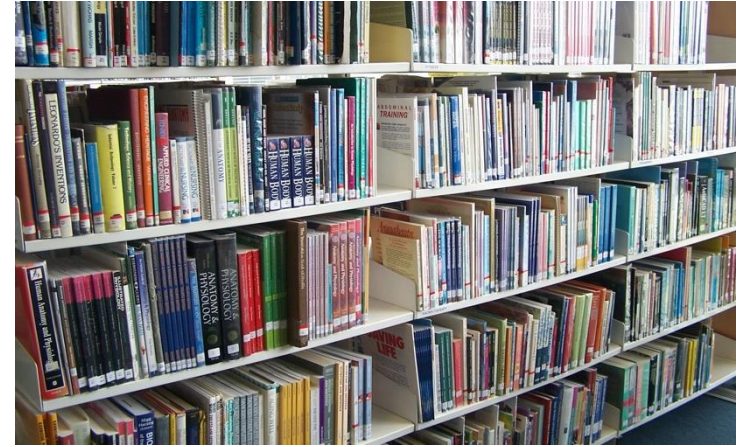


I acknowledge the Anishinaabek, Haudenosaunee, Lūnaapéewak and Chonnonton Nations, whose traditional territories are where this thesis was produced. With this research, I have been intentional in my efforts to advance decolonial and anti-racist methodologies, practices, and outcomes, and in these ways to contribute to and promote a more just Canadian society for equity-deserving groups.

# Background



Canadian university libraries



University libraries' collections



Policy documents

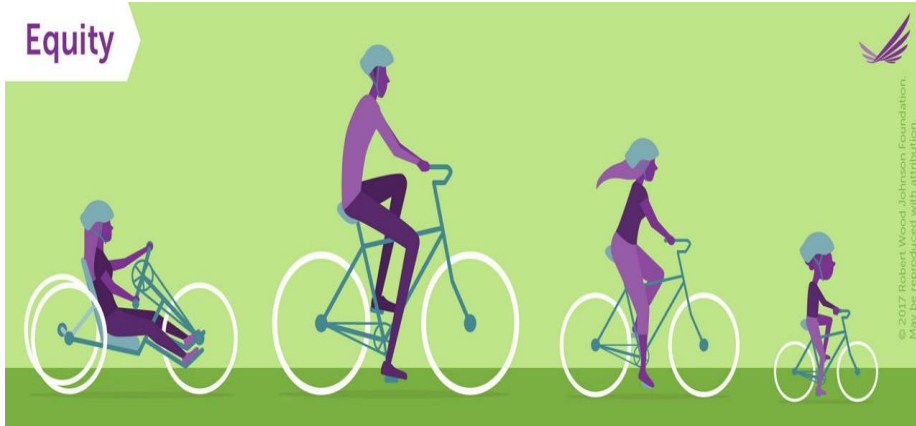


Collection management



# Background (EDID)

## Equity



Absence of systematic disparities between groups (Braveman & Gruskin, 2003).



**Inclusion** - how diversity is leveraged to create a fair, equitable, healthy community (O'Mara & Richter, 2017).



**Diversity** - noticeable differences among members of society.



**Decolonization** - intelligent, calculated, and active resistance to the forces of colonialism (Smith, 2010).

# Research Problem

- Librarians are more homogenous than library users, leading to an inadequate representation of equity-deserving groups (Jennings & Kinzer, 2022; Kandiuk, 2014; Li et al., 2022).
- Dearth of resources representing Black, Indigenous and 2SLGBTQI+A communities (Doyle, 2013; Stewart & Kendrick, 2019; Warner, 2005).
- Inadequate representation of equity-deserving groups could prevent users from optimally using the resources and services of Canadian university libraries.
- Are EDID initiatives of university libraries impactful or performative?

# Research Questions

1. What are the EDID initiatives of Canadian university libraries, and what roles do they play in the decolonization efforts of these libraries?
2. Which document(s) informed the development of collection policies and collection strategies of Canadian university libraries?
3. Are EDID initiatives embedded in the collection policies and collection strategies of Canadian university libraries?
4. How do the collection policies and collection strategies of Canadian university libraries sustain and/or constrain the inclusion of equity-deserving groups in the collections of these libraries?
5. How do librarians and library workers perceive the EDID initiatives of Canadian university libraries?
6. What are the challenges to the EDID initiatives of Canadian university libraries?
7. What are the strategies for improving EDID in the collections of Canadian university libraries?

