



OFFICE OF THE LAUC PRESIDENT

TO: Mary-Michelle Moore, LAUC President
FROM: Xaviera Flores, Chair, LAUC Committee on Diversity, Equity, and Inclusion
DATE: September 27, 2023
RE: 2022-2023 Final report

General Charge

For 2022-2023, the Committee is charged with fulfilling its standing charge under Article VIII, Section 1(f)(3):

1. Advise the President and the Executive Board and serve as a resource for other committees and LAUC divisions on issues and initiatives concerning diversity, equity, inclusion, recruitment, and retention in University libraries.
2. Consider and develop recommendations and implementation strategies on matters and initiatives of diversity, equity, inclusion, recruitment, and retention in university libraries.
3. Address other subjects at the request of the President on matters and initiatives of diversity, equity, inclusion, recruitment, and retention in university libraries.

Specific Charges for 2022-2023

1. Collaborate with the Webmaster and continue to update and add entries to the [LAUC Diversity Resource page](#) with the goal of making it a hub to facilitate the sharing of content related to and useful for LAUC members and other interested stakeholders.
2. Develop an environmental scan of LAUC librarians with the aim of creating an end-of-year deliverable to be shared with LAUC Membership that will help the committee make recommendations of support available or should be solicited to help LAUC librarians.
 - a. Summarize some of what each campus is doing around DEI work and retention, highlighting needs and recent accomplishments related to DEI endeavors.
 - b. Make it easier for librarians to locate similarly situated colleagues across campuses if they want to connect for collaboration or mentorship with particular attention to newly created roles of Diversity Officer and/or anti-racism initiatives.

Action Items

- The committee collected DEI documentation and resources from each campus to be added to the LAUC Diversity Resources page. The goal is to upload the new content and create a one-stop-shop for DEI information across the UC campuses.
- The committee created a preliminary draft for a new survey to collect updated demographic information consistent with past LAUC DEI surveys, but also explored creating a section on rank and equity.
- The committee discussed retention practices on each campus and how to share efforts to membership.
- The committee supported and advised the CPG and the Task Force on Academic Status as needed.

- The committee began discussions on revising the LAUC webpages on DEI to increase access and discoverability of DEI resources.

Additional Notes and Activities:

- Initially the desire was to create a survey on equity, rank, and job satisfaction but that proved quite daunting and, in some ways, too broad. Therefore, efforts moved to create a survey to collect new demographic data, and to see what that would look like in today’s environment and post-pandemic. The survey was not completed but notes and drafts will be provided to the 2023/24 chair and up to the new committee to continue or not.

For Future Consideration:

The following are some issues that arose during this year that may be worth pursuing in the charge to the 2023/24 committee or others as the Executive Board sees fit:

- Considering the R&PD’s advocacy work on the APM and academic review process, a survey can be created across the committees to evaluate equity, rank, and job satisfaction.
- The Council of University Librarians (CoUL) proposed revisions to the APM on recognition for DEI-related activities, without LAUC input. LAUC should discuss, explore, and prepare for how this will impact librarians review and merits more thoroughly. Perhaps a charge for the Task Force on Academic Status and combine efforts of all committees and members.

Committee Members

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