

**ARL Diversity and Inclusion Committee Meeting
Tuesday, April 26, 2016
9:30 a.m.–10:30 a.m.
Parksville Room**

- I. Review of Program activities (attachment)
 - Mosaic II IMLS grant
 - NDLC '16
 - Proposal for national forum on diversity, equality, and social justice (LAMs) (attachment)
- II. Update on the Intercultural Development Inventory (IDI)
- III. Review of proposal for the ARL Forum (attachment)
- IV. Review of IRDW, May 12-13, 2016
- V. Discussion of process for selecting host institution for IRDW "Research Library Visit" (hosted by the Michigan State University Libraries in 2015-16)
- VI. Discussion of Committee Priorities and Activities
- VII. Other Business and Announcements

Upcoming events:

- National Diversity in Libraries Conference, UCLA Campus: August 10-13, 2016
- ARL/SAA Mosaic Program Leadership Forum, Atlanta, GA: August 2, 2016
- ARL Forum (theme and title to be announced), Washington, DC: September 29, 2016
- 13th Annual ARL Leadership Symposium, Atlanta, GA: January 19-22, 2017

DIVERSITY AND INCLUSION PROGRAM UPDATES SINCE FEBRUARY 2015

A. Initiative to Recruit a Diverse Workforce (IRDW)

- Planning for review of IRDW to be conducted by members of DAIC, former diversity scholars, and other stakeholders to be held March 12–13, 2016.
 - In person meeting will result in recommendations for IRDW, including funding proposal for 2017.
- Released [call for applications](#) for IRDW for participants in 2016–18. This is the final class of Diversity Scholars funded by contributions from member institutions.
- Planning for the Michigan State University Libraries site visit, May 22–25, 2016.
 - Submitted brief article to ACRL's *CRLN* about the site visit component with Ilana Stonebreaker and Ebony Magnus.
- With the ARL Diversity and Inclusion Committee, fielding requests for professional development funding submitted by ARL diversity scholars.
- Mentor training webinar held February 25, 2016.

B. Career Enhancement Program (CEP)

- Managing stipend distribution and internship evaluations for [2016 cohort of CEP fellows](#). Partner institutions for 2016 include: Arizona, Columbia, Kentucky, NLM, and Washington.
- Held mentor training conference call on February 8, 2016.
- The ARL CEP grant expires June 1, 2016.

C. ARL/Society of American Archivists (SAA) Mosaic Program

- Received approval from IMLS for one-year, no-cost extension of program, through May 31, 2017.
- Released [call for applications](#) for final cohort of ARL/SAA Mosaic Program fellows.
- Managing stipend distribution and internship evaluations for 2015–17 cohort of Mosaic Program fellows.
- Planning for third Mosaic Program Leadership Forum to be held during the SAA Annual Meeting, August 2, 2016 in Atlanta, GA.

D. ARL/Music Library Association (MLA) Diversity and Inclusion Initiative (DII)

- DII fellows attended MLA annual meeting, March 1–6, 2016 in Cincinnati, OH.
- Program director and several former DII fellows participated in [plenary panel](#) on diversity and inclusion for MLA annual meeting, March 2016.
- Program officer participated in newly established MLA diversity committee as well as fund-raising committee to establishing [MLA Diversity Scholarship](#).

E. Leadership and Career Development Program (LCDP)

- Conducting a review of the LCDP with members of the DAIC, informed by assessment completed by VPO, Carlette Washington-Hoagland.
- Outcomes of LCDP assessment will be presented at the Library Assessment Conference, October 31–November 2, 2016.

F. National Diversity in Libraries Conference (NDLC)

- Planning underway for next NDLC to be held at the UCLA campus, August 9–13, 2016.

- Planning one-day, pre-conference event on the topic of library services to patrons and employees with disabilities and universal design.
- Assisting UCLA conference planning committee with fund-raising, inviting sponsorships from member representatives and corporate sponsors.
- ARL offering [five travel scholarships](#) in support of NDLC '16 attendance. Call for applications released March 28, 2016.

G. Communications

- Collected input from member institutions regarding [library support for student activism](#) on college and university campuses.
- Visiting program officer being recruited to aid in developing social media presence/strategy for diversity, inclusion, and social justice efforts.

