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Leveraging Diversity in Grey Literature
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Managing Diversity in the International Nuclear Information System

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Presentation at a glance

Conventional diversity

- Concept
- Challenges
- Benefits

Diversity in

- Diversity aspects
- Diversity-based results
- Managing diversity

- Conclusions

Strength through diversity!

Diversity - Concept

- What is diversity?
- Aspects of diversity
- Understanding diversity
- Managing diversity

Diversity - Challenges

- Bias & stereotyping
- Age and gender
- Beliefs
- Resistance to change



Diversity – Values and benefits

- Ethical
- Personal
- Business
- Social

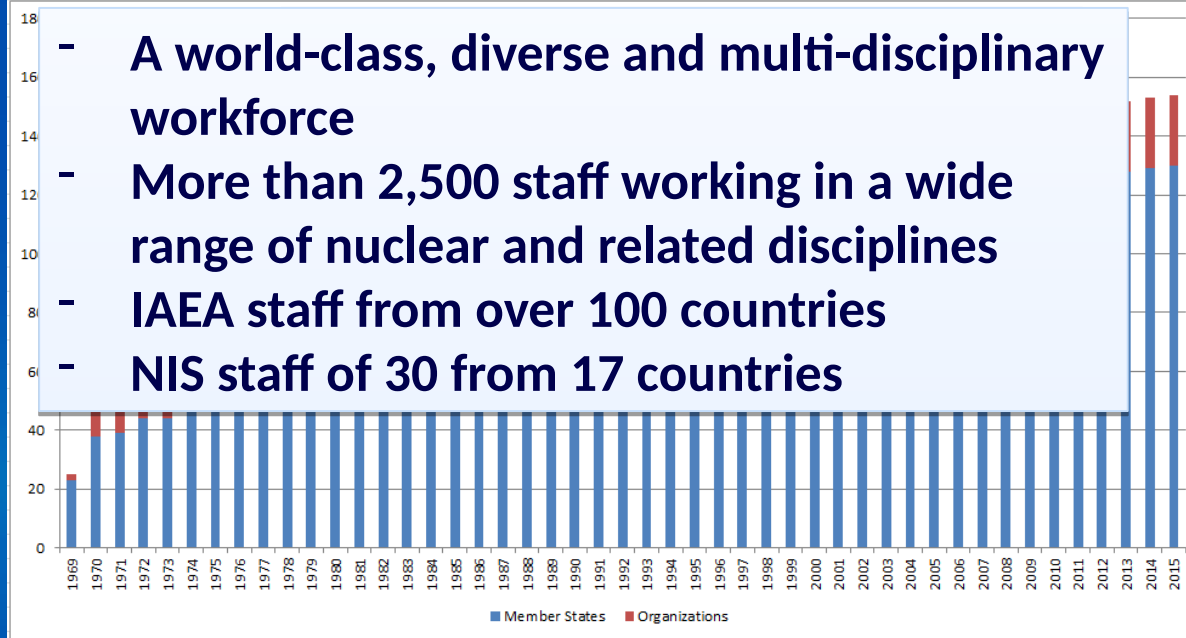
Diversity in INIS – Diversity aspects

- Subject content
- Information formats
- Temporal distribution
- Geographic coverage
- Distribution channels
- Staff

Bibliographic records by literature type



- A world-class, diverse and multi-disciplinary workforce
- More than 2,500 staff working in a wide range of nuclear and related disciplines
- IAEA staff from over 100 countries
- NIS staff of 30 from 17 countries



Non-conventional Literature

29%

■ Nuclear Physics

- Reports 17%
- Miscellaneous 11%
- Patents 1%

Diversity in INIS – Diversity-based results

- 1970 INIS - the first nuclear database at the IAEA
- 1979 INIS - the first IAEA database with online access
- 1991 INIS & AGRIS - the first IAEA databases on CD-ROM
- 1996 INIS Web Site - the first Web Site at the IAEA
- 1998 INIS - the first IAEA database available on the Internet
- 2009 All Internet users given free and open access to INIS database
- 2009 INIS database becomes available to all
- 2010 INIS offers first Collection
- 2011 INIS launches new web site
- 2012 INIS multilingual Thesaurus
- 2012 INIS Collection Search interface
- 2013 Browse INIS Collection by
- 2014 INIS Collection becomes searchable
- 2015 First harvesting program implemented
eXchange System (ONIXS) based
Harvesting Metadata (OAI-PMH)

Country	Sessions	% Sessions
1.  United States	210,652	18.18%
2.  India	121,256	10.47%
3.  United Kingdom	61,109	5.27%
4.  Japan	49,426	4.27%
5.  Germany	46,738	4.03%
6.  South Korea	42,382	3.66%
7.  Canada	38,509	3.32%
8.  France	38,047	3.28%
9.  Brazil	32,133	2.77%
10.  Iran	29,134	2.51%

Diversity in INIS – Managing diversity

- Strategic direction
- Performance (people and organization)
- Empowering and rewarding
- Training and mentoring
- Communication

Conclusions

- Don't be afraid of diversity – embrace it
- Know your customer's needs and diversify your information base and services
- Leverage all information resources available
- Promote use & increase GL visibility and accessibility
- Train, educate and work on information literacy
- Use diversity to increase creativity and improve productivity and attitudes

In diversity there is beauty and there is strength!

Maya Angelou

**Thank
you!**