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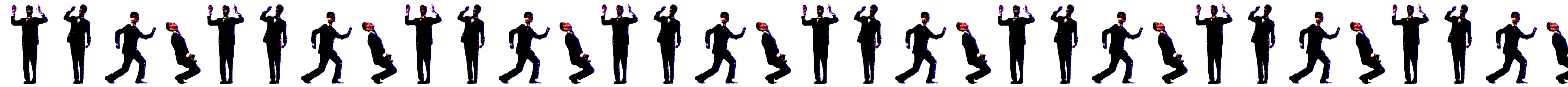
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And You May Ask Yourself, 'Well... How Did I Get Here?':

Reflections on the Evolution of a Library Diversity Committee

Gayatri Singh & Cristela Garcia-Spitz
 Joint Conference of Librarians of Color
 Albuquerque, New Mexico
 September 27, 2018



How did I get here?

Driven by internal and external institutional changes surrounding diversity, new strategic approaches are needed in order to position libraries as diverse and inclusive organizations. As diversity in higher education and libraryland is trending, many libraries have formed diversity committees. What is the purpose of these committees? What is their impact? Have we seen any progress? Or do we look around and say 'same as it ever was'? This poster focuses on a case study at the UC San Diego Library. We took a deep dive into the Librarians Association of the University of California, San Diego (LAUC-SD) Archives to learn more about our past. As our Library Diversity & Inclusion Committee has evolved, we examine what we have accomplished, how we have changed, and what we hope for the future.

Same as it ever was?

Over the years, there has been three distinct periods with repeated diversity efforts by the Committee, especially regarding recruitment and retention, cultural programming, and training. And while we ask ourselves "how did we get here?" and sometime sing "same as it ever was," we see progress in the evolution of our Diversity & Inclusion Committee.

Proposition 209 (California Civil Rights Initiative) approved in November 1996, amended the state constitution to prohibit state governmental institutions from considering race, sex, or ethnicity, specifically in the areas of public employment, public contracting, and public education.

In 1998, the **Principles of Community** were developed by the Diversity Leadership Team comprised of UC San Diego vice chancellors and department directors, and many other members of the UCSD community, including faculty, staff, and students.

- The goals of the Principles include:
- Providing fair treatment for faculty, staff, and students
 - Encouraging a climate of fairness, cooperation, and professionalism
 - Inclusiveness, respect, and a welcoming environment
 - Promoting collaborative attitudes and actions

The **UC Diversity Statement**, adopted in 2006, expanded the definition of diversity. "Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, abilities/disabilities, sexual orientation, gender identity, socioeconomic status, and geographic region, and more." <http://regents.universityofcalifornia.edu/governance/>

The **UCSD Strategic Plan**, produced in 2014, included "Cultivating a diverse and inclusive university community." <https://plan.ucsd.edu/>

**SAME AS IT EVER WAS
 SAME AS IT EVER WAS
 SAME AS IT EVER WAS**

Diversity and Inclusion included in the list of values in the 2015-2018 UC San Diego Library Strategic Plan <http://lib.ucsd.edu/plan2015-2018>

What have I done?

And you may ask yourself...Am I reinventing the wheel?

As we looked through the Archive, we were surprised that much of the recommendations and initiatives have remained the same over the years. However, this work is ongoing. We must revisit and rethink procedures as organizations change over time. Many of the policy initiatives, educational and social programming started by the initial ad hoc committee still continue today.

And you may ask yourself...Am I preaching to the choir?

Library staff isn't stagnant. As the community changes with time, we must constantly work to broaden the base, addressing new and ongoing issues and approaches in order to reach different folks.

Diversity committees alone will not solve problems. Changing the organizational culture requires top-down and bottom-up approaches to align and work together to achieve any progress. The purpose of diversity committees should be to push change; engage across the organization; and build leadership skills. A commitment to improve diversity is a commitment to administrative, budgetary, and structural change.

