

# GLOBAL CHALLENGES: ACADEMIC LIBRARIES MOVE ON DIVERSITY & INCLUSION

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# KONSEP DEI (*Diversity, Equity, Inclusion*)

- DEI adalah singkatan dari *Diversity, Equity, and Inclusion*, yang berarti keberagaman, kesetaraan, dan inklusi. Ini adalah konsep dan praktik yang bertujuan untuk menciptakan lingkungan kerja yang setara dan inklusif bagi semua orang. Tanpa membedakan latar belakang atau identitas mereka.



# KEBERAGAMAN (*DIVERSITY*)

Merujuk pada adanya variasi dalam hal karakteristik individu seperti ras, etnis, gender, agama, usia, kemampuan fisik, pendidikan, pengalaman dan lain-lain. Dalam konteks DEI, penting untuk menghargai, mengakui dan mendukung keberagaman ini sebagai kekayaan dan kekuatan.

# KESETARAAN (*EQUITY*)

Berarti memberikan akses yang sama dan peluang yang adil kepada semua orang tanpa memandang latar belakang atau identitas mereka. Ini berarti mengakui dan mengatasi ketidakadilan yang ada dalam sistem dan memastikan bahwa setiap individu memiliki kesempatan yang setara untuk berkembang dan sukses.



# *INCLUSION*

- Berarti menciptakan lingkungan di mana semua orang merasa diterima, dihargai, dan didukung. Ini melibatkan dukungan untuk memberikan pengaruh dan partisipasi aktif yang setara bagi semua orang dalam pengambilan keputusan. Serta menghormati perspektif dan pengalaman yang berbeda-beda.

# *PENERAPAN DEI DI PERPUSTAKAAN PERGURUAN TINGGI*

- **Inovasi:** perpustakaan lebih kreatif, inovatif, menawarkan sudut pandang berbeda, memperbanyak opsi solusi berbagai permasalahan di perpustakaan
- **Produktivitas:** lingkungan kerja yang inklusif cenderung lebih produktif karena perpustakaan dapat meningkatkan keterlibatan pemustaka, motivasi kerja / belajar civitas, & loyalitas civitas.
- **Reputasi:** Perpustakaan PT yang menerapkan DEI dapat menjangkau dan melayani civitas akademika yang lebih luas dan beragam, meningkatkan daya saing dan akan lebih dihormati dan dipercayai oleh masyarakat.

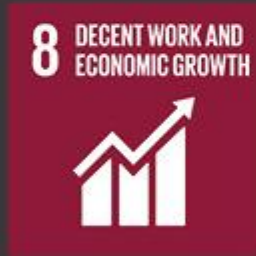


# STRATEGI KEBIJAKAN INKLUSIF DALAM MANAJEMEN PERPUSTAKAAN

Nurmaya Prahatmaja



# LIBRARIES, DEVELOPMENT AND THE UN2030 AGENDA





# International Initiatives

## Libraries and the UN 2030 Agenda

- Goal 2: No Hunger
- Goal 3: Good Health and Well-Being
- Goal 6: Clean Water and Sanitation
- Goal 7: Affordable and Clean Energy
- Goal 11: Sustainable Cities and Communities
- Goal 12: Responsible Consumption and Production
- Goal 13: Climate Action
- Goal 14: Life Below Water
- Goal 15: Life on Land



