Converging or Colliding: Staff Perceptions of Diversity

Objective:
To survey Library staff on their perceptions concerning diversity in the workplace.

Methods:
• ClimateQUAL Lite™: Organizational Climate and Diversity Assessment survey.
• Promotional Activities
• Library and Institutional Incentives

Result:
94.44% Response rate
HSL scores higher than ClimateQUAL™ Normative Data (Feb 14, 2011)
HSL “Lows” were actually “Highs”
“Areas of Concern” = Less than 3.5/less than 6 on scale 1-7

Conclusion:
• Survey participation = wealth of data for Library.
• Actionable Data for short and long term diversity goals
• Opportunity to examine difference between “Very Good” and “Excellence” to further improve diversity in the workplace as well as the organizational climate of the Health Sciences Library

Notables:
• First library to administer ClimateQUAL™ Lite version
• First Stand-alone health sciences library to use either ClimateQUAL™ instruments