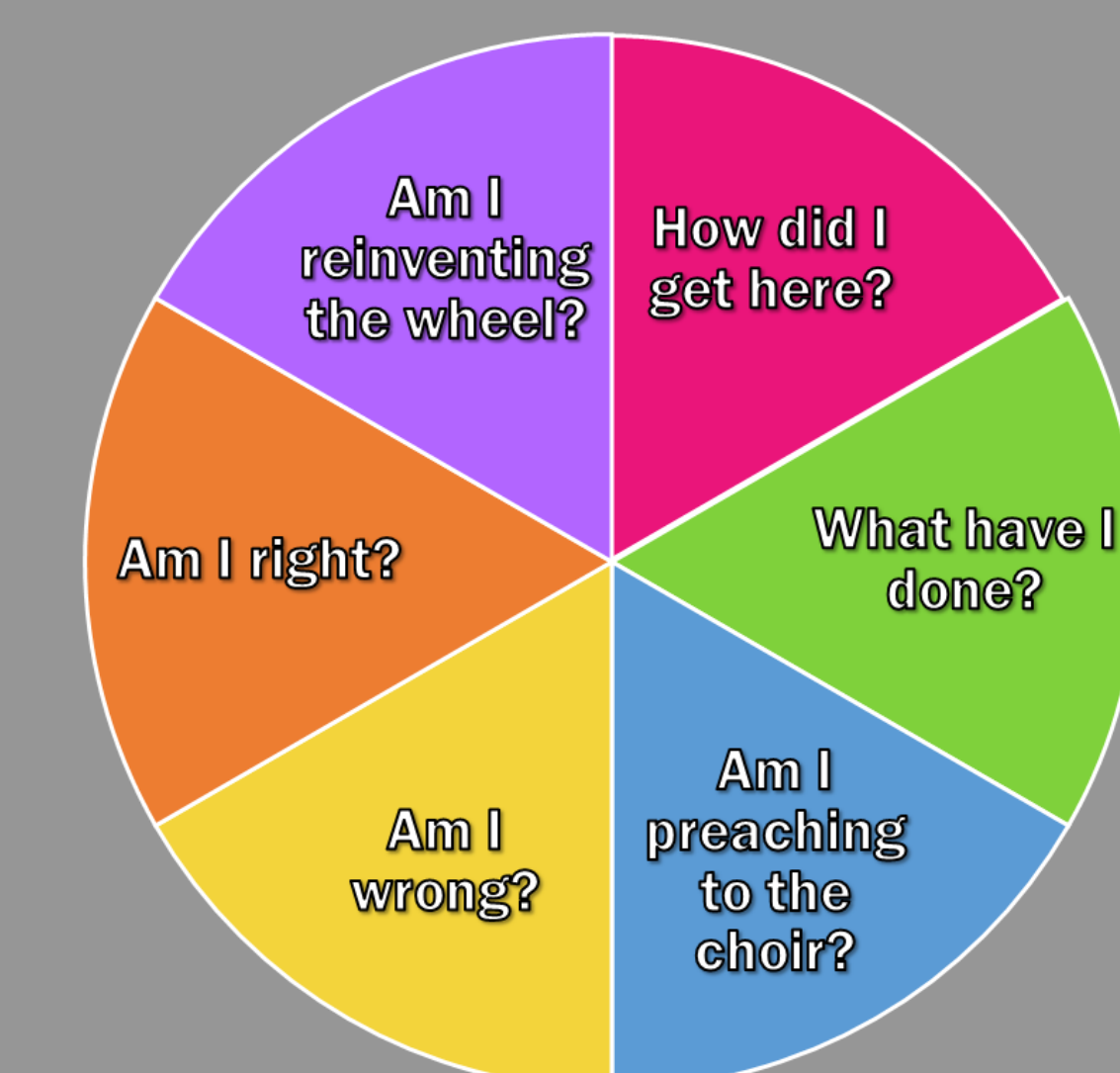
To make progress toward a diverse & inclusive organization:

- Empower employees to embed diversity and inclusion in all aspects of their work, not just recruitment and retention
- Secure funding in order to provide adequate and consistent programming and support for professional development, in order to grow your community
- Build diversity and inclusion initiatives into strategic goals for the functions of the Library
- Align/tie-in to campus diversity initiatives and national organizations
- Look for local community and national partnerships for collaborations
- Balance community building activities with policy advising
- Hold the organization and individuals accountable by reporting out annually on progress
- Use communication tools like Slack (instant messaging service) and LiSN (internal wiki & blog) so everyone can participate, and the message comes from peers rather than just coming from the top
- Rotate membership, including managers, librarians, and staff, to allow everyone leadership and service opportunities, and to broaden our base so different ideas are brought to the group and shared to all areas of the organization
- Incorporate social justice themes into all aspects of the organization's work-- instruction, programming and events, collection development, cataloging, etc.

Going forward:

- Keep evolving-- we would like to:
- Stretch our commitment to diversity and inclusion to be a commitment for dismantling systems of oppression. To do this, we must increase our self-awareness about our participation in systems of oppression. Our colleagues at the UCSF Library has already built this into their mission: "We commit to building a diverse and inclusive Library as a means of promoting health equality and countering historic and current systems of oppression." <https://www.library.ucsf.edu/about/diversity-and-inclusion/>
 - Incorporate diversity issues into our work, such as including unconscious bias in public services and security trainings, metadata work, and other library functions
 - Perform ongoing assessment to get feedback on what's working and what areas need to be worked on.

And you may ask yourself...