# Methodology

- ❑ Qualitative research
- ❑ Study population
  - Collection librarians
  - Staff members in library EDID committees
- ❑ Sampling techniques
  - Purposive sampling
  - Self-selected sampling
- ❑ Data collection instruments
  - Policy analysis of 44 documents
  - 18 Semi-structured interviews
- ❑ Data analysis
  - Content analysis (Krippendorff, 2004; Saldana, 2013)

# Study Findings: Interview Analysis

## RQ 1: EDID initiatives of academic libraries

Collection-based initiatives

1

Accessibility initiatives

3

Collaboration and Partnerships

5

Hiring practices

7

2

Respectful terminologies & languages

4

Funding & budgetary provision for EDID resources

6

Events & programming for equity-deserving groups

8

Capacity development programs

*“One of the complaints that we received and one of the ways that we were failing our Dermatology department was that many of the materials we collected were only reflective of lighter skin shades. And so, if you’re training dermatologists like this, it is one of the ways that you’re creating systemic problems. So, we did a large-scale review of our dermatology collection and added some resources” - Camela*

# Study Findings: Interview Analysis

## RQ 1: EDID initiatives roles in decolonization

*"We've seen great progress, but I can't say we necessarily catch everything because this is a widened scope. But I think we've been doing a good job of catching the most obvious terminologies and updating them to match what they should be" - Calvin*

**Update  
harmful &  
outdated  
terminologies**



**EDID  
initiatives roles  
in  
decolonization**

**Increased  
representation  
of Indigenous  
voices**



**Structural  
improvements  
in the  
collections**



**Growth of  
EDID  
resources**



**Increased  
usage of  
EDID  
resources**

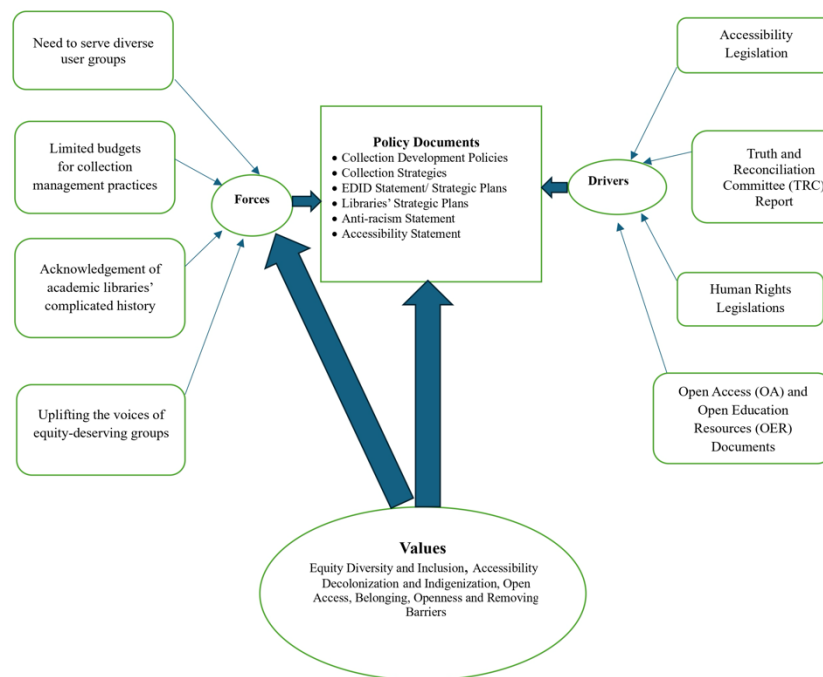


# Study Findings: Policy Analysis

## RQ 2: Documents informing collection policies & strategies

### □ Drivers of policy documents

- Accessibility legislation
- Truth & Reconciliation Report (TRC)
- Human rights legislation
- OA/OER documents



