Library Diversity & Inclusion Committee

ANNUAL REPORT, 2015-2016

Goals for 2015-2016

- Evaluate and advise on diversity in recruitment methods/best practices in collaboration with Library Human Resources
- Awards and travel guidelines need to be examined and finalized
- Build relationships, do more outreach to and create more contacts with Office of the Vice Chancellor for Equity, Diversity & Inclusion, community centers and student groups
- Continue to plan and execute educational and social events on diversity and inclusion

Summary of Major Activities and Accomplishments for 2015-2016

Collaboration & Outreach

Members of the Library Diversity & Inclusion Committee, along with Tammy Dearie, met with the Vice Chancellor of Equity, Diversity, and Inclusion, Becky Petitt, to discuss campus diversity strategies and how the Library could align our efforts to support larger initiatives. Dr. Petitt expressed her gratitude for the Library's initiative and asked that the VC-EDI office be informed of any public diversity-related events hosted by LDIC so that they could participate.

Additionally, Kate Balderston has been working closely with Staff Education & Development to develop diversity-related training. A new diversity course, Moving Towards Multicultural Competence, was adopted and presented to the entire ITS program as a team-building event. Kate has become approved to teach the program for campus credit, and she will continue to offer sessions throughout 2016-2017 for anyone interested in participating.

Many of the Diversity and Inclusion Events (listed below) included collaboration and outreach with other UC Campuses and UC San Diego Committees, Library Programs, and community groups.

Diversity Travel Awards

The Committee drafted and approved the UC San Diego Library Diversity and Inclusion Travel Award Policy, which aims to provide financial support for individuals attending diversity and inclusion related events. In February the call for applications was sent out, and the committee was able to support the following attendees:

- Cristela Garcia-Spitz attended the 2016 National Diversity in Libraries Conference
- Rachel Myers attended the 2016 National Diversity in Libraries Conference
- Catherine Paolillo attended the 2016 National Diversity in Libraries Conference
- Gayatri Singh attended the 2016 National Diversity in Libraries Conference
- Dorthea Stewart was selected to attend the 2016 National Diversity in Libraries Conference but was unable to attend due to medical leave. Since her registration was able to be transferred to another traveler (Catherine), she has the opportunity to use her designated funding towards another diversity event within the 2016-2017 fiscal year.
- Heather Hayashi was selected to attend the 2016 National Diversity in Libraries Conference but was unable to attend due to medical leave. Since her registration was not able to be transferred to another traveler, she will be given special consideration if she applies for a future Travel Award.

Due to the call going out so late in the current fiscal year, there were not many events or conferences to choose from. Future calls for Diversity Travel Awards will be aligned with the fiscal year, allowing a greater opportunity for additional venues.

Diversity & Inclusion Events

Our newly formed committee started with a goal to organize or host at least one diversity-related event per month. We proudly achieved our goal, bringing in many opportunities for Library employees to learn and grow in the area of diversity:

- A Conversation with Safiya U. Noble
- Working with Younger Generations by Joanie Connell
- CEP Fellows farewell breakfast
- Blackmendream.com film event
- Enhancing Diversity: Experiencing and Practicing Inclusion at the UCSD Library by Bernardo Ferdman
- Wikipedia Training for Staff & WikiAPA Editathon events
- Diversity Conversation Starters
- Fall Food Drive (in collaboration with LCBC)
- Book Club: *Between the World and Me*
- 2015 – Cookies from Around the World: Celebrating Our Cultures, Traditions, and Confections (in collaboration with LCBC)
- Webinar Series: Leadership for Diversity, Equity, and Inclusion
- 2016 Art + Feminism Edit-a-thon
- *Roots in the Sand* film screening
- Lunch & Learn: Diversity and Inclusion in Instruction panel (in collaboration with Learning Services)
- *Unconscious Bias: The Hidden Barrier* webinar showing
- #PulseOrlandoSyllabus Book Display

Key Concerns

Membership turnover was a key concern this year. For various reasons, five members of the committee withdrew, which is a 50%+ turnover. Consequently, the group issued a call for new members less than a year after its initiation. The group intends to look at membership options and committee duties to better support the workload of committee members and to increase the inclusiveness of participation.

Achieving certain goals (ex. public web presence, best practices for recruitment, etc.) require collaboration with other library programs. It's hard for our committee to move forward on projects when certain goals/work aren't a priority for other programs.

Establishing best practices regarding the content of the LDIC LiSN blog was another concern. The intent of the blog is to offer a virtual space for all in the Library to share ideas and news related to diversity and inclusion. On one occasion, political commentary was posted that directly opposed one of the running candidates in the presidential election. While we support the open sharing of opinions, the post could be deemed in violation of the campus policy of neutrality regarding politics and religion. The committee will add a disclaimer to the blog site to ensure material posted there is regarded as an informational exchange and not the official position of the committee or the Library.

Library Diversity & Inclusion Committee Membership for 2015-2016

Current Members:

- Satomi Saito, Co-Chair
- Kate Balderston, Co-Chair
- Lia Friedman, LAUC-SD Statewide Rep
- Gayatri Singh, LAUC-SD Executive Board Liaison
- Richard Caasi
- Jen Dandle
- Leatrice Goodson
- Rachel Myers
- Rachel Pritchard
- Peter Rolla

Members Who Exited the Committee in 2015-2016:

- Emely Dominguez
- Glen Motil
- Mary Wickline
- Kelly Smith
- Aislinn Sotelo

2015 – 2016 Library Diversity & Inclusion Committee Events

2015	
July	A Conversation with Safiya U. Noble
August	• ARL CEP Fellows Goodbye Breakfast • Blackmendream.com film event • Working with Younger Generations by Joanie Connell (sponsored with Library Training)
November	• Book Club: Between the World and Me • Fall Food Drive (sponsored with LCBC)
December	• Cookies from Around the World : Celebrating our cultures, traditions, and confections! (co-sponsored with LCBC)
2016	
January	Webinar Series: Leadership for Diversity, Equity, and Inclusion: (co-sponsored with Library Training) • 1/20/16, 11:00am, Geisel Library Classroom 2: Understanding Diversity, Equity, and Inclusion • 1/27/16, 11:00am, Geisel Library Classroom 2: Improving Campus Climate • 2/3/16, 11:00am, Geisel Library Classroom 2: Making the Commitment to Accomplish Transformational Change
February	Article Reading Discussion
March	• 2016 Art + Feminism Edit-a-thon • Imminent Questions Speaker for 2016: Dr. Khalil Gibran Muhammad (co-sponsored with Library and campus partners)
April	Roots in the Sand film screening
May	Lunch & Learn: Diversity and Inclusion in Instruction Panel (co-sponsored with Learning Services)
June	• #PulseOrlandoSyllabus Book Display • Unconscious Bias: The Hidden Barrier webinar