1989-1994

LAUC-SD Ad Hoc Committee on Affirmative Action

- Formed in 1989, the Librarians Association of the University of California, San Diego (LAUC-SD) Ad Hoc Committee on Affirmative Action and the Affirming Diversity Task Force was charged specifically to increase the number of women and minorities.*
- The goals for the first year of the ad hoc committee included recruitment and retention, cultural dynamics (educational training), and promoting the profession.
- **Work of the committee included:** Undergraduate Student Internship Program, Careers in Librarianship workshops, participation in the UCSD Career Fair, LAUC-SD New Member Roundtable Discussion, "Valuing Diversity: Challenging Ourselves to Make a Difference" Workshop, planning the holiday party, the LAUC-SD resource person program and the Target of Opportunity Program to increase the number of librarians from underrepresented ethnic groups, specifically Blacks, Hispanics, and Native Americans, in addition to recruitment policies such as developing guidelines for screening committees, statements of the organizational commitment to diversity in position announcements, and publicizing job ads to a wider audience.



Geisel Library, 1971. Robert Glasheen Photograph Collection. Special Collections & Archives, UC San Diego. <https://librarians.ucsd.edu/doi/object/1bb3106984f>

Out of 61 Librarians in 1989
 3 Asian Americans,
 1 Hispanic American
 1 African-American, and
 0 American Indians

*From the charge to the first LAUC-SD Affirmative Action Committee on August 7, 1989, LAUC-SD Archives, Box 8 Folder 1.



Geisel Library, 2003. https://www.flickr.com/photos/ucsd_librarians/3272358739/in/album-72157613642398143/

Out of 59 Librarians in 2018
 11 Asian/Pacific Islander
 3 Middle Eastern
 3 Hispanic
 1 Black
 0 Native Americans

Recognizing the limitations of categorizing by race and ethnicity, these categories are intended for comparison purposes.

1994-2014

LAUC-SD Diversity Committee

- The ad hoc committee became permanent in 1994 as the LAUC-SD Committee on Cultural Diversity.
- In 2001, it switched to LAUC-SD Committee on Diversity and received an annual budget.
- Over the years, programming started to include Library staff and to address more organizational aspects and broader issues like accessibility and social justice. Some of this was possible because of University wide initiatives.
- In February 2012, the Committee received the UC San Diego Equal Opportunity/Affirmative Action and Diversity Award in recognition of the Committee's efforts in developing and presenting thought-provoking diversity events to the staff of the UC San Diego Library. The committee focused its efforts on creating events intended to help Library staff increase their understanding of diversity issues, incorporate cultural competencies into the Library, and develop the knowledge and skills needed to better enable effective cross-cultural interactions.
- Work of the committee included:

Library funding for: 2012 Joint Conference of Librarians of Color travel awards, ARL Leadership & Career Development Program, Minnesota Institute for Early Career Librarians

Resources:

- Bourke, J., & Dillon, B. (2018). The diversity and inclusion revolution: Eight powerful truths. *Deloitte review*, 22, 81-95.
- Duffus, O. A., Henry, T., Jones, J., & Krim, S. (2016). Diversity from the Inside Out: Eight Years of the UNGC Libraries Diversity Committee. *North Carolina Libraries (Online)*, 74(1), 25-29.
- Hudson, D. J. (2017). On 'Diversity' as Anti-Racism in Library and Information Studies: A Critique. *Journal of Critical Library and Information Studies*, 1(1).
- Edwards, J. B. (2015). Developing and Implementing a Diversity Plan at Your Academic Library. *Library Leadership & Management*, 30(2), 1-11.

2015-Present

Library Diversity & Inclusion Committee

- To help assess the climate of the organization, the Library implemented the ClimateQUAL® survey in 2012. After carrying out the survey, the charge and membership of the LAUC-SD Committee on Diversity transformed into the Library Diversity & Inclusion Committee (LDIC) and expanded to include Library staff as members of the committee in 2015. It continued to evolve from a committee that focused on thought-provoking programming and events to a committee that also acts in an advisory capacity on policy matters such as career advancement, inclusion, and participation.
- Library funding for: 2016 National Diversity in Libraries Conference travel awards, 2018 Joint Conference of Librarians of Color travel awards
- Work of the committee: Inclusive and Responsible Workplace Sub-committee, Recruitment Sub-committee, develop a public website, post to an internal blog, and host different activities like webinars, film screenings, book club, learn and share programs, and cultural potlucks. Specific events included a discussion on the ARL SPEC Kit 356: Diversity & Inclusion, and creating a space for folks to process the election after the 2016 presidential elections.

For more information:

UC San Diego Library Diversity & Inclusion Committee
<http://lib.ucsd.edu/ldic>