H. General

- With the University of Michigan Libraries, developing training modules to assist search committees with creating inclusive recruitment and hiring practices (focused on combatting implicit bias).
- Preparing for diversity and inclusion focused session with the ARL Leadership Fellows, April 28, 2016.
- Conducting and planning numerous site visits to ARL member institutions and other organizations to present on ARL efforts, and assist with strategic planning for diversity and inclusion. Visits include the University of Cincinnati Libraries: March 1, 2016; University of Kansas Libraries: March 21, 2016; Association of Southeastern Research Libraries: May 3, 2016; the University of Delaware Libraries: May 16, 2016; and others.
- Serving on the Nexus Lab project Evaluation Task Force, which is developing assessment measures and tools for leadership development programs and administrators.
- In conversations with Smithsonian Museums about possible collaboration on National Forum on Diversity, Equality, and Inclusion for libraries, archives, and museums. Awaiting word from IMLS regarding a proposal submitted by University of Miami for this project. Smithsonian collaboration could result in a Ford Foundation grant.
- Working with external consultant to administer Intercultural Development Inventory[®] (IDI) to Diversity and Inclusion Committee as an internal assessment as well as to pilot for broader use.

Diversity, equity, and inclusion are paramount issues for society today, and as centers for civic engagement, cultural access, historical preservation, and community vitality, libraries, archives, and museums (LAMs) are and should be leading conversations on these topics and serving as exemplars in the establishment of policies, collections, and services that help fully engage these issues. The University of Miami requests a \$100,000 Laura Bush 21st Century Librarian Grant from the IMLS to support a two-day national, invitational forum convening representatives from partner meta-organizations, practitioners, administrators, educators, students, thought-leaders, and other stakeholders from across LAM sectors with the goal of developing a national agenda to address these critical issues. Although similar convenings have been held for some LAM sectors and sub-sectors, none have sought to bring together leaders from across these communities to discuss and debate issues related to systemic oppression, equal access to information and resources, and innovative approaches to increasing and improving diversity and inclusion in LAM workplaces and communities. This convening will engage representatives from numerous sub-sectors such as public libraries, historical societies, art museums, archives, special libraries, LAM educators, and others. Potential partners for this forum will include the co-sponsors of the event, the Association of Research Libraries (ARL), as well as the Society of American Archivists (SAA), the American Alliance of Museums (AAM), the Association of Southeastern Research Libraries (ASERL), Association of Academic Museums and Galleries (AAMG), the American Library Association (ALA), the Association of Art Museum Directors, among others.

The event will require a six- to nine-month planning period, and will be held during the second or third quarter of 2017. The goals of the forum include:

- Designing a developmental (training) roadmap for CEOs, administrators, and others who lead LAM organizations or who have leadership responsibilities in this arena, so that they may develop cross-cultural proficiencies, reduce unconscious biases, and better lead their institutions
- Exploring innovative strategies for the recruitment, development, advancement, and retention of staff from historically underrepresented and marginalized groups and measuring the efficacy of existing strategies
- Delving into issues of organizational culture as they pertain to health and climate for diversity and inclusion and explore strategies, assessment protocols, and interventions for workplace improvement
- Shaping research questions and a coordinated research agenda that will expand the scope of conversations around issues of diversity, equity, and inclusion and implications for the LAM workforce and the communities they serve

Perhaps not since the civil rights movement of the 1960s has there been a larger racial divide in the United States, intensified by racially-motivated mass murders such as occurred in Charleston, SC in June of 2015 and a wave of what is perceived to be increased police militarization and discrimination. According to a recent New York Times/CBS News report, six out of ten US citizens believe that race relations are generally bad in the United States, and four out of ten believe that race relations are getting worse.¹ Issues in the sphere of gender identity

¹ Kevin Sack and Megan Thee-Brenan, "Poll Finds Most in U.S. Hold Dim View of Race Relations," *New York Times*, July 23, 2015, http://www.nytimes.com/2015/07/24/us/poll-shows-most-americans-think-race-relations-are-bad.html?_r=0.

and equality have become more prominent, gaining greater attention in mass media due to contemporary theory and practices that challenge traditional binary constructs of gender identification and the debate on marriage equality. Pressing legal issues, such as the USA “Dream Act” and the review of the Fisher v. University of Texas at Austin case on race-conscious admissions in higher education by the US Supreme Court, also have far-reaching implications for LAM professions. This challenging and rapidly changing national climate calls for information and cultural heritage institutions to engage in a new type of dialogue in order to create deliberate, coordinated, and substantive methods for effecting change in this arena.

