

## **Diversity, Equity, and Inclusion Committee**

### **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; ethnicity; nationality; gender; sexual orientation; physical, emotional, and neurological 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 Learning Network 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 committee chair serves a two-year term; one year in the role of vice chair, and the second as chair. The only exception beyond two years, is if a member is elected to be vice chair in their first or second year of service.
- 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; at a minimum, it will meet during the Spring and Fall Association meetings.

## **Areas of Responsibility**

- Provides strategic oversight for ARL's existing programs, currently the Kaleidoscope Program and the Leadership and Career Development Program.
- Provides guidance on and develops 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 DEI efforts (e.g., Advocacy and Public Policy, the ARL Learning Network, and Member Engagement and Outreach Committees).
- Leads the planning of the Inclusion, Diversity, Equity, and Accessibility in Libraries and Archives (IDEAL) Conference in collaboration with ARL staff.
- Leads the planning of the Diversity, Equity, & Inclusion Institute in collaboration with ARL staff.
- 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, July 27, 2022