Annual Report 2014
Diversity Committee

Submitted by: Kai Alexis Smith, Chair of the Diversity Committee
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- **Leadership Update (incoming officers names etc.)**
  - Board Liaison: Greg Most
  - At the 2014 conference, Kai Alexis Smith became chair of the Diversity Committee. New members also included: Mary Kanduik, Megan Williams, Kate Blalack, and Billy Kwan. Continuing member Stacy Brinkman until 2015.
  - Elvia Arroyo stepped down from the Diversity Committee in June 2014.

- **Brief Narrative re. Activities, membership, plans, etc.**
  - **Activities**
    - Established liaison duties of the Diversity Committee members to chapter chair/vice chairs. Assigned by region.
    - Arranged volunteers to represent ARLIS/NA at the Knowledge Alliance Workshops in May 2014. Also Kai co-organized and represented ARLIS/NA at the workshop in Brooklyn, NY.
    - Established meeting minutes and agenda for all Diversity Committee meetings. All minutes, agendas, and all documents are archived in Basecamp.
    - Committee submitted a proposal for the 2015 conference that would have highlighted diverse art collections, which was not accepted.
    - Chair created Task Force and assigned Stacy Brinkman as chair. Task Force members are drafting charges. This Task Force will be applying for an IMLS planning grant to find partners and get the organization ready to apply for the larger IMLS grant to create fellowships to recruit a more diverse workforce into art librarianship.
    - Attempts made to reach out to Strategic Planning Committee to establish clear language in the new iteration of the strategic plan. This has been postponed until the new chair comes in at the 2015 conference.
    - Worked with the Professional Development Committee’s Education Subcommittee on two webinars: “Developing Intercultural Competence with DeEtta Jones” and “Development for Librarians with DeEtta Jones”. Chair moderated the later webinar.
    - Committee worked with CPAC and selected two winners of Alternative Voices Award selection.
    - Worked with Travel Award Committee to establish Diversity Committee mentor and guidance for future Student Diversity Travel Award winner(s) at the Annual conferences.

- **ARLIS/NA Strategic Plan**
  - Include description of Action Items
  - **Goal I: Articulate New Directions and Identity for the Profession**
• Identify new membership and development opportunities to move the profession forward;
  • Arranged volunteers to represent ARLIS/NA at the Knowledge Alliance Workshops in May 2014. Also Kai co-organized and represented ARLIS/NA at the workshop in Brooklyn, NY.

○ Goal II: Expand Mentoring, Management, and Transition Skills

  • Extend and encourage professional development, continuing education, networking and mentoring opportunities, for both mid-career and senior career professionals
  • Worked with the Professional Development Committee’s Education Subcommittee on two webinars: “Developing Intercultural Competence with DeEtta Jones” and “Development for Librarians with DeEtta Jones”. Chair moderated the later webinar.
  • Worked with Travel Award Committee to establish Diversity Committee mentor and guidance for future Student Diversity Travel Award winner(s) at the Annual conferences.

○ Goal V: Strengthen the Society’s Communication and Operational Infrastructure

  • Improve communication across the organization, enhancing relations among and between the Executive Board, committees, divisions and sections, special interest groups, chapters and liaisons
  • Established liaison duties of the Diversity Committee members to chapter chair/vice chairs. Assigned by region.
  • Orientation for new members to Diversity Committee.
  • Writing clear objectives for future chairs of the Diversity Committee.
  • Work with Strategic Planning Committee to establish clear language in the new iteration of the strategic plan.

○ Indicate status or activity (pending, completed, progress)

  • Progress
    • Work with Strategic Planning Committee to establish clear language in the new iteration of the strategic plan.
    • Writing clear objectives for future chairs of the Diversity Committee.
    • Work with Stimulating Creativity In Practice (SCIP) SIG to arrange for sales from the Seattle Conference exhibition fundraiser go towards the student Diversity Travel Award to fund two students from a diverse background to attend the 2017 conference.

  • Pending
    • Orientation for new members to Diversity Committee.
    • Draft letter for those that click Diversity on renewal application and decide as a committee how to keep them informed of Diversity Committee activities.
    • Work with Strategic Planning Committee to establish clear language in the new iteration of the strategic plan.
• Work with Travel Awards Committee to involve the Diversity Committee in the selection process of the Student Diversity Travel Award winner(s).

  ▪ Completed
  • Arranged volunteers to represent ARLIS/NA at the Knowledge Alliance Workshops in May 2014. Also Kai co-organized and represented ARLIS/NA at the workshop in Brooklyn, NY.
  • Established liaison duties of the Diversity Committee members to chapter chair/vice chairs. Assigned by region.
  • Established partnership with Education Subcommittee.
  • Worked with Travel Award Committee to establish Diversity Committee mentor and guidance for future Student Diversity Travel Award winner(s) at the Annual conferences.

  ▪ Issues for the Executive Board (concerns, suggestions for additions to Strategic Plan, etc.)
    ▪ The Diversity Committee recommends that language on diversity be in the next iteration of the strategic plan.