Diversity Committee

Submitted by: Amanda Meeks
Amanda.margaret3@gmail.com
928-523-6425

Date submitted Feb. 14, 2019

Leadership updates: Amanda Meeks will continue as chair of the diversity committee for the next year.

Narrative:
Continuing Members: Nicole Beatty, Andrew Wang, Emilee Matthews, Marianne Williams
New Members: Carol Ng-He, Alex Watkins

Activities:
- Diversity committee members participated in the Leadership Institute at the NYC conference, where we collaboratively worked on strategic initiatives and directions for ARLIS/NA.
- Following the New Orleans conference, where the Leadership Institute focused on implicit bias, the committee opted to feature a trained speaker from Project Implicit (https://implicit.harvard.edu/implicit/) for the diversity forum in NYC. The speaker defined implicit bias and provided all participants with a basic understanding of the concepts and research behind it. The forum was designed to help attendees understand their particular biases, and strategies to mitigate bias in the workplace.
- Based on feedback garnered from previous years and SLC CPAC surveys, the diversity forum for 2019 will focus on whiteness in the profession, strategies and activities to build agency and leadership opportunities for underrepresented folks, and reflections on privilege and positionality.
- The diversity committee wrote a new Diversity Statement and Code of Conduct, which was approved by the executive board and provides actionable statements and goals for the society and diversity committee to work towards.
- The committee identified recipients of the Speakers of Color Award.
- The committee worked with CPAC to create an “Expanded Practice & Inclusivity” track for the SLC conference, which highlights diversity, inclusion, and social justice oriented sessions for attendees who want to focus on this area of art librarianship.
- As part of our efforts to share more EDI-related content the committee created a blog (arlisdivcom.wordpress.com) and we have been using this space to share reading lists, forum updates, and guest posts from people who are doing critical work in the profession. We hope to continue to encourage members of the ARLIS community to share resources and work in this area via this new platform.
- The committee is planning and providing a training on the Code of Conduct for ARLIS/NA session moderators, in order to empower and train them on how to handle harassment and bias during the conference.

**Future goals:**
- The committee is currently working on drafting goals and vision for the upcoming year.
- We are exploring partnerships with the strategic directions committee, in particular, to identify overlapping and shared goals we can work towards together.
- We are going to continue exploring the idea of webinars and training throughout the year.
- Revisit and revise our mission/charge and goals listed on the diversity committee website.

**Comments, Questions, Concerns for the Executive Board:**
- Because the diversity forum will be low-cost this year, we plan on requesting funds for speakers throughout the year, for webinars, and so on.
- As we continue to promote diversity, inclusion, and social justice within our profession we expect and support continued advocacy efforts from the board. We hope to see more proactive efforts in this area, as well as actions vs. statements of support.

*Please convert this word doc to a PDF and submit electronically to the ARLIS/NA Vice President/President Elect (cc’ing your Board Liaison) by February 22. 2019.*