SMART  
Library

Hybrid Library

Digital Library

Public /  
Academic  
Library

## MELAWAN KEMISKINAN DENGAN LITERASI INFORMASI





SMART  
Library

Hybrid Library

Digital Library

Public /  
Academic  
Library

## FUNGSI PERPUSTAKAAN PERGURUAN TINGGI dalam Tridharma PT

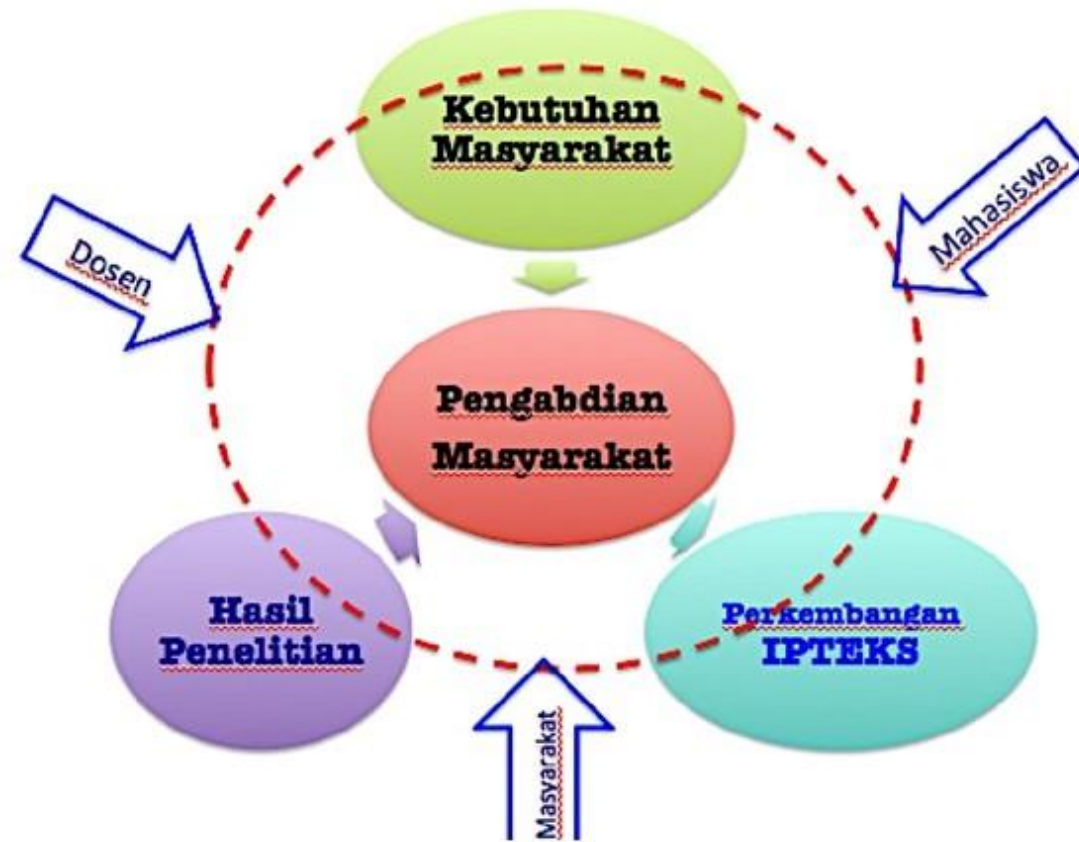
- Preservation of Knowledge Center
- Learning Center
- Studying Center
- Research Center
- Information Resources Center
- Dissemination of Information Center
- Dissemination of Knowledge Center

SMART  
Library

Hybrid  
Library

Digital  
Library

Pemanfaatan & pendayagunaan Teknologi Informasi & Komunikasi dalam Pengabdian pada Masyarakat







***Coba Perhatikan  
Makna dibalik gambar ini***

Perpustakaan  
Sebagai  
Media,  
Pengelola  
Pengetahuan





# Menjadikan Perpustakaan Lebih INKLUSIF di tengah Masyarakat

- Make the library a welcoming place
- Being kind, personable, and compassionate can go a long way
- Librarians also need to understand their users, free from preconceived assumptions.
- We need to listen
- We need to re-imagine how our library needs to look to accommodate user needs

(Karen Philip, 2018)

# DIGITAL & GLOBAL COMMUNITY

*Social and digital behavioural needs of today's communities*

Sources: <https://www.mynewsdesk.com/axiell/pressreleases/new-research-shows-the-potential-for-libraries-to-become-the-hub-of-communities-across-the-uk-1265382>





# The Library of the Future

## Who visits public libraries?



**56%**

of those in the UK aged 16 years and over visit their public library (which is just short of 30 million people)

agree that having a hub for their local area is important **78%**

**89%**

agree that libraries are an important part of the community

would visit a public library more if it offered a better range of services **66%**

## Library trends and digitisation

The research shows a clear appetite for more digitally-focused services that can be provided by a library  
68% of those surveyed are interested in seeing at least one new digital element:

**37%**

ICT training

**31%**

eBooks

**22%**

Digital learning

**22%**

Community page

**10%**

Social media



# Meeting the Needs of the Users

- 'The services of the public library are provided on the basis of equality of access for all, regardless of age, race, sex, religion, nationality, language or social status. To ensure nation wide library coordination and cooperation, legislation and strategic plans must also define and promote a national library network based on agreed standards of service.'
- The public library network must be designed in relation to national, regional, research and special libraries as well as libraries in schools, colleges and universities.
- Services have to be physically accessible to all members of the community.
- This requires well situated library buildings, good reading and study facilities, as well as relevant technologies and sufficient opening hours convenient to the users.
- It equally implies out-reach services for those unable to visit the library. The library services must be adapted to the different needs of communities in rural and urban areas.'