The IMLS has long advocated for and supported initiatives that have aimed to address issues of diversity and inclusion within the LAM professions and the constituencies they serve. However, the current political and social agenda, indeed the volatility that is present in the current environment, calls for a scalable, coordinated conversation, strategy, and response in order to effect true, enduring change for those sectors and for the communities they serve. LAMs are in a unique and ideal position to lead conversations as neutral spaces, stewards of the historical and artistic record, as well as providers and curators of information. This national forum will encourage participants to think beyond current trends and best practices to include a critical interrogation of the systems, structures, and mindsets that prevent information and cultural heritage institutions from developing fully inclusive environments for patrons as well as employees. Critical to this process will be the methodology that will be engaged during this national forum in which a platform will be created for envisioning and articulating a desirable future for LAM professions within the context of diversity, equity, and inclusion. Further, the event will initiate, through design thinking, planning for a coordinated system of action that will help to radically transform these professions for their own benefit and for that of diverse constituencies and societies. This methodology replicates the recent strategic thinking and design process undertaken by ARL in 2013-14.²

The event will largely replicate an event that was hosted by the Smithsonian in October of 2015 for, largely, the art museum community, but that convenes a diverse set of stakeholders from across all LAM sectors. Funds are requested from IMLS to support:

- Travel expenditures for select participants and planning staff
- Honoraria for trained facilitators who will help design and produce the event
- Honoraria and travel expenses for one or two keynote speakers of national acclaim
- Facilities rentals and audio visual services
- Food and beverage (sustenance) for participants
- Modest subventions for professional and administrative support provided by permanent University of Miami and the Association of Research Libraries (ARL), co-conveners of the forum.
- Communications and printing for event planning and production

A key output from the national forum will be a white-paper summarizing major themes from the event and offering a strategic roadmap for diversity, equity, and inclusion that leverages knowledge obtained across LAM sectors. The white paper will offer recommendations for innovative programs and initiatives that will significantly advance the agenda for diversity, equity, and inclusion across LAM sectors and as they pertain to the four key forum goals.

² Association of Research Libraries. *Report of the Association of Research Libraries Strategic Thinking and Design Initiative*, Washington, DC: 2014.

Attachment 3

The Diversity and Inclusion Committee discussed possible themes and ideas for the Fall Forum regarding diversity and inclusion issues. They are enthusiastic that the Fall Forum might be focused on D&I topics.

The committee seemed to be most excited about one of these two directions:

- 1 Higher ed (and community) current trends/scholarship on diversity and social justice issues; or
- 2 Looking outside of higher ed or libraries, looking at private sector (business, nursing, social work, others?) for innovative (not best) practices for advancing social justice issues.

For both areas, it is important to think about developing ways to take these concepts from the strategic to the operational...what can libraries do to contribute more substantively to these movements and conversations?

It would be advisable to engage a facilitator to support discussions and enable the threads and themes to emerge throughout the day. It would be important to look for opportunities for audience discussion and participation, creating a dynamic and interactive experience.

Audience: The committee thinks opening the event to any level of staff from the library is important. Encouraging a team from libraries to participate is a positive thing.

The committee has noted a few possible keynoters and speakers and think it would be especially important to identify speakers from outside of the library community.

Next steps would be:

- Floating idea/theme with EC and Board (as information and possible feedback)
- Engage the D&I and MEO Committees in starting to plan. **(Need volunteers from the DAIC to serve on the planning committee.)**
- Announce the theme for the JCB scholarship and initiate this application process. Our tentative timetable is to announce the scholarship in April with a June 1 due date. This could slide just a bit but we would like to announce the winner sometime in July.