

## Diversity Committee

2015 Midwinter Minutes  
ACRL Diversity Committee Meeting  
Saturday, January 31, 2015  
1:00-2:30 p.m.  
Sheraton Chicago, Parlor E

- I. Welcome  
Attendees: Martha Parker (chair), Scott Mandernack (vice-chair) Megan Watson, Latrice Booker, Cindy Ingold, Kenny García, Judy Brown, Rina Vecchiola, Jeannette Bruno, Leo Agnew, Darlene Nichols, Tarida Anantachai, and Jeff Banks.
- II. Designation of recorder  
Kenny García agreed to serve as recorder.
- III. ACRL Work plan 2014-2015 follow ups
  - A. Diversity Toolkit Publication
    - a. The toolkit was published last September 2014. The branding changes recommended during the previous ALA annual meeting were implemented. The ACRL Diversity Toolkit is completed as far as we know.
  - B. ACRL conference presentation
    - a. One presentation was approved out of the three proposals the committee sent. The roundtable discussion accepted was *Collaboration Amongst Librarians of Color: Creating Communal Networks for Career Advancement*. The abstract reads:  
Librarians of Color, a demographic that is statistically underrepresented within librarianship, find themselves as one of the few professionals of color within their home libraries. With limited options for connecting with other multicultural librarians, issues related to job satisfaction, retention, and an overall feeling of a lack of support are so prevalent amongst this group. This Roundtable will explore the ways in which collaborative partnerships amongst librarians of color can assist in reducing these challenges.
  - C. REFORMA conference presentations
    - i. There were two proposal submitted and approved for presentation at RNC
      - V. These presentations are:
        1. America by the Numbers: Do you know your library users?  
This interactive program aims at providing information about current and projected population demographic trends on a national level in correlation with librarians' demographic trends. Are we truly serving all of our users? Are we prepared as a nation to serve the libraries user

population of the year 2050? What are the solutions to provide improved library services?

## 2. ACRL's Diversity Standards for Academic Libraries and its Toolkit

In October 2012, the ACRL Board of Directors approved the "Diversity Standards: Cultural Competency for Academic Libraries." After two years of presenting and disseminating the standards at various conferences, several support resources have been created.

Martha Parker and Kenny Garcia, current ACRL Diversity Committee members and REFORMISTAS, will present the diversity standards through the use of the [ACRL's Diversity Standards Toolkit](#) and gain feedback on how these standards can be improved for the upcoming revision of the standards.

### D. Revising the Diversity Standards

#### a. Feedback survey overview

- i. The committee members came up with [a draft of eight survey feedback questions](#). These were the questions and comments made during the meeting:

1. There are other forms of diversity; the toolkit needs to be more inclusive of other populations
2. Question 1: Like it scale = Love it, like it, loathe, lament it
3. Input is important beforehand before revisions are revised
  - a. Open forums during annual conference?
  - b. Start a conversation with ALA Office of Diversity meetings
  - c. Post survey on ALA Connect
4. Use social media to advertise survey
5. Use diversity committee meeting time during annual to get feedback
6. Is the research section thin?
  - a. Research design – connect with ACRL research committee
7. Should be included in Equity, Inclusion, Diversity conversation
8. Is there a diversity committee at your library?
  - a. How do we keep people energized to do the work?
9. There should be a repository of:
  - a. Library Strategic Plans
  - b. Library Diversity Committees
  - c. Library Diversity Plans
  - d. Web Links to Other Institutions
10. What kind of impact do the standards have at specific institutions?
11. What will the assessment measures look like?
  - a. The toolkit is hard to assess when diversity standards are not required at all institutions.

12. What will be done after the standards are revised?

a. Sponsor an ALA event?

b. Planning the revision

i. What will the timeline look like?

1. Coordinate with ACRL governing structure

a. Coordinate with committee/section chairs during annual?

b. Coordinate during annual?

c. Submitting revised standards to the ACRL board

i. Will depend on revision process.

E. Conclusion

We agreed to Skype within the next two months to attempt to discuss this plans with the committee members who did not attend this conference.

Respectfully submitted,

Kenny García