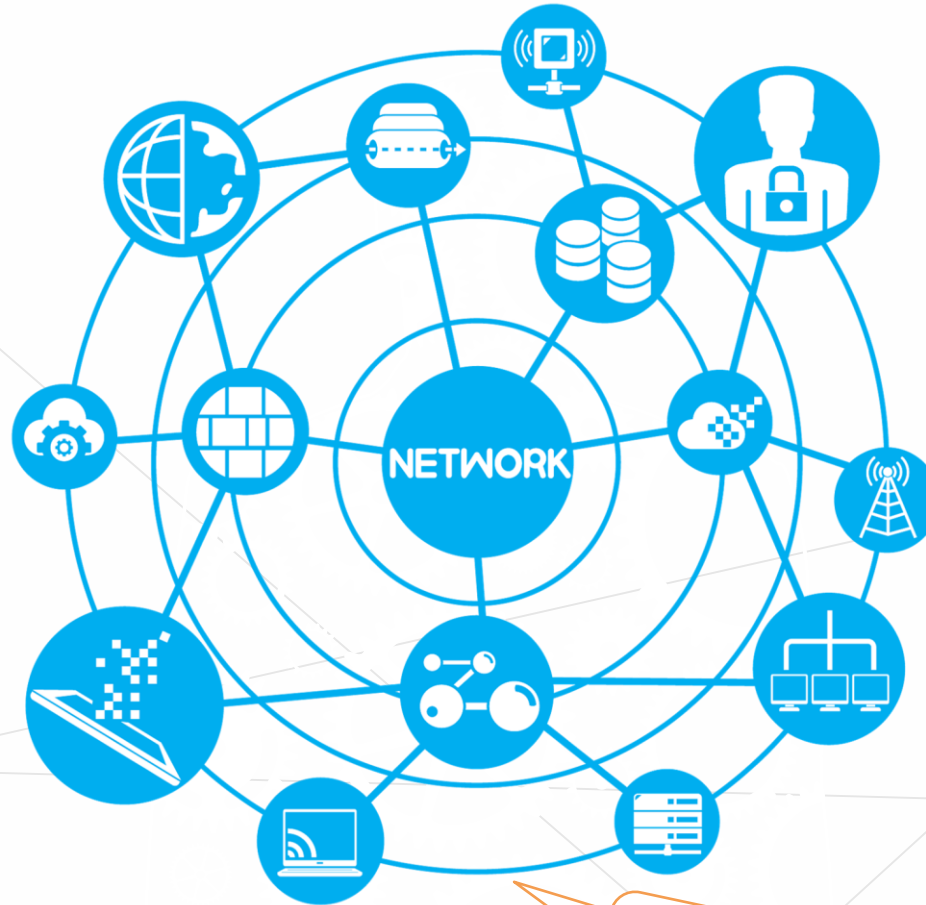
(IFLA/UNESCO Public Library Manifesto, 1994)

# Types of linkages and/or forms of co-operation / relation

- Sharing resources
- Sharing staff training
- Co-operative collection development
- Co-operative programming
- Co-ordination of electronic services and networks
- Co-operation in the development of learning tools
- Class visits to the public / academic library
- Joint reading and literacy promotion
- Programme of web-awareness for children / special needs
- Sharing of telecommunications and network infrastructures
- Jointly arranged authors' visits.



# Network Reasoning



Electronic Revolution



Develop Services



Meeting the needs  
of the users



Lifelong learning



The new way of  
partnership



Digital Challenges



Resource Sharing



The new way  
to enjoy activity

Opportunity

# Resource Sharing

- Each library collection is in some degree unique.
- No collection can contain all the materials that the members of its public require.
- Libraries, therefore, can greatly enhance services to their users by providing them with access to the collections of other libraries.
- Libraries can participate in resource-sharing schemes at any level, local, regional, national and international, involving libraries of a wide range of organizations with information resources.
- The library should also make its collection available for loan to other libraries through participation in a network, for example, in a union catalogue or in a local network of information providers, such as schools, colleges and universities.



