Library Diversity and Inclusion Committee

ANNUAL REPORT, 2016-2017

Goals for 2017-2018

- LDIC will follow through on the approved recruitment recommendations submitted to Admin Team as part of LDIC’s FY16/17 goals by June 2018. By August 2017 LDIC will re-form the Recruitment Subcommittee to follow up on the recommendations within given timelines, report back to LDIC, and communicate with Admin Team via the LDIC Chairs.
- LDIC will follow through on approved safe space recommendations submitted to Admin Team as part of LDIC’s FY16/17 goals by June 2018. By August 2017 LDIC will re-form the Safe Space Subcommittee who will develop strategies and timelines to follow through on the recommendations, including identifying and reaching out to library and campus partners.
- By October 2017 LDIC will mine existing employee information and guidelines (LiSN, P drive, website) to evaluate their efficacy and discoverability. By April 2018 we will submit a proposal to Admin Team outlining recommendations on how to make the information more visible and useful in day-to-day operations and to implement LDIC’s advisory capacity.

Summary of Major Activities and Accomplishments for 2016-2017

Diversity Travel Awards

The Committee again provided financial support for individuals attending diversity and inclusion related events in 2016 and 2017 through the UC San Diego Library Diversity and Inclusion Travel Award. The call for applications is now aligned with the fiscal year to offer more opportunities to attend a wider range of conferences, events, and seminars throughout the year. Since August 2016 the committee has supported the following attendees:

- Kate Balderston, “Diversity and Inclusion Education and Training Program”
- Ernest Brown, “Inclusion and Technology”
- Satomi Saito, “Women’s Leadership Success in Higher Education”
- Tamara Rhodes, “Pushing the Margins: Women of Color and Intersectionality in LIS”
- Catherine Paolillo, “ARLIS Conference 2018: Out of Bounds” (attending in February 2018)

There was approximately $1200 in Travel Award funds remaining after the first call for FY2017-2018 applications closed in July of 2017. A second call was sent out to staff in late August 2017 with a due date of October 31, 2017. We anticipate all funds will be spent out before the end of FY2017-2018.

Collaboration and Outreach

In October 2016 LDIC co-sponsored a LGBTQ History Month speaker event (Kim Katrin Milan) with the Office of the Vice Chancellor for Equity, Diversity, and Inclusion, the Black Studies Project, the Cross Cultural Center, the Critical Gender Studies Program, the Department of Ethnic Studies, the Institute for Arts and Humanities, the LGBT Resource Center, and the Women’s Center.

In May 2017 LDIC invited Declan Fleming to attend a committee meeting to discuss his work with the Chancellor’s Status of Women Committee and to look for ways for LDIC to support his work, or collaborate on an event or project.

In February 2017, LDIC sponsored an exhibit in Geisel West to promote the Office for the Prevention of Harassment & Discrimination (OPHD)’s screening of the movie Loving.
Many of the LDIC organized events listed below also included collaboration and outreach with other UC Campuses and UC San Diego Committees, Library Programs, and community groups.

**Diversity and Inclusion Events**

Our committee continued the 2015-2016 goal of hosting at least one event per month throughout 2016-2017 and proudly achieved it. The list below (in reverse chronological order) illustrates the many opportunities we provided Library employees to engage in conversations and learn more about many aspects of diversity and inclusion:

- Committee Open House (co-sponsored by LCBC, LSC, and ICWG)
- Summer “Learn n Share” open meeting
- ALCTS Diverse, Inclusive, and Equitable Metadata Preconference webinars:
  - “Outreach and inclusivity in Digital Libraries and Institutional Repositories”
  - “Metadata Creation and Remediation in Zine and Digital Library Collections”
- “Chicano Park” film screening
- “Cultural Humility Webinar”
- “Fostering Thriving Environments for Facilitating Courageous Conversations” workshop with Alden E. Habacon (co-sponsored by Library Training)
- “Intercultural Essentials for Thriving in a Multicultural Campus” workshop with Alden E. Habacon (co-sponsored by Library Training)
- “The University and the Universe: A Black Feminist Archive of the Possible Workshop” with Alexis Pauline Gumbs (co-sponsored with Library Training)
- “Microagressions and the API Community Webinar”
- “Happy New Year cultural potluck and food drive for Triton Food Pantry” (co-sponsored with LCBC)
- “Cookies: From my house to yours” cross-cultural cookie potluck
- “Learn and Share” open meeting and fall food drive
- “Processing the Election” informal gathering
- “All of Us or None of Us: Intersections and Allyship” with Kim Katrin Milan
- “The Changing Dynamics of Diversity within Higher Education: Weathering the Perfect Storm?” workshop with Dr. Carlos Cortes (co-sponsored with Library Training)
- Webinar, “Title IX and Transgender Students: Training and Compliance For Faculty” (invited non-library staff and faculty to attend)
- National Diversity in Libraries Conference attendees’ Lunch n Learn
- “DiversiTEA!” Chinese tea ceremony demonstration by Suhui Ho

**Key Concerns**

Membership has been steady over the last year, but in an effort to be more inclusive the committee is devising ways to be open to more employees, including holding quarterly meetings at the Biomedical Library Building and moving some meetings to the afternoon to accommodate employees working evening shifts.

LDIC aims to host at least one event per month throughout the year. While many of the events are well attended and well received, many are attended by the same few individuals each time. In FY2017-2018 we will work on more effective event marketing; ask for timely feedback; collaborate with other Library committees, programs, and non-library campus entities; and plan events that appeal to broader audiences.

Over the last year LDIC has felt compelled to respond to tragic and potentially triggering events for Library employees (most notably the PULSE nightclub shooting and the presidential election) with mixed success. Going forward the committee would like to develop an emotional support toolkit for Library employees, or devise other ways to respond quickly and appropriately when contentious world events affect our work environment.