# Study Findings: Interview Analysis

## RQ 4: Roles of policy documents in sustaining inclusion

### ❑ Policy documents as documentation tools

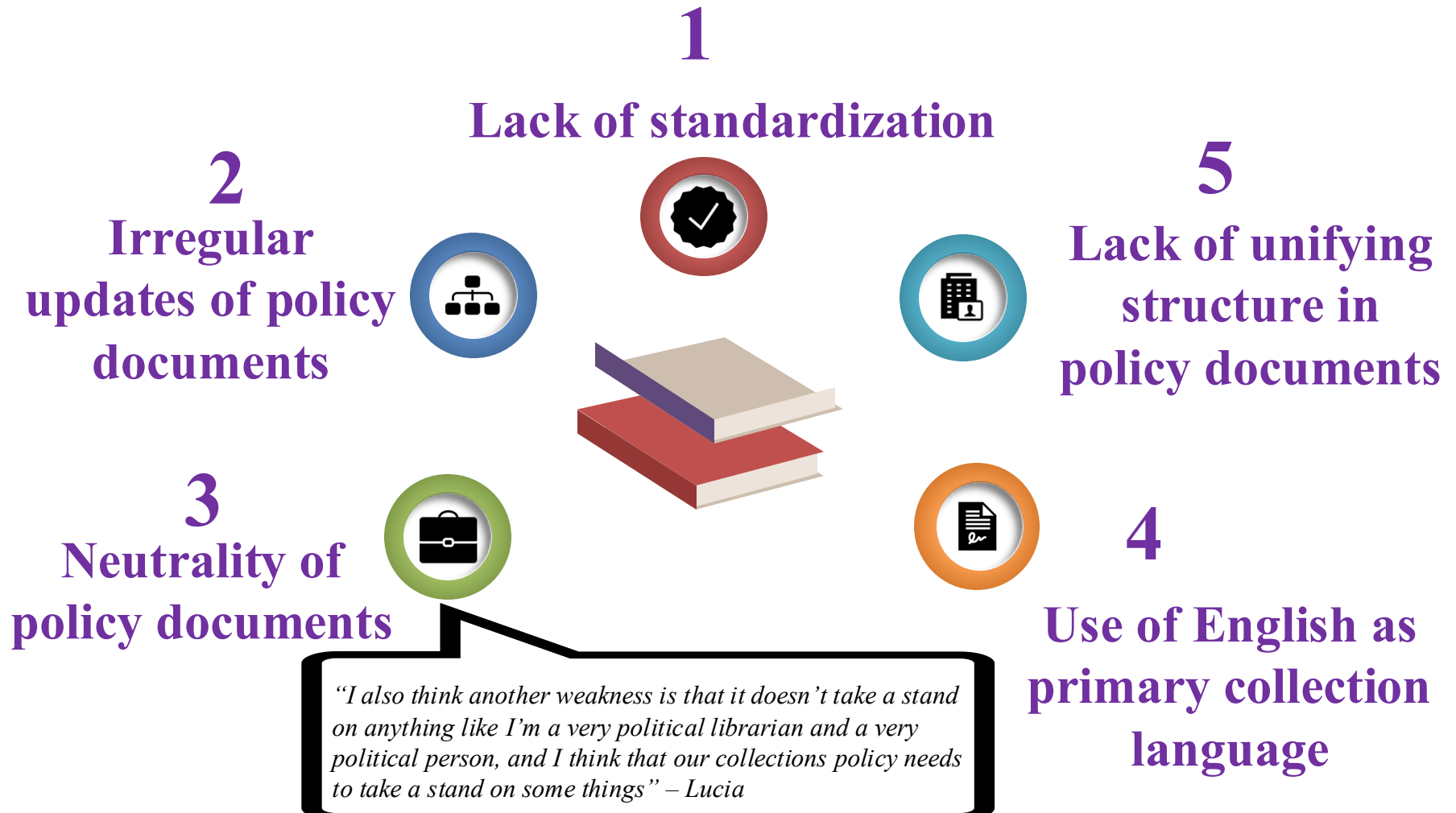
*“It’s definitely there for some protection because there have been moments, especially in the past when we’ve been told to buy something, or we’ve had faculty be like, you need to take this out of the collection, and we have to. So, this gives us a little bit more autonomy” – A. Blythe*