# Access to Services

- Physical accessibility is one of the major keys to the successful delivery of public library services.
- Services of high quality are of no value to those who are unable to access them.
- Access to services should be structured in a way that maximizes convenience to users and potential users.

# Lifelong Learning

- The public and academic library supports lifelong learning, working with schools and other educational institutions to help students of all ages with their formal education.
- The challenge of providing educational support provides an opportunity for public libraries to interact and network with teachers and others involved in education.
- The public library should also provide a range of materials on a variety of topics which will allow people to follow their interests and support their formal and informal education.
- It should also provide materials to support literacy and the development of basic life skills. In addition the library must provide study facilities for students.



## ASPEK PEMBERDAYAAN

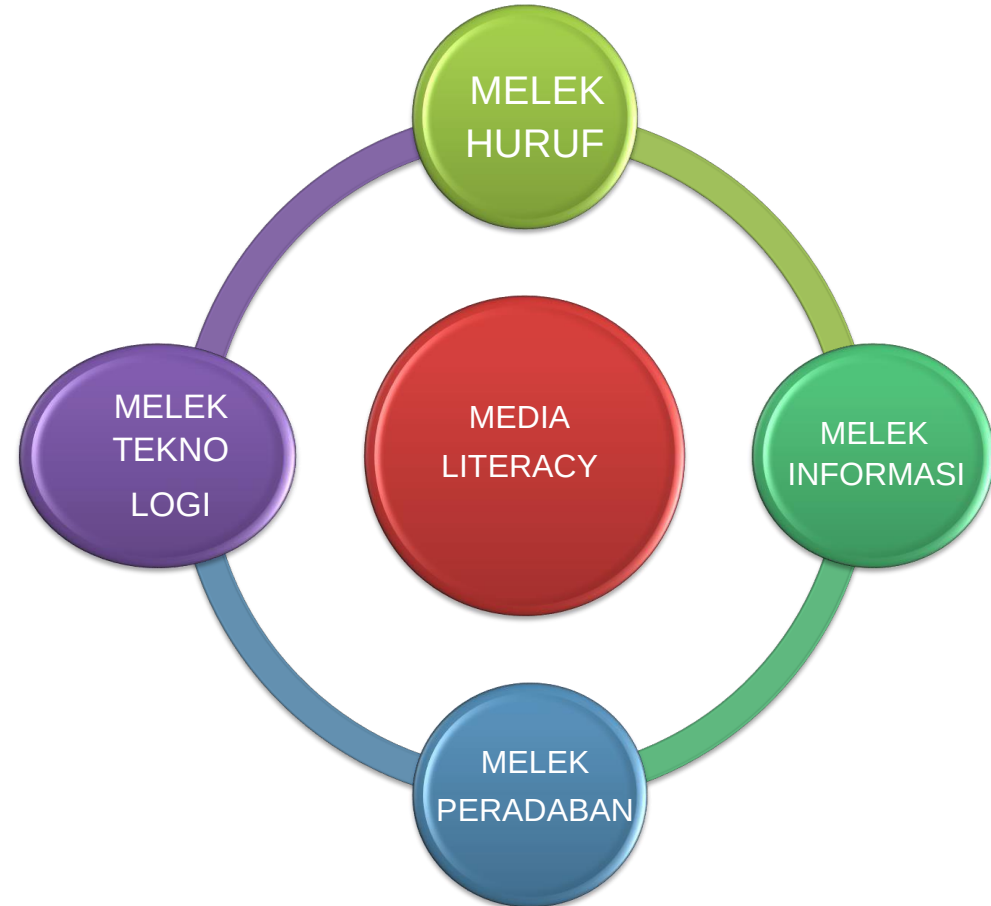
- Aktifitas mengakses media
- Penyeleksian
- Pengelolaan informasi
- Pendiseminasian
- Penyerapan informasi dan aspirasi dari masyarakat
- Pengembangan nilai tambah informasi dalam berbagai bentuk usaha

