

August 30, 2020

TO: LAUC President
FR: Committee on Diversity, Equity, and Inclusion
RE: Final Report, 2019-2020

Committee Charge:

General Charge

For 2019-2020, 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, 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.

Specific Charges for 2019-20

1. Complete a report on the survey conducted by the committee during the 2018-19 year, and make recommendations on next steps. Once endorsed by the Executive Board, begin to take action on report recommendations,
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 newly-formed Social Media Team in sharing content related to -- and useful for -- LAUC members and other interested stakeholders.

Summary of Action Items:

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

1. The Committee (DEI) first met on February 10, 2020 at 10:00 AM. At this meeting, we discussed the committee's charge and specific tasks. We established a monthly meeting schedule, Mondays at 10:00 – 11:00 AM. DEI then met on the following dates: February 10, March 30, April 27, May 18, June 22, and July 20. In August, DEI met twice in August to complete any remaining tasks and draft the final report.
2. The Committee has posted new profiles to the Meet our Members section of the LAUC website in accordance with the sign-up-sheet schedule cycle. This year's new member profiles came from UCSB, UCD, UCLA, and UCSF. The featured members from UCB and UCSD will be submitting their information to the LAUC website administrator, Courtney Hoffner.

3. The Committee has reviewed the LAUC Diversity Resource webpage and updates were submitted. The Chair has compiled the responses and will work with LAUC web manager Courtney Hoffner for the LAUC website.
4. 2019 LAUC Diversity Survey Final Report.

Several members of the 2019 DEI Committee volunteered to continue working on the final report after their terms on the committee had ended. The Final Report working group consisted of Xiaoli Li (outgoing chair) and Gary Colmenar (incoming chair) who remained on the current committee both of whom were on their 3rd year. Ruby Bell-Gam and Naomi Shiraishi, whose terms had ended, were also part of the working group. The working group drafted the survey final report to the committee for comments. The working group met to discuss the feedback and resubmitted the report for the final endorsement. The report was approved and submitted to LAUC-Executive Board.

5. The Committee drafted a statement in support of the Black Caucus of the American Library Association (BCALA) statement condemning police violence against Black people. The statement was approved by the LAUC-Executive Board and posted on the LAUC website. <https://lauc.ucop.edu/node/1947>
6. Chair rotation schedule

The Committee spent some time to discuss the committee chair rotation schedule since the current one ends with the 2019/2020 term. The Committee believes that having an established schedule will make transitions work better as divisions could prepare in advance when it is their turn to chair the Committee. However, the Committee recognizes it is possible that a campus will not be able to perform the chair duties when it is their turn due to various reasons. The Committee supports the idea of the "first pass" as an option. In addition, the Committee recommends to emphasize the important role of mentoring as part of the outgoing chair's responsibility which could mitigate concerns and encourage inexperienced LAUC members to take on leadership roles.

7. Given the current budget cuts that have already impacted UC libraries in various ways, including collection development across disciplines especially Area Studies and non-English materials, the committee recommends that the LAUC Executive Board consider compiling statements by library organizations and groups who advocate for print collections and non-English materials. The DEI Committee further recommends the following:
 - LAUC Executive Board work together with the DEI Committee together to bring this issue as well as topics of concern related to diversity, equity, and inclusion to CoUL
 - Create a presence on the LAUC Website about this topic
 - Add this topic to the Committee's special charge

Statements:

Committee on South Asian Libraries and Documentation (CONSALD)

<http://www.consald.org/covid.html>

Council on East Asian Libraries (CEAL)

https://www.eastasianlib.org/newsite/wp-content/uploads/2020/08/CEAL_Statement_COVID-19_FINAL_2020.8.13.pdf

Middle Eastern Librarians Association (MELA)

<https://www.mela.us/2020/06/22/mela-statement-on-collection-development-access-and-equity-in-the-time-of-covid-19/>

Seminar on the Acquisition of Latin American Library Materials (SALALM)

Names of Committee Members

Berkeley: José Adrián Barragán-Álvarez, (jabarragan@berkeley.edu) 2019-21 term, 1st year

Davis: Xiaoli Li, (xlli@ucdavis.edu), 2017-2020 extended to 3rd year.

Irvine: Matthew E. Flyntz, (mflyntz@law.uci.edu) 2019-21 term, 1st year

Los Angeles: Su Chen (suchen11@library.ucla.edu) 2019-2021 term, 1st year

Merced: Elizabeth McMunn-Tetangco (emcmunn@ucmerced.edu), 2019-21 term, 1st year

Riverside: Carla A. Arbagey, carla.arbagey@ucr.edu) 2018-20 term, 2nd year

San Diego: Jennifer Reiswig (jreiswig@ucsd.edu), 2019-2020 Reiswig completed the 2nd year of Erin Glass's term

San Francisco: Edith Escobedo (edith.escobedo@ucsf.edu) 2019 one-year term.

Santa Barbara: gary colmenar (colmenar@library.ucsb.edu) 2017-2020 extended to 3rd year

Santa Cruz: Kristy Golubiewski-Davis (kristy.gd@ucsc.edu) 2018-20 term, 2nd year