



OFFICE OF THE LAUC PRESIDENT

Aug. 22, 2019

TO: LAUC President
FR: Xiaoli Li, Chair, Committee on Diversity
RE: 2018-2019 report

General Charge

For 2018-2019, the Committee is charged with fulfilling its standing Charge as stated in Article VIII, Section 1.e.3 of the LAUC Bylaws:

- 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 2018-2019

1. 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.
2. Continue to update and add entries to the LAUC [Diversity Resource page](#) as needed.
3. Consider and discuss changing the name of the Committee to Diversity & Inclusion Committee. If the Committee finds that a name change is warranted, propose an Amendment to the [LAUC Bylaws](#) following procedures listed therein.
4. 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.

Summary of Committee's Activities:

1. Worked with the LAUC Web managers to revamp the process for collecting profiles of librarians who are featured on the [Meet our Members](#) section of the LAUC website.
2. Worked with the LAUC Web managers to improve the usability of the [Meet our Members](#) section of the LAUC website.
3. Recruited ten LAUC members and posted their profiles to the LAUC [Meet our Members page](#).
4. Identified eight LAUC members who are no longer with the UC system and removed their profiles from the LAUC [Meet our Members page](#).
5. Updated and added entries to the LAUC [Diversity Resource page](#).
6. Submitted a proposal (Appendix A) to change the committee name to better reflect the work of the committee. The proposal was approved by the LAUC membership.
7. Designed and conducted a diversity survey and received more than 260 responses.

Chair:

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Committee Members

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Appendix A

Date: Feb. 27, 2019

To: Roger Smith, LAUC President

From: Xiaoli Li, Chair of LAUC Committee on Diversity

RE: Proposal for changing the Committee name

The Committee on Diversity recommends that the Committee name be changed to 'Committee on Diversity, Equity, and Inclusion.' The rationale for the change are:

1. The Committee reviewed the names of various UC campus committees and administrative offices with a focus or charge similar to that of the LAUC Committee on Diversity. The Committee noted that these entities have names that include at least two of the three words: diversity; equity; inclusion; in different configurations.
2. The Committee concludes that while "equity" and "inclusion" may be implied in the concept of diversity, adding those two words to the Committee's name would ensure recognition of their significance in the Committee's work.
3. The Committee further concludes that the resultant expanded name would be in line with current prevailing practice. The Committee has reviewed the LAUC Bylaws and Standing Rules and observed that "Committee on Diversity" appears only once in our bylaws (Article VIII, Section 1.f.3), not at all in our standing rules. The three subsections under 1.f.3 describe the Committee's duties. We recommend the following amendments to the language in Section 1.f.3, highlighted in yellow:

(Article VIII, Section 1.f.3)

3. Committee on Diversity, **Equity and Inclusion**
 - 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, **equity, inclusion**, recruitment, and retention in University libraries.
 - b. Consider and develop recommendations and implementation strategies on matters and initiatives of diversity, **equity, inclusion**, recruitment, and retention in University libraries.
 - c. Address other subjects at the request of the President on matters and initiatives of diversity, **equity, inclusion**, recruitment, and retention in University libraries.