## BENTUK PEMBERDAYAAN

- Fasilitasi peningkatan kemampuan masyarakat terhadap informasi
- Fasilitasi pengembangan proses diskusi dalam rangka pengelolaan informasi
- Fasilitasi pengembangan implementasi informasi yang telah diakses
- Fasilitasi perluasan jangkauan diseminasi informasi dari kelompok (civitas akademika) kepada masyarakat
- Fasilitasi pengembangan nilai tambah bagi kelompok – kelompok pemustaka
- Fasilitasi kemitraan dengan berbagai sumberdaya informasi
- Penyelenggaraan kompetisi antar kelompok

# MEDIA LITERACY

(KUNCI PEMBERDAYAAN )



# MASYARAKAT INFORMASI

## JALUR MEDIA MASSA :

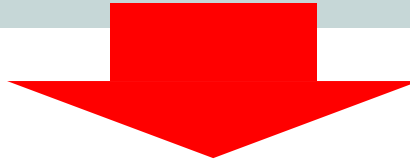
- Promosi / PR in Library
- Media Massa/Cetak, Elektronik (Radio, TV)
- Internet, sosmed, dll

## JALUR BIROKRASI :

- Lembaga Induk/Penaung
- GLAMS
- Publik Internal dan Eksternal

## JALUR Kelompok :

- Civitas Akademika
- Kelompok Strategis (actual & potential users)
- Media Tradisional



## DIPERLUKAN PEMBERDAYAAN

- **PENYALURAN INFORMASI DAN KANALISASI ASPIRASI MASYARAKAT**
- **MENGEMBANGKAN PARADIGMA KOMUNIKASI DGN MASYARAKAT (*communication with the people*) BUKAN LAGI KOMUNIKASI UNTUK MASYARAKAT (*communication for the people*)**

## PEMBERDAYAAN MASYARAKAT DI BIDANG INFORMASI DAN KOMUNIKASI

- Mendorong berbagai kelompok masyarakat untuk mendaya gunakan informasi agar memberikan nilai tambah bagi kehidupan masyarakat
- Pemberdayaan melalui proses peningkatan kesadaran akan pentingnya informasi dan peningkatan aksesibilitas terhadap informasi



## Refleksi Untuk Perpustakaan Perguruan Tinggi Hari Ini

### Tantangan, Peluang yang dihadapi Perpustakaan PT di era 4.0:

- *Mindset* koleksi (sumber informasi) yang berbeda: dari dimiliki oleh 1 institusi → konvergensi GLAMS. **Kunci pada akses & layanan informasi**
- **Inovasi & Kreasi** di segala bidang
- Berbagai permasalahan digital: *life style*, monetisasi informasi
- **Perpustakaan Digital / SMART or Hybrid Library**
- *Networking & Society, Industrial Revolution 4.0 / 5.0*





# Beberapa Perpustakaan: Kamerling Onnes – Faculty of Law

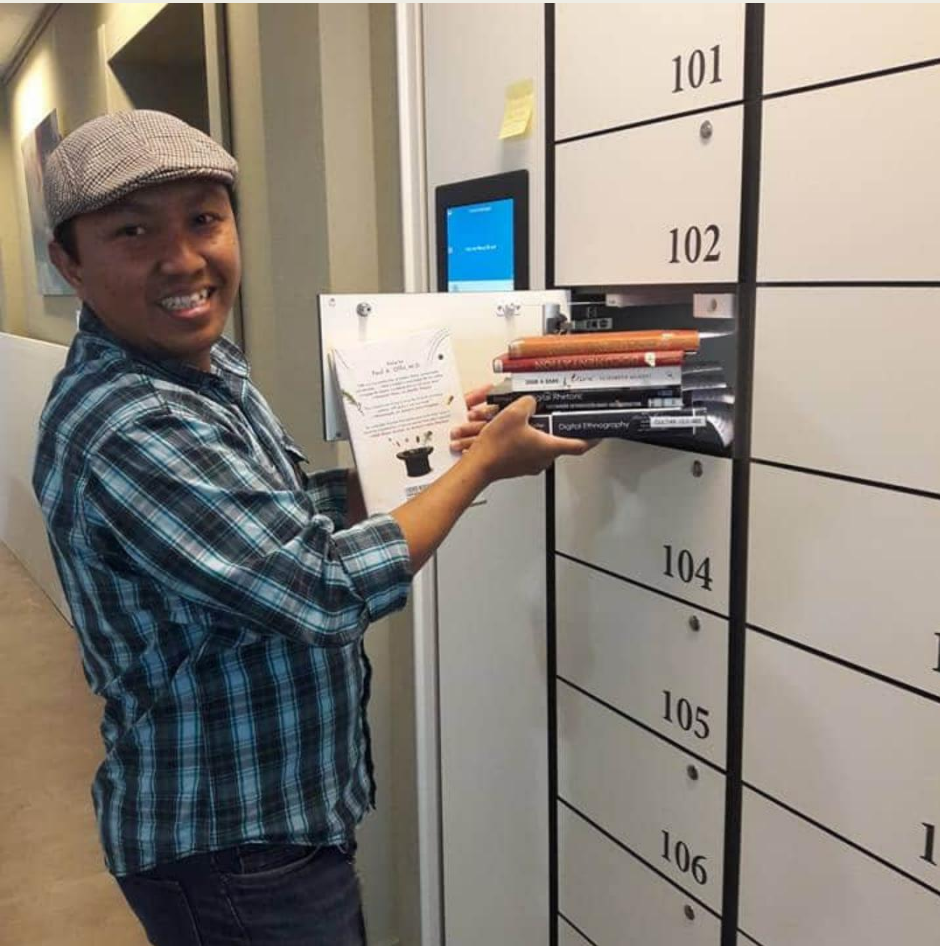
Universiteit Leiden, Zuid Holland, Belanda





