

Date: Wednesday, September 1, 2021

TO: Martin J. Brennan, LAUC President

FR: Su Chen, Chair of the 2020-21 LAUC Committee on Diversity Equity & Inclusion (DEI)

RE: Final Report of the [2020-21] LAUC Committee on DEI

Committee Charges:

General Charges for 2020-21

For 2020-2021, the Committee was charged with fulfilling its standing Charge as stated in Article VIII, Section 1.e.3 of the LAUC Bylaws:

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 2020-21

1. Locate and Arrange past survey reports and other documentation related to DEI and anti-racism efforts, and make sure they are made accessible via the LAUC website.
2. Gather a current list of Anti-racism efforts happening across the system, on individual campuses, and make them available on the LAUC website for the benefit of LAUC membership.
3. Explore the feasibility of conducting a similar, updated survey in the 2020-2021 year.

Summary of Action Items:

Body of Report with Discussion and Recommendations [formatted as motions, in keeping with Sturgis]

1. The Committee on DEI received its charges on December 4, 2020 and went to work immediately. The Committee first met on December 14, 2020. At the first meeting, we discussed the special charges and established a monthly meeting schedule, first Fridays at 10-11am. Then the Committee met a total of eight times respectively on Jan 11, Feb 5, March 5, April 2, May 3, June 4, July 2, with the last Committee meeting on August 6, 2021.

The only exception to the scheduled meetings was on May 3 so that the Committee could prepare for its presentation organized on DEI issues.

2. The Committee posted new profiles to the Meet Our Members section of the LAUC website in accordance with the established schedule. This year's new member profiles came from five campuses: UC Davis, UCLA, UC Merced, UC Riverside and UC Santa Cruz.
3. The Committee organized a lightning talk presentation during the 2021 LAUC Assembly on Thursday, May 6, 2021, at 1-2pm. Seven LAUC members from UC Davis, UCLA, UC Riverside and UC Santa Barbara respectively delivered their presentations via Zoom. 89 LAUC members registered and participated in the presentation. The presentation portion of the session was recorded. After obtaining presenters' permission, the Committee will post the presentations to the DEI section on the LAUC website. The presenters and their presentation titles are listed below:
 - **Des Alaniz** (UC Santa Barbara), Evolving Workforce Resident Librarian, "All-Gender Restroom Conversions at UCSB Library"
 - **Paromita Biswas** (UCLA), Continuing Resources Metadata Librarian, and **Erica Zhang** (UCLA), Metadata Librarian for Open Access, "Authorities in Alma/Primo: Opportunities for Ethical Cataloging?"
 - **Sandy Enriquez** (UC Riverside), Special Collections Public Services, Outreach & Community Engagement Librarian, "Reimagining LibGuides for Accountability & Transparency"
 - **Nora Franco** (UCLA), Consumer Health Librarian, "LGBTQIA+ Health"
 - **Matthew Johnson** (UCLA), English & History Librarian, "UCLA Library's Anti-Racist Pedagogy Workshop Series"
 - **Melinda M. Livas** (UC Davis), STEM Librarian, UC Davis, "MVMS [Many Voices - Many Stories] - Addressing Diversity, Equity and Inclusion"
 - **Heather Nisen** (UC Santa Barbara), Research & Engagement Librarian, "DEI Success and Challenges at UCSB Library"
4. The Committee also organized another presentation. The purpose of the presentation was to highlight the 2019 LAUC Membership Diversity Survey: Findings and Recommendations. The survey report was authored by **Xiaoli Li** (UC Davis), **Ruby Bell-Gam** (UCLA), **Gary Colmenar** (UC Santa Barbara) and **Naomi Shiraishi** (UC Berkeley) and together they delivered the presentation on July 14, 2021. There were 83 LAUC members who participated in the session. The presentation was recorded and the Q&A was not. The goal was to create an environment where everyone could freely express their opinions and thoughts. Overall, members' concerns were concentrated on two areas:
 - The survey is a good means to assess the diversity of librarianship across ten campuses. However, if library leadership across campus could not put the recommendations into practices for further diversifying the librarian workforce, then the usefulness of the survey would become very limited.

- The survey data showed that ULs and AULs had very low participation rates in the 2019 survey, which the Committee hopes to address in the next survey should there be one.
 - The recorded presentation will be posted on the DEI section of the LAUC website.
 - The Committee, led by Jenny Reiswig, Vice Chair/Chair Elect of the Committee on DEI 2021-22, will poll the LAUC members in regards to whether another Diversity of Membership survey would be supported.
5. Inspired by the LAUC DEI Committee and the UC Heads of Special Collections Statement on Inclusion and Equity in Special Collections, Archives, and Distinctive Collections in the UC Libraries, **Sarah McClung** (UC San Francisco) has been working with three other Shared Content Leadership Group (SCLG) members to draft a DEI commitment and recommended actions for FY 2021-22 regarding systemwide circulating collections. The draft was presented to SCLG on July 9, 2021 and will be presented soon to the UC Libraries' Direction and Oversight Committee (DOC) for review and approval.
 6. The sub-group led by Jenny Reiswig, with great assistance from Marlayna Christensen, Chair of the Committee on Communication, is working to update the DEI resources section on LAUC website. The goal is to collect past reports/surveys and make them available on the DEI section for easy discovery and retrieval.

Campus Representative to the Committee

Berkeley:	José Adrián Barragán-Álvarez jabarragan@berkeley.edu 2019-21 term, 2 nd year
Davis:	Xiaoli Li xlli@ucdavis.edu , 2018-21 term, extending for 3 rd year.
Irvine:	Matthew E Flyntz mflyntz@law.uci.edu 2019-21 term, 2 nd year
Los Angeles:	Su Chen suchen11@library.ucla.edu 2019-21 term, 2 nd year
Merced:	Elizabeth McMunn-Tetangco emcmunn@ucmerced.edu 2019-21 term, 2 nd year
Riverside:	Rachel Starry rachel.starry@ucr.edu 2020-22 term, 1 st year
Santa Barbara:	Torin White whitet@ucsb.edu 2020-22 term, 1 st year
Santa Cruz:	Katharin Peter kapeter@ucsc.edu 2020-22 term, 1 st year
San Diego:	Jenny Reiswig jreiswig@ucsd.edu 2020-22 term 1 st year
San Francisco:	Sarah McClung Sarah.McClung@ucsf.edu 2020-22 term, 1 st year