Short Description of Initiative

The Diversity and Inclusion Committee (DAIC) is a standing committee that promotes diversity within ARL and among member libraries. Its purview is broadly defined, encompassing diversity in all its dimensions: race, gender, ethnicity, nationality, sexual orientation, physical abilities, political and cultural affiliations, and the like. DAIC articulates the value of diversity within ARL’s goals and priorities and embraces a culture of inclusion in the belief that the organization is strengthened by multiple opinions and perspectives. DAIC works closely with other structural units of the organization to conduct its work, such as the ARL Academy. Where the work of the DAIC is seen as complementary with the ARL Academy, the priorities and focus of work will be determined by the members of the DAIC with input from the Board of Directors and the broader membership.

Framework and Context for the ARL Diversity and Inclusion Committee

Describe the breadth, focus, and type of projects or structures that could fall within the ARL Diversity and Inclusion Committee:

- Recruitment and retention programs that target new professionals from traditionally underrepresented groups
  - Tools that help libraries in the recruitment, selection, and retention of a diverse workforce
  - Develop resources and services that address the issues of institutional climate and that develop library directors, other leadership, and staff around key strategic issues in this arena
- Engage campus/institutional administrators in conversations
  - Offer developmental opportunities for the ARL Membership on the topics of diversity, equity, and inclusion and the value that a commitment to these principles brings to the Association and to ARL member institutions
- Expose members to cutting edge research and practices in this area
  - Focus on qualitative data in addition to gathering/mining quantitative data
- Benchmark efforts against those outside of the LIS field (i.e., museums, higher education, industry, other service professions)
- Collect stories about the importance of diversity and inclusion to organizations, patrons/customers, communities, and to the historical and scientific record
- Develop metrics for how initiatives in the System of Action contribute to this focus area and strategies for ensuring that it is a consideration in the development of new projects
  - Focus on those areas that are of mutual interest and possible benefit to US and Canadian members
  - Recruit an expert advisory panel to use as a sounding board for the committee’s priorities and activities
- May include experts from higher education, industry, not just libraries
  - Ensure that multiple areas of focus are represented: critical race and gender theory, accessibility and universal design, LGBTQ theory, etc.
  - Perhaps designate committee members to provide oversight for particular areas of focus/emphasis
- Focuses on strategies where ARL already serves as an exemplar, but consider partnerships with affinity organizations
- Ensure that diversity and inclusion are core considerations in existing and future leadership development efforts
- ARL Leadership Symposium
- Leadership and Career Development Program (under review)
- ARL Leadership Fellows Program
- New Director’s Institute

• Engage other committee chairs in diversity and inclusion and ensure that it is deeply integrated into the other initiatives and capabilities in the System of Action.

Identify current projects and activities of the Association in Diversity and Inclusion:

• Initiative to Recruit a Diverse Workforce (IRDW)
  - Since 2012, funded by voluntary contributions from 61 ARL Member Libraries with administrative support from ARL dues
• Career Enhancement Program (CEP)
  - A diversity internship program funded by the Institute of Museum and Library Services (IMLS); set to expire in June of 2016
• ARL/Music Library Association (MLA) Diversity and Inclusion Initiative
  - A collaborative diversity recruitment and professional development program with the MLA; funded by IMLS, the program will expire in March of 2016
• ARL/Society of American Archivists (SAA) Mosaic Program
  - A collaborative diversity recruitment and professional development program with SAA; funded by IMLS, the program will expire in May of 2017
• Leadership and Career Development Program (LCDP)
  - Program has developed 150 librarians since 1997 and is currently undergoing review
• ClimateQUAL
• Continuing work of the ARL Task Force on Accessibility and Universal Design
• National Diversity in Libraries Conference
  - Offered irregularly since 2000; the next event will be hosted by the UCLA Libraries in 2016

Priority programs that could be created within the Diversity and Inclusion portfolio or programs/organizations with which ARL can partner:

• Diversity recruitment programs that focus outside of the traditional MLIS pipeline
  - e.g., CLIR post-doctoral fellows program
• Programs that engage campus/organizational leaders in institutional equity, diversity, and inclusion practices
• Recruitment efforts that focus on topical or functional areas
  - e.g., emerging technologies, digital humanities, area/ethnic studies and collections (similar to Minnesota program)
• Recruitment or informational programs that focus on library staff (where there is typically more diversity) or student assistants
• Programs/consultant capacity that work with existing or new assessment and organizational development tools (e.g., ClimateQUAL) for use in local contexts
• Recruitment partnerships with ALA, ALISE, or other national associations/organizations
• Convening of human resources and organizational development personnel in member libraries who are charged with oversight of diversity, equity, and inclusion efforts
• Programs that highlight library work/programs that support social justice, providing examples and best practices for ARL members
• Programs on implicit/unconscious bias and micro-aggressions
Programs/projects that should not be included in the portfolio:

- Broad undifferentiated programs that only tangentially affect the lives of those who work in research libraries
- Partnerships that create overreliance on ARL to support and administer

Next Steps for the Committee on Diversity and Leadership

- Develop proposed budget for IRDW and strategy for the program beyond 2016
- Assemble “expert advisory group”
- Initiate research that produces evidence of the value of diversity programs for the Association and the profession
  - This will develop a wide range of metrics by which to gauge the impact of ARL efforts such as the IRDW. Last reviewed in 2011 it was found that 50% of all diversity scholars were employed in ARL member libraries, and another 38% were employed in other academic libraries.

List of highest priority programs and initiatives for the organization that fit into the new strategic design:

- Design and offer professional development opportunities for the ARL membership, and staffs in member libraries around contemporary issues related to diversity, equity, and inclusion (particularly around climate issues and retention?)
- Continue to offer diversity recruitment programs that focus on historically underrepresented groups, and that develop them as advocates in D & I efforts. Initiate conversations around recruitment strategies targeted outside of the normal focus on library and information science studies.
- Ensuring that principles of diversity and inclusion are considered for points of intersection (perhaps synergy) across the major initiatives of ARL and that these issues are addressed in training curricula in leadership development and other member orientation and professional development offerings.
- Create opportunities for bringing together stakeholders in member libraries (and beyond??) to discuss innovation, current trends, and best practices around diversity, equity, and inclusion. This would include human resources and organizational development professionals, as well as other staff and researchers charged with moving the D & I agenda forward. This might include discussions with affinity organizations (ALISE, ACE, ALA, others?)

Diversity and Inclusion Committee

Joyce Backus, Chair (NLM)
Gerald Beasley (Alberta)
Chris Bourg, Vice-Chair (MIT)
Alberta Comer (Utah)
Constantia Constantinou (Stony Brook)
Yolanda Cooper (Emory)
Beth McNeil (Iowa State)
Lorelei Tanji (California, Irvine)
Julia Zimmerman (Florida State)
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