# Beberapa Perpustakaan: Van Steenis Depot – Faculty of Science

Universiteit Leiden, Zuid Holland, Belanda





# **Perpustakaan & Literasi Hijau yang Berkelanjutan**

Green Library & Green Literacy

# Peran Penting Perpustakaan Akademis

Perpustakaan berperan penting untuk para civitas akademika dan dalam suatu komunitas, masyarakat, yakni:

- a) Peran aktif perpustakaan di suatu komunitas, masyarakat.
- b) Gerakan perpustakaan hijau atau perpustakaan ramah lingkungan (*green library movement*).
- c) Gerakan menghadapi perubahan iklim (*climate change movement*).
- d) Salah satu tanggung jawab perpustakaan: Program Literasi Hijau atau Literasi Berkelanjutan "*Green Literacy*"



# Peran perpustakaan di masyarakat

Literasi Hijau / Literasi Informasi Berkelanjutan (*Green Information Literacy*):

- a) Literasi Lingkungan (*Environmental Literacy*)
- b) Literasi Ekologi (*Ecological Literacy*)
- c) Literasi Hijau (*Green Literacy*)

# **LITERASI HIJAU** (*Environmental / ECOLOGICAL / GREEN Literacy*)

Individu yang melek (*literate*) terhadap lingkungan tentu akan memiliki pemahaman mendasar tentang lingkungan hidup dan pemahaman mengenai konsep keberkelanjutan (*sustainability*).

Pada saat ini, *green literacy* telah ditetapkan sebagai salah satu inti Kompetensi.

Kurbanoglu, S., & Boustany, J. (2014)



# KESIMPULAN

1. Perpustakaan PT perlu menyusun strategi dalam pengembangan kebijakan inklusif terintegrasi melalui inovasi dan kreasi, mengarustumakan DEI sehingga perguruan tinggi mampu menawarkan sudut pandang berbeda, memperbanyak opsi solusi berbagai permasalahan di masyarakat.
2. Perpustakaan PT perlu meningkatkan keterlibatan pemustaka, etos kerja, motivasi belajar & loyalitas civitas.
3. Perpustakaan PT perlu menjangkau dan melayani civitas akademika yang lebih luas dan beragam, meningkatkan daya saing dan mengikuti perkembangan jaman.

# Referensi

- The Public Library Service: IFLA/UNESCO Guidelines for Development. Sumber: <https://www.ifla.org/files/assets/hq/publications/archive/the-public-library-service/publ97.pdf>
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- **Perpustakaan Nasional Republik Indonesia. 2022.** Modul Bimbingan Teknis Perpustakaan Perguruan Tinggi. Jakarta: Perpustnas RI.
- **Juniawan Dahlan. 2017.** Perjuangan baru di Abad Baru. <https://kebudayaan.kemdikbud.go.id/mkn/perjuangan-baru-di-abad-baru/>