

## Diversity, Equity, and Inclusion Committee

### Purpose

The Diversity, Equity, and Inclusion Committee (DEIC) advises the Association on all matters related to the Association's efforts in this arena.

### Charge

The Diversity, Equity, and Inclusion Committee is an Association Committee that promotes social justice within ARL and among member libraries and archives. Its purview is broadly defined, encompassing diversity in all its dimensions: race, gender, ethnicity, nationality, sexual orientation, physical abilities, and others. The Committee articulates the values of diversity, equity, inclusion, and social justice within ARL's goals and priorities and embraces an organizational culture that is strengthened by multiple opinions and perspectives. The Committee collaborates with the ARL Academy and Advocacy and Public Policy on initiatives of common interest.

### Membership

- The committee shall be chaired by an ARL member representative appointed by the Board of Directors.
- The committee is composed of 9 to 12 ARL member representatives and member library staff. The majority of the committee is composed of member representatives.
- A Board liaison is a member of the committee.
- The Executive Director appoints a staff lead.

### Terms

- The chair serves a two-year term, one-year in the role of vice-chair, and the second as chair. The only exception for a third-year of service is when a member is elected to be a committee vice chair in her or his second year.
- A committee member serves a two-year term renewable at the conclusion of year one or until a replacement is selected, unless the Board of Directors decides in exceptional circumstances that an additional renewal term is justified.
- The Board liaison serves a one-year term.
- The staff lead serves on the committee until reassigned or leaves the Association.

## **Meetings**

The committee meets as needed to conduct the work of its charge and, minimally, during the two Association Meetings each year.

## **Areas of Responsibility**

- Provides strategic oversight for ARL's existing programs, currently the Kaleidoscope Program, the Leadership and Career Development Program, and the grant-funded Mosaic Program (partnership with the Society of American Archivists), and the Fellowship for Digital and Inclusive Excellence.
- Serves on the selection committee (or assigns representatives from their organizations to do so) for the Kaleidoscope Program and the Leadership and Career Development Program (LCDP).
- Provides guidance on professional development and other strategies for developing inclusive organizations, and the profession. This includes issues beyond staffing, related to collections, description, accessibility, as well as other domains.
- Consults broadly with the library, research, archives, higher education, and other related communities on related priorities and efforts.
- Advises on priority setting and resource allocation for the portfolio.
- Liaises with other ARL groups with a common interest in supporting EDI efforts (e.g., Advocacy and Public Policy, the ARL Academy, and Member Engagement and Outreach Committees).
- Ensures that programs are assessed and re-evaluated on a regular basis.

## **Decision-Making**

The committee makes recommendations to the Executive Director, and as appropriate to the Board.

## **Code of Conduct**

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

Approved by the Board of Directors, February 17, 2021