### ❑ Policy documents’ roles in ensuring librarians’ agency

### ❑ Policy documents as training tools

# Study Findings: Policy Analysis

## RQ 4: Roles of policy documents in constraining inclusion



# Study Findings: Interview Analysis

## RQ 6: Challenges of EDID initiatives

Accessibility challenges



Limited staff diversity

Bibliographic  
description challenges



Difficulty acquiring  
resources

Funding and  
budgetary constraints



Inadequate  
organizational support

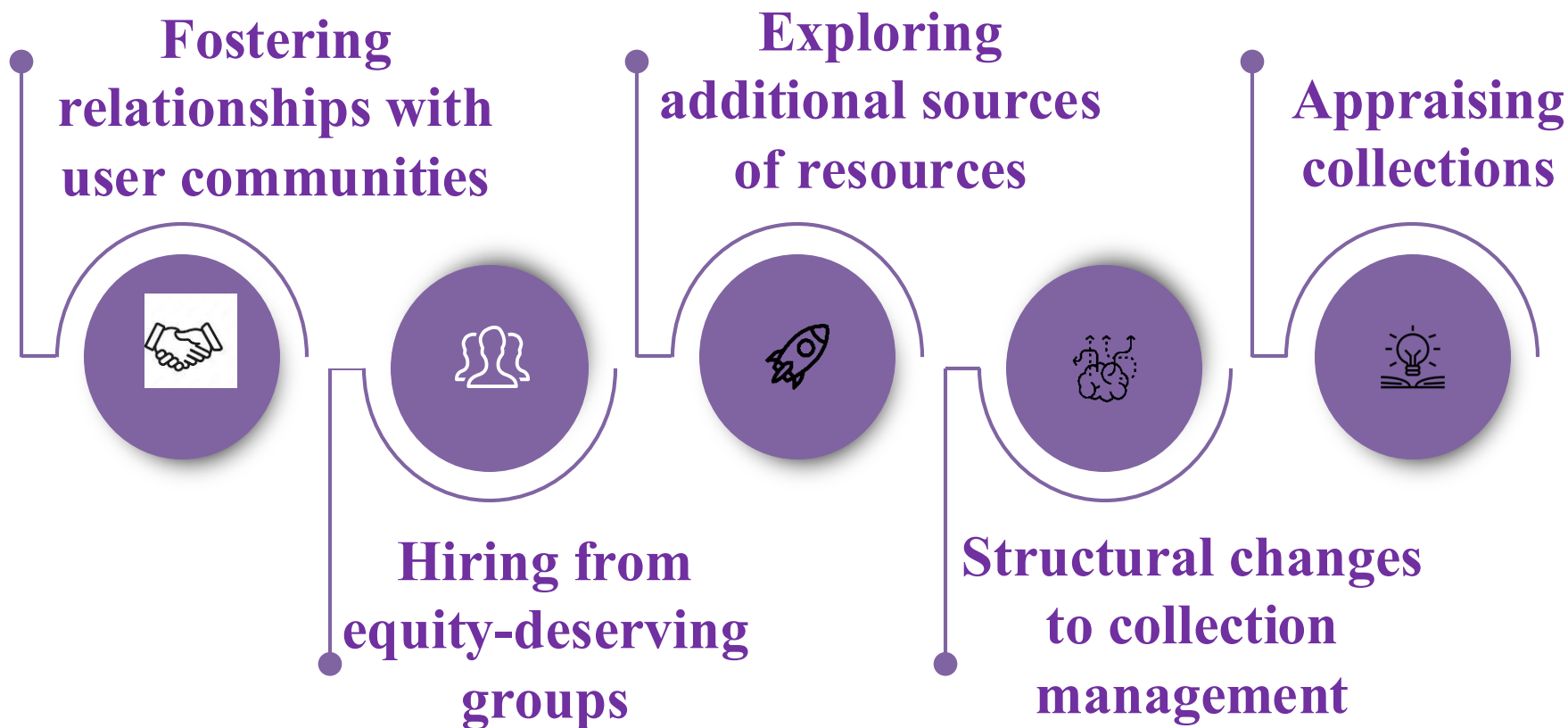
Difficulty connecting  
with user communities



Language barriers

# Study Findings: Interview Analysis

## RQ 7: Strategies for Improving EDID in Collections



# Conclusion

## EDID initiatives

EDID initiatives include collection-based initiatives, funding, hiring, accessibility, capacity development programs, and collaboration and partnerships with equity-deserving groups.

## Roles of EDID initiatives

EDID initiatives resulted in increased representation of equity-deserving groups and removal of outdated languages in knowledge systems.

## Drivers of policy documents

Drivers of policy documents include the TRC Report, accessibility legislations, and open access policies.

## Forces behind policy documents

Forces include acknowledgement of academic libraries' complicated history and the need to uplift the voices of equity-deserving groups.

## Policy documents' roles in inclusion

Policy documents guide in increasing the representation of equity-deserving groups and ensure that librarians have some degree of agency in their collection decisions.

## Perception of EDID initiatives

Library staff perceive EDID initiatives as important activities which should be integrated in collections and other library operations.

## Challenges to EDID initiatives

Challenges include funding and budgetary constraints, limited staff diversity, accessibility issues, and inadequate institutional support.

## Strategies to improve EDID

Strategies include exploring additional sources of information resources, fostering relationships with user communities, and structural changes.

# Recommendations

## Intentional EDID Actions

Being intentional about EDID initiatives and moving beyond words to deliberate actions



## Improved Funding

Subject-based funding for collections and improved funding for collection management



## Regular Updates

Regular Updates and Standardizations of Policy Documents



## Collecting for Linguistic Diversity

Use of other major languages for collection management, in addition to English language



## Accessibility Requirements

Implementation of accessibility standards and moving beyond the minimum accessibility requirements



## Kind Recruitment & Retention

A holistic approach to recruitment which emphasizes empathy, respect and consideration for all candidates



# Thanks for Listening!



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works



- [sonaolap@uwo.ca](mailto:sonaolap@uwo.ca)

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