

# LAUC-SD Diversity Committee

## 2005-2006 Annual Report

### Members:

Elisabeth Leonard, Chair  
Arwen Hutt, Co-chair  
Alice Perez, Webmaster  
Ken Calkins  
Shi Deng  
Dan Suchy

After investigation, the committee's proposal for a Library Fellowship Program, endorsed at the LAUC-SD membership meeting March 29<sup>th</sup>, 2005, was placed on hold due to the restrictions imposed by Proposition 209.

Following this, the committee turned its attention to program planning. Three programs were tentatively planned for the spring of 2006 on the following topics: cultural diversity, diverse communication styles and the issue of stereotyping.

The first workshop, on "Cultural Proficiency in the Workplace", was presented by Kikanza Nuri Robins on January 18th, 2006. Dr. Robins works on issues of diversity and leadership, and the personal and organizational issues that emerge in diverse environments. With her colleagues and co-authors, Randall B. Lindsey, Raymond D. Terrell, and Delores B. Lindsey, she has authored *Cultural Proficiency, A Manual for School Leaders*; *Culturally Proficient Instruction, A Guide for People who Teach*; and is the sole author of *Unspoken Visions, An Inner Journey*. The program was well attended by library staff.

As the focus of the committee shifted back to a diversity fellowship at the beginning of 2006, further programming was postponed.

The topic of a diversity fellowship was reopened in early 2006. It was proposed that receipt of a grant with a focus on diversity would allow us to create a diversity fellowship position without violating Proposition 209. The Laura Bush 21<sup>st</sup> Century Librarian Program grant, funded by IMLS, was identified as a likely source of funding. It was also proposed that partnering with San Jose State School of Library and Information Science could provide a rich source of applicants as well as enhance a grant proposal.

Human Resources spoke with the Academic Affirmative Action office, and confirmed that they would approve a waiver for hiring a minority candidate as part of a grant in cooperation with San Jose. Two committee members attended an ALA Annual program on Grant Writing for Librarians, where the Senior Program Officer for the Laura Bush grant was speaking. This provided valuable information on what is considered important for a successful application for this grant.

The University Librarian arranged for Jerome Offord, the Director of Diversity Initiatives at ARL, to visit UCSD in July to consult and advise on a diversity fellowship grant.

In anticipation of Elisabeth Leonard's departure from UCSD in July 2006, Arwen Hutt was appointed as co-chair to maintain continuity into 2006-07.

**LAUC Diversity Committee Expenditures for 2005-2006**

(Index Number LIBLW01)

Carry over from 2004-2005	\$1098.55
Allocation for 2005-2006	\$1500.00
Beginning balance for 2005-2006	<b>\$2598.55</b>
Cultural Proficiency in the Workplace (stipend for speaker)	\$ 500.00
<b>Remaining balance as of 6/30/06</b>	<b>\$ 2098.55</b>

Submitted By Arwen Hutt