



OFFICE OF THE LAUC PRESIDENT

TO: Danielle Kane, LAUC President
FROM: Marcia Barrett, Chair, LAUC Committee on Diversity, Equity, and Inclusion
DATE: March 15, 2024
RE: 2023-2024 Mid-year report

General Charge

For 2023-2024, 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 2023-2024

1. Review and discuss previous LAUC diversity surveys, and make a recommendation as to whether a diversity survey should be conducted again, or if there are other ways of assessing diversity and inclusion efforts among UC librarians.

Look at previous LAUC diversity surveys (2013 and 2019) and either recommend a diversity survey be conducted again or identify other ways of assessing diversity & inclusion efforts among UC librarians

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.

Develop an environmental scan that will enable committee to identify for members the DEI support available or needed, including ways for librarians to connect across

campuses for mentorship or collaboration

Update the website on campus DEI efforts, needs, and accomplishments related to DEI endeavors

- a. Summarize some of what each campus is 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.

Summary of Action Items

1. Much of the work to date has been focused on the 1st specific charge. The committee completed the following actions:
 - a. Reviewed reports of previous LAUC diversity surveys (2011, 2013, and 2019), the draft survey created by the 2022/2023 LAUC Committee on Diversity, Equity, and Inclusion, and the 1992 LAUC report on cultural diversity in libraries.
 - b. Identified issues to address in creating a survey of LAUC membership including data security, privacy, anonymity, transparency, and an action plan for survey results.
 - c. Recommended that LAUC conduct a demographic survey this year, and the LAUC president committed to presenting longitudinal data to CoUL.
 - d. Discussed terminology for data to collect and created a survey draft. Due to concerns from one campus about the survey's potential to cause harm, the committee will not move ahead with a demographic survey.
2. The committee discussed concerns about inequities in the librarian review process across campuses and the option of partnering with the LAUC Committee on Professional Governance (CPG) to explore this. When the chair met with LAUC president Danielle Kane and Matt Conner (CPG Chair) to discuss, they concluded that attempting to collect this data through a survey was beyond the capacity of LAUC committees working under the constraint of one academic year. A possible solution is to consider appointing an ad hoc working group to surface whether librarians are advancing equitably through the review process or if there are disparities. Note that some of the issues raised are union issues, rather than LAUC issues.
3. Certain issues are raised on a regular basis that are beyond the limits of LAUC to address, and the committee has started a document to record these topics.
4. There is confusion about what this committee should be doing. LAUC's focus is academic and professional. Discussion generated questions, but no answers thus far:
 - a. Is this a working group? Advisory group?
 - b. Should the focus be on actionable items & deliverables?
 - c. Should the committee offer educational opportunities/presentations to the membership?
 - d. What would it look like for the committee to focus on professional/academic

- activities?
- e. What aspects of DEI are not covered by the DEI CKG?
 - f. How does LAUC embody the practice that will make UC Libraries more diverse?

Recommendations

- 1. The committee thinks the new Diversity, Equity, and Inclusion Common Knowledge Group accomplishes the second point under the committee’s second specific charge:

“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.”

Committee Members

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