Thursday, January 24

4:00 p.m.  Welcome and Introductions
            Blackbird
            Mark A. Puente, Director of Diversity and Leadership Programs
            Association of Research Libraries

5:30 p.m.  Norms for Learning and Housekeeping
            Blackbird

6:30 p.m.  Dinner
            Grasshopper and Dreamliner

8:00 p.m.  Mosaic of Diversity
            Blackbird
            An exploration of the many dimensions of diversity and the ways in which
            we identify ourselves.
            Mark A. Puente, Director of Diversity and Leadership Programs
            Association of Research Libraries

Friday, January 25

8:00 a.m.  Breakfast
            Dreamliner

8:45 a.m.  The Leader Within: StrengthsFinder 2.0
            Blackbird
            Stephanie Masters, CliftonStrengths Certified Coach and Organizational
            Development Consultant

10:15 a.m. Break

10:30 a.m. The Leader Within, continued

12:00 p.m. Research Library Site Visit Attendees Lunch with Northwestern University and University of Illinois-Chicago Libraries Staff
            The Nest
            For IRDW diversity scholars and Mosaic fellows who are attending this event
Off-Site Lunch
Etta’s
2020 Western Ave
Seattle, WA 98121

For AFDIE and Mosaic Fellows not attending the site visit

1:30 p.m.  
**Working Together: Psychological Safety, Teaming, and the Library**
Blackbird

*Nikhat J. Ghouse*, Associate Librarian to the Social Sciences & Coordinator, Diversity Alliance Residency Program
American University

2:45 p.m.  
**Break**

3:00–5:30 p.m.  
**Individual Photos**
Foyer

3:15 p.m.  
**Understanding Emotional Intelligence through the People Code**
Blackbird

*Elliot Polak*, Assistant Dean
Wayne State University Library System

4:30 p.m.  
**Community Review**

*Barbara Williams*, AeroAstro and Physics Librarian
MIT Libraries, ARL Visiting Program Officer

5:00 p.m.  
**Break**

6:30 p.m.  
**Reception hosted by MIT Libraries, University of Washington and University of Oregon**
*Steelhead Diner*
95 Pine Street Suite 17
Seattle, WA 98101

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**Saturday, January 26**

7:30 a.m.  
**Breakfast**
Dreamliner
8:30 a.m.  The Human Barometer: Diversity, Equity, and Inclusion in the Academy
Blackbird

Mark A. Puente, Director of Diversity and Leadership Programs
Association of Research Libraries

Jennifer Garrett, Director, Talent Management
NCSU

9:45 a.m.  Break

10:15 a.m.  When the Rubber Hits the Road
Blackbird

Experiences of people of color (and other historically underrepresented or marginalized groups) in libraries and archives

Paulita Aguilar, Curator of Native Materials / Associate Professor
University of New Mexico, University Libraries

Roberto Delgadillo, Research Support Services Librarian
University of California, Davis

Monica Figueroa, Music Cataloging Librarian
University of North Carolina at Chapel Hill

Carmelita Pickett, Associate University Librarian for Scholarly Resources & Content Strategy
University of Virginia

11:30 a.m.  Break

12:00 p.m.  Lunch with ARL Directors
Grasshopper and Dreamliner

1:30 p.m.  The Modern Research Enterprise: Library Roles and Services in the Contemporary Library and Archive
Blackbird

Adrian Ho, Director of Digital Scholarship
University of Kentucky Libraries

Ebony Magnus, Interim Library Manager
Southern Alberta Institute of Technology

Jennifer Nichols, Digital Scholarship Librarian
University of Arizona Libraries
**Elaine Westbrooks**, Vice Provost of University Libraries & University Librarian
University of North Carolina at Chapel Hill

2:45 p.m. **Break**

3:15 p.m. **Strategic Importance of Special Collections and Archives**
Blackbird

**Katie Henningsen**, Head of Research Services, David M. Rubenstein Rare Book & Manuscript Library
Duke University

**Janet Bishop**, Associate University Librarian for Content & Collections
University of Minnesota Libraries

4:30 p.m. **Community Review**
Blackbird

**Yasmeen Shorish**, Data Services Coordinator & Associate Professor
James Madison University

5:00 p.m. **Break**

5:45 p.m. **Group Photos**
Foyer

6:30 p.m. **ARL Diversity and Inclusion Programs Reception**
Grasshopper and Dreamliner

By invitation only

**Sunday, January 27**

8:00 a.m. **Breakfast**
Dreamliner

**Diversity Scholars and Mosaic Program Fellows**

8:45 a.m. **The Art and Science of Securing a Job in a Research Library or Archive**
Blackbird

**Lisa Boxill Ruth**, Director of Library Human Resources, University of North Carolina at Chapel Hill

**Alanna Aiko Moore**, Subject Specialist for Sociology, Ethnic Studies, and Gender Studies
University of California, San Diego
Leadership Symposium | Agenda

José Guerrero, Diversity Resident Librarian
Pennsylvania State University Libraries

10:15 a.m. **Break**

10:45 a.m. **Job Search Skills Workshop — Résumé Review**
Blackbird

Jolie Graybill, Assistant Director for Digital Initiatives & Metadata Education, Minitex
University of Minnesota Libraries

ARL library personnel and guests

**Digital and Inclusive Excellence Fellows**

9:00 a.m. **What’s my Path? Deciding What to do After Graduation**
Grasshopper

Moderator: Erin O’Meara, Program Manager, Knowledge Management AWS, Amazon

Michelle Martin, Beverly Cleary Professor for Children and Youth Services
Information School at the University of Washington

Monique Lassere, Digital Preservation Librarian
University of Arizona Libraries

Sandy Littletree

10:15 a.m. **Break**

10:45 a.m. **Making the Most of the AFDIE Experience**
Grasshopper

Kiyomi Deards, Associate Professor
University of Nebraska-Lincoln

12:00 p.m. **Lunch with Résumé Reviewers and HR Personnel**
Dreamliner

1:30 p.m. **Closing Ceremonies**
Grasshopper

3:00 p.m. **Adjourn**
Funding for the ARL Leadership Symposium is provided, in part, by:

[Logos of various organizations]