Integrating Inclusivity:
A Holistic Approach to Onboarding in LIBER Working Groups

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SUMMARY

In the dynamic realm of research libraries, the implementation of a structured onboarding process stands out as a critical factor for fostering inclusivity and engagement within the scholarly community. This paper describes the LIBER Citizen Science Working Group's (CS WG) innovative approach to member integration, which serves as a possible pilot framework for all LIBER Working Groups. By examining the details of the CS WG's onboarding program, we illustrate a multi-faceted strategy that is designed to streamline integration while welcoming, informing, and empowering new members through sequence of coordinated initiatives. Our proposed onboarding model is built upon the principles of diversity and open science, actively promoting an environment where all members feel welcome, valued and equipped to contribute to the group's mission.

INTRODUCTION

Objective: To develop an inclusive and efficient onboarding process for new members of LIBER Working Groups. Why Inclusivity Matters: Enhances collaboration and ensures diverse perspectives."

METHODS

1. Inviting libraries to delegate representatives.
2. Sending a welcome email with links to the Working Group's main page, member list, Subgroup pages, tasks, CS projects, literature, and webinars.
3. New member chooses a Subgroup based on the information provided and their personal skills and interests.
4. Connecting new members with their SD leaders.
5. Providing access to a list of members with their skills and interests.
6. Members can select tasks they would like to work on.
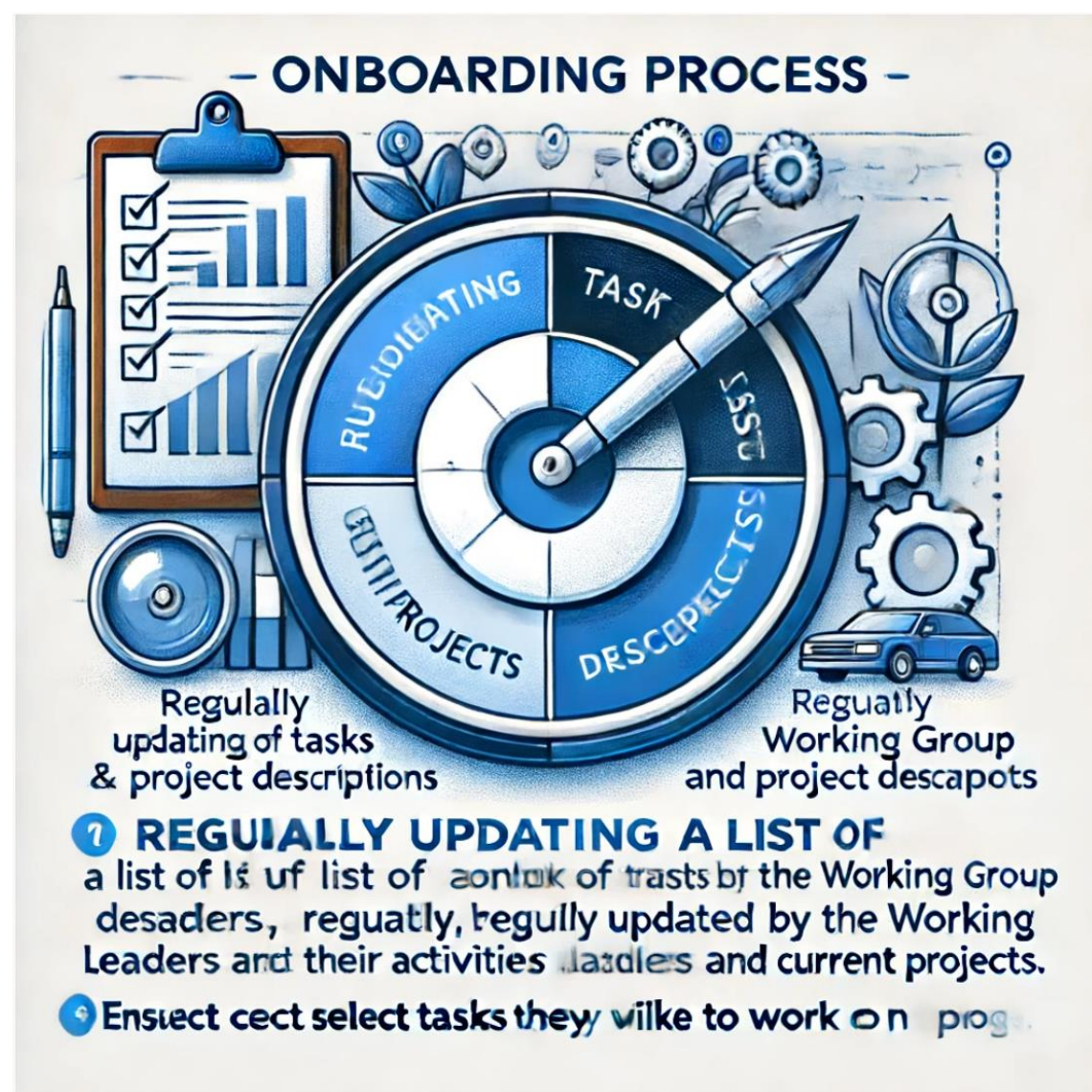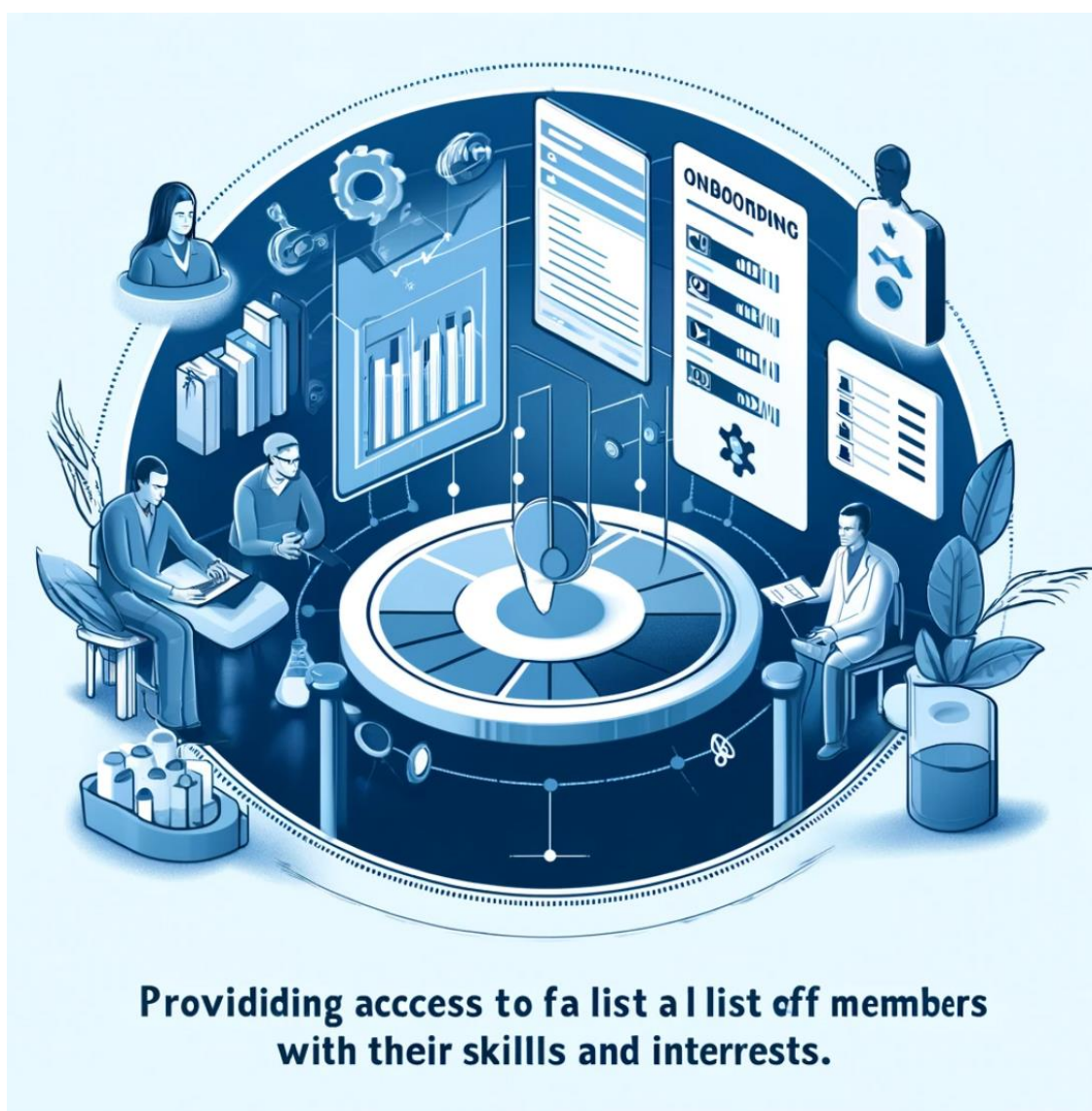
RESULTS

1. Top 10 Challenges in Developing Citizen Science Support.
2. Top 10 Expectations from Participation in the Working Group.
3. Top 10 Motivations for Supporting Citizen Science.
4. Top 10 SD Memberships of CS WG Members.
5. Top 10 Skills and Interests of CS WG Members.
6. Top 10 Skills and Knowledge Valuable to Citizen Science Support.

LESSONS LEARNED

Key Takeaways:
Clear communication is crucial.
Importance of inclusive and diverse collaboration.

FUTURE PLANS:

Enhance onboarding processes further. Expand the network and integrate more diverse members.