



TO: Rachel Green, LAUC President
FROM: Jenny Reiswig, Chair, LAUC Committee on Diversity, Equity, and Inclusion
DATE: September 12, 2022
RE: Final Report

General Charge

For 2021-2022, 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 2021-2022

1. Conduct a survey of LAUC members/divisions, with particular attention to newly created roles of Diversity Officer and/or anti-racism initiatives.
2. Continue to regularly post profiles to the Meet our Members section of the LAUC website. Solicit new participants to be featured, and revise the campus rotation schedule of featured members, as necessary.
3. Continue to update and add entries to the LAUC [Diversity Resource page](#) as needed.
4. Contribute content to assist the Social Media Team in sharing content related to and useful for LAUC members and other interested stakeholders.

Action Items:

- Developed survey for LAUC divisions on diversity officer positions, with one response from each campus to be compiled.
- Reviewed current Meet Our Members section of LAUC website to rotate off members no longer at UC. Recruitment of volunteer participants for Meet Our Members has proven

challenging. Starting in 2022/23, this work will be handled through the Communications team, although the DEI Committee is welcome to recruit volunteers to be profiled.

- Working on recommendations for annual process of refreshing DEI related content on LAUC website.

Additional Notes and Activities: DEI and the APM

The Council of University Librarians (CoUL) launched an initiative to update the APM language for Librarian peer review to include language on recognition for DEI-related activities, to bring the Librarian series language more into alignment with other academic titles. CoUL requested names of individuals to work with them on a task force to begin this activity and the Co-chair of the DEI committee was one of the names put forward. Subsequently, CoUL decided against partnering with LAUC on this issue, due to concerns over LAUC’s involvement with language that is in the union Memorandum of Understanding. While the UC-AFT president did issue a letter reaffirming that LAUC’s participation is welcomed, at the time of this report it’s not clear whether LAUC will be invited “back in” to this activity in the short term.

For Future Consideration:

The following are some issues that arose during this year that may be worth pursuing in the charge to the 2022/23 committee or others as the Executive Board sees fit:

- In several discussions this year, the issue arose of disparate treatment of librarians in the affiliate/departmental libraries (at UCLA and UC Berkeley), affecting things like professional development and equitable peer review process. This issue does pertain to equity but may align with another committee as well.
- The “DEI in the APM” issue will continue into this year, and this Committee is well placed to participate should CoUL seek LAUC involvement in the future.
- The Committee would like to see the development of some online materials at the statewide LAUC level designed to serve potential applicants to librarian positions, to assist the campus libraries in conducting inclusive recruitments. Several campuses have active initiatives in this area and it may be advantageous to share and pool our efforts.

Committee Members:

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