

TO: Matt Conner, LAUC President
FR: Carla Arbagey, Chair, Committee on Diversity
RE: 2014/2015 LAUC Committee on Diversity Report

General Charge

For 2014-15, the Committee is charged with fulfilling its standing Charge as stated in Article VIII, Section 1.e.3 of the LAUC Bylaws (as approved by UCOP March 23, 2009):

- 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.

Specific Charges for 2014-15

1. Please resume study of the Meet the Members project from last year. Issues to consider include criteria for selecting individuals as well as the campuses they represent, information to present on the web, and timeline for posting profiles. I will forward the latest report on the project separately. The goal is to have profiles posted on the new website when it goes live or shortly thereafter.
2. Work with the website revision committee as they complete the final stages of producing the new LAUC website. Currently, the expectation is that the diversity committee will provide feedback on three stages: the organization of the website, the appearance of the web pages, and the migration of data to the new website.

Summary of Action Items

The Committee discussed the questions in the Meet our Members ad-hoc committee report at length, and developed a revised list:

1. Name, e-mail address, job title, campus (*required)
2. Current LAUC position with year
3. How many years have you been a LAUC member?
4. When did you start in your current position? (*required, this should be a text-paragraph rather than single line answer, as some of us have more complicated UC stories to share)
5. How did you become interested in librarianship?
6. What is your current or recent role in LAUC, either locally or system-wide?
7. What do you like best about being a UC librarian?
8. Describe a recent or current project on which you are working.
9. Describe your current or recent professional work outside of work, such as association work, writing, research projects, or anything else you would like to share.
10. Describe the first time you worked in a library.
11. What would you like the next big thing in libraries to be?
12. Complete this statement: "One surprising fact about me is..."
13. Can you recommend a book or movie or tell us your favorite book or movie, and why?
14. Please note your website or social media site, if you would like to share.

Committee members have solicited applications from selected individuals at their campuses, and we have several applications. The application is currently a Google Form, located at:

https://docs.google.com/forms/d/1Kb_0vpOMkifmGs19TF8OI35x76nk-sknfHUvIwXeCII/viewform.

Eventually there will be a form hosted on the LAUC website that will replace the Google Form.

The Committee has been working in conjunction with the website redesign committee (chaired by Julie Lefevre) to give feedback on the wireframes and mock-up web pages for the new LAUC website. Our discussion has mostly involved the Meet our Members pages, but we have provided feedback on the other pages as well.

In May, the committee reviewed the applicants for the first Meet our Members feature, and selected two LAUC members to be featured: Ken Lyons from Santa Cruz and Annette Buckley from Irvine. Their profiles are currently displayed on the new LAUC website, which went live on August fourth.

In June, with the assistance of LAUC Secretary Christina Woo, I compiled statistics of LAUC membership for the Executive Board. These statistics cover the past two decades, and show a sharp decline in the membership of LAUC and the number of librarians employed across UC campuses. A summary of the statistics was published in the June LAUC Newsletter (Issue #2).

The committee has also continued the conversation, both via conference call and e-mails, of ongoing diversity-related activities at each campus. Several campuses (Irvine, Riverside, Santa Barbara, and San Diego) purchased the Library Leadership and Management Association (LLAMA) webinar: "Racial and LGBT Microaggressions -- An Introduction for Library Leaders" for library staff to view. Other diversity activities of note include the "Living the Values" recognition program at UCSB, diversity activities via the Twitter account @UCSDdiversity, and planning at UCLA for the National Diversity in Libraries Conference.

Diversity Committee Members:

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| Chair (Riverside) | Carla Arbagey |
| Berkeley | Jane Rosario |
| Davis | Laura Soito |
| Irvine | Linda Murphy |
| Los Angeles | Jade Alburo |
| Merced | Emily Lin |
| San Diego | Lia Friedman |
| San Francisco | David Owen |
| Santa Barbara | Angela Boyd |
| Santa Cruz | Nicholas Meriweather |