

Statement of interpretation for the LAUC Bylaws, Article VIII, Section 1.e.3.regarding the duties of the Committee on Diversity (January 12, 2009)

LAUC recognizes the advisory nature of our duties and responsibilities, as stated in Article II of our Bylaws. In particular, Section 5 specifically addresses labor relations issues that are not the jurisdiction of LAUC:

LAUC shall not advise the Office of the President, the campus administration, or the library administration with respect to matters which are covered by a Memorandum of Understanding or are otherwise subject to negotiation with an exclusive bargaining agent.

LAUC does not propose that the Committee on Diversity address issues under the purview of the MOU, including wages, training, or working conditions.

However, the duties of the Committee on Diversity, as stated in the proposed Bylaws, incorporate the words “recruitment and retention” three times and reads:

- a. Advise the President and the Executive Board, and serve as a resource for other committees and LAUC Divisions on issues and initiatives concerning diversity, *recruitment and retention* in University libraries.
- b. Consider and develop recommendations and implementation strategies on matters and initiatives of diversity, *recruitment and retention* in University libraries.
- c. Address other subjects at the request of the President on matters and initiatives of diversity, *recruitment and retention* in University libraries.

Our intent with these changes is to align our governing documents with the 2006 revision of the University of California’s Diversity Statement that addresses the importance of recruitment and retention in relation to diversity and equal opportunity with reference to worldviews that arise from differences of culture and circumstance:

<http://www.ucop.edu/ucophome/coordrev/policy/PP063006DiversityStatement.pdf>

The changes to the duties of this committee exemplify the value that LAUC members give to diversity by reaffirming a commitment to providing orientation and ongoing mentoring to newly hired librarians and to positively promote a more diverse work force in the University libraries. LAUC intends the Committee on Diversity to discuss and to advise the Executive Board and the University Librarians on issues pertaining to mentoring, professional growth, and providing research opportunities in our continuous learning environment to help attract a diversified group of applicants and to support the retention of a diversified group of librarians.