

Task Force on Structural Equity and Inclusion

Purpose

The Task Force on Structural Equity and Inclusion will result in a set of recommendations to the Board of Directors in September 2020 to ensure that the Association and Board committee and task force structure is equitable, inclusive, and specifically anti-racist.

Charge

The Task Force reports to the Board and is charged with reviewing Policy A.10 as well as making recommendations to ensure structural equity and inclusive practices, with a focus on anti-racism. There are three primary deliverables:

- A set of recommendations to proceed with the appointment process for the Association Committees, to go to the Board in September 2020
- A set of recommendations for Task Force appointments by the end of October 2020, preferably by September 2020, if possible
- A set of recommendations for ensuring structural equity and anti-racist structures in Policy A.10 regarding Board and Association Committees by early 2021

Membership

- The Task Force reports to the President of the ARL Board of Directors.
- The Task Force is chaired by K. Matthew Dames, chair of the Governance Committee.
- The Task Force is composed of six members, two consultants, and a staff lead including:
 - Three Governance Committee members,
 - One member from the Member Engagement and Outreach Committee,
 - One member from the Diversity, Equity, and Inclusion Committee,
 - The Executive Director,
 - Members from the Kaleel Jamison Consulting Group, Inc., and
 - The Associate Director, Board and Member Relations (staff lead)

Terms

Members of the Task Force will serve for the term of the project.

Meetings

The Task Force will meet until the completion of their charge.

Areas of Responsibility

- Review policy [A.10 Establishment, Guidelines, and Oversight of ARL Committees and Task Forces](#) (login required) and recommend modifications, as appropriate.
- Review the current committee/task force appointment process and recommend any changes to the existing structure.
- Review the Expression of Interest form to determine if any revisions need to be made.
- Develop a matrix for evaluating nominees.

Code of Conduct

The Task Force adheres to the ARL Code of Conduct in all of its deliberations and activities.

Approved by the Executive Committee August 3, 2020