

LAUC-SD Diversity Committee
2003-2004 Annual Report

Members: Kari Lucas, chair, Tony Harvell, State-wide representative, Alice Perez, Webmaster

GENERAL REMARKS

The committee reflected on its choice to consolidate its successes and to continue to be inclusionary of all library staff in its programs. There was the observation that program planning and provision, while satisfying and obvious evidence of the committee at work, takes focus and energy away from pursuing initiatives that could affect the infrastructure of the libraries so as to gain permanent changes that enhance diversity among the Librarian Series appointees. However, the committee was down in membership and the UCSD Libraries budget picture looked grim. So the decision was, rather than conduct several smaller programs throughout the year, to continue to provide one large annual program and defer addressing infrastructure issues until the committee roster is more robust and the budget picture looks better.

RECOMMENDATION

1. Investigate an initiative that would affect the infrastructure so as to incur more diversity among the appointees to the Librarian Series.

PROGRAM SPONSORSHIP

The Spring Program held on June 8 with the topic, *"Across the Divide: Generational Diversity"* presented by Neil Murray, was the committee's primary and major accomplishment. Fifty-four people attended. Anecdotal responses indicate that the program was well-received.

RECOMMENDATION

1. Continue the pattern of conducted a spring program that is of library wide, and perhaps campus wide interest.

The committee was in the process of planning a "Have you ever wondered?" workshop along the lines of the one conducted last year in structure, but with sexual orientation as the topic. However, unbeknownst to the committee, LHR had similar thoughts and beat the committee to it by conducting a similar workshop in June. This situation prompted the committee to wish to develop stronger liaison to the UCSD Libraries Library Human Resources Training Officer and Diversity Officer.

RECOMMENDATION FOR 2004-05

1. Invite LHR Training Officer and Diversity Officer to attend a committee meeting.

The committee pursued its plan to provide opportunities for independent self-study on diversity issues. The committee found a workbook called, *Discovering Diversity Profile* (\$12.40 each) produced by Resources Unlimited (www.resourcesunlimited.com). The intent is for an individual to examine his/her opinions and attitudes about workforce diversity to increase his/her awareness of individual, ethnic, and cultural differences and identify potential areas of conflict while helping to gain insights into achieving positive resolution. The independent study self-paced workbook consists of an 80 question survey, an answer key, and an interpretation and analysis section.

The rationale behind this initiative is based on information gleaned from the article, "Pushing a rope, providing cultural diversity training to technical people," published in Profiles in

Diversity Journal, Spring 2001, pages 30-32 (www.diversityjournal.com). The article indicates that not every member of a workforce prefers a face-to-face workshop setting for training. The committee approached LHR to split the cost of the workbooks. LHR declined reasoning that it needed to see some kind of public result for the investment of the cost of the workbooks.

RECOMMENDATION FOR 2004-05

1. Develop a workshop in which library staff discusses the results of their taking the Discovering Diversity Profile. Ask LHR to co-sponsor.

COMMITTEE'S BUDGET (Index Number LIBLW01)

\$1500.00	2003-04 Allocation to LAUC-SD Diversity Committee from UCSD Libraries
<u>\$ 231.18</u>	<u>2002-03 Carryforward (approved per K. Lucas request as one time by LiFT)</u>
\$1731.18	2003-04 Total
<u>-\$1686.63</u>	<u>Spring Program Diversity Cmt expenses</u>
\$ 44.55	Balance
<u>+\$135.00</u>	<u>Faculty Club recharge error correction</u>
\$179.55	Balance Expanded Budget Report FY 2003-04 (FinancialLink)

Spring Program

\$1500.00	Speaker Fee
\$ 175.63	Lunch with drawing winners and committee members at Faculty Club
<u>\$ 11.00</u>	<u>Parking</u>
\$1686.63	Subtotal (Diversity Cmt expenses)
<u>\$ 364.00</u>	<u>Catering (LHR)</u>
\$2050.63	Grand Total for Spring Program

Respectfully submitted,
Kari Lucas, Chair, 2003-04

