

## **LAUC Diversity Committee Annual Report 2003/04**

To: Terry Huwe

From: Annette Marines / Sylvia Curtis, Co-chairs (With assistance from Jerry Thompson)

Date: November 3, 2004

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### **Membership:**

Ruby Gutierrez (UCLA, Term ends '05), Tony Harvell (UCSD, '05), Linda Murphy (UCI, '04), David Owen (UCSF, '04), Teresa Salazar (UCB, '05), Ying Shen (UCR, '04), Jerry Thompson (UCD, '05)

Sylvia Curtis, co-chair (UCSB, '04)

Annette Marines, co-chair (UCSC, '04)

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## **Library and/or Campus-wide Activities and Issues**

### ***UCSC            Annette Marines***

UCSC Library's Cultural Diversity Committee is not LAUC affiliated; it is open to all library staff and librarians, and seeks representation from the library's sections/units. The committee is very active in putting on cultural awareness and educational programs and events. The committee received an award for its work from the chancellor. Library news/work: The UCSC library has two very active outreach librarians (Annette Marines and Christy Caldwell) who provide library orientations/tours and support to K-2 outreach programs, Fullbright and Humphreys scholars, Campus academically-oriented outreach programs, and more.

### ***UCLA            Ruby Gutierrez***

Ruby is in Bunch Hall at the Latin American Center and works on HAPI (Hispanic American Periodicals Index). The UCLA Graduate School of Education & Information Studies (GSEIS) has a very active Diversity Committee. The UCLA Library also has an active Diversity Committee, which is not LAUC affiliated. Now in its third iteration, it started as a staff diversity committee appointed by the AUL of Personnel. They had task groups that got burned out. Then they moved into a different phase with all kinds of programs and staff training. There was one standing chair for the first phase and a different standing chair for the second phase. Since the AUL of Personnel retired, the third phase began with two co-chairs. There are 7-10 people on the committee. The heads of all the ethnic studies libraries are on the committee. The two co-chairs were sent to the national diversity conference. Through the years the committee has done surveys of the UCLA library community. The AUL of Personnel appoints a diversity committee member to every recruitment and hiring committee. UCLA's Diversity Committee did a survey to talk about their experiences and to talk about best practices report.

**UCSD**      **Tony Harvell**

UCSD's Library has a LAUC-affiliated Diversity Committee that consists of four people. There is no separate library staff committee. Librarians volunteer to be on the committee. The committee has programs each year. All library staff members are invited to attend.

**UCB**      **Teresa Salazar**

UCB's Library has a LAUC-affiliated Cultural Diversity Committee and a 5-member Library Diversity Committee composed of 2 librarians, 2 library staff members and 1 person from personnel. The librarians serve as the Chairs. Librarians volunteer to be members of the committee. The LAUC-B Executive Board appoints members from the pool of volunteers. UCB wanted to get a diversity librarian but budget constraints caused them to put that plan on hold. Library news: Bancroft Library is in the process of cataloging the NAACP papers that were donated to them.

**UCR**      **Ying Shen**

Campus-wide, there is no centralized Diversity Committee, but there are some diversity organizations and activities. UCR has a Diversity Committee that is composed of all LAUC members who are elected to it. The LAUC-R chair appoints the Diversity Committee chair and suggests members based on their personal preference sheets. There are 4 members on the committee.

**UCSF**      **David Owen**

The member of LAUC Committee on Diversity is by default Chair of LAUC-SF Diversity Committee, which is not an active committee, and there is no staff library diversity committee. Library news/activities: Librarians provide instruction and create/maintain subject guides that address health issues/medical research of different cultures. The library has received special funding for gay and lesbian literature. Campus news: There is a Center for Gender Equity at UCSF. UCSF is a very active campus, with a very diverse population of students, faculty and staff.

**UCD**      **Jerry Thompson**

UCD's Library has a Diversity Committee that includes librarians and library staff members. Library Administration appoints members to the committee. There are two librarians and four library staff members on the committee. Usually one librarian and one library assistant serve as co-chairs of the committee. Campus news: UC Davis also has a campus-wide diversity committee. Because of hate crimes that have happened on campus in recent years, campus administration has renewed its commitment to the UC Davis Principles of Community with initiation of the Campus Community Book Project. This project attempts to promote a greater sense of community among students, staff, and faculty by creating a common experience (that of reading the same book) among campus members.

**UCSB**      **Sylvia Curtis**

UCSB's library has an administrative Diversity Committee composed of library staff and librarians. For UCSB, Diversity committee work is considered to be part of university and public service. The original LAUC committee brought attention to diversity regarding recruitment and retention and other professional issues. UCSB has been working on creating a diversity fellowship and also on a multicultural diversity holiday party. The UCSB committee is a standing administrative committee composed of a mix of staff and librarians appointed by the AUL of Human Resources. The Committee puts on programs. Campus news: UCSB has a

National Coalition for Equity website: < <http://ncee.education.ucsb.edu/>>; a K-12 Outreach program: < <http://outreach.ucsb.edu/>>; *En Lace* outreach program <<http://www.research.ucsb.edu/ccs/enlace/>> to address the needs of the local Latino community; There is a multicultural center for students < <http://mcc.sa.ucsb.edu/index-2.html> >. Reputation as "party school" is taking priority over dealing with some racial tensions (ethnically-themed fraternity parties, etc.).

## ***UCI***

UCI had a LAUC Diversity Committee that is now defunct. They have a Library Staff Diversity Committee with a librarian as Chair. The LAUC Diversity Committee representative from UCI doesn't have to be a member of the UCI Library Staff's Diversity Committee.

## **Action Items**

- The Committee recommends that LAUC Diversity Committee members automatically serve on their respective library diversity committees.
- UCB will continue to host the LAUC Diversity Committee Listserv. The Committee plans to use the Listserv to relay committee business and communicate diversity-related information and news. For the time being, the Listserv will be open to Diversity Committee members only. Some issues of concern include adding active committee members to the list; keeping past members on the list; possibly identifying a broader use for the list (if so, determine how to advertise and moderate it). Teresa Salazar (UCB) will follow up with John Berry, who set up the Listserv, to learn more about it.
- UCSC will continue to host the LAUC Diversity Committee Web Site <<http://library.ucsc.edu/laucdiversity/>> and Resources on Diversity Database <<http://library.ucsc.edu/lauc/diversity/>>. Committee members will continue to send the UCSC member local diversity committee annual reports for posting on the Web site. Additionally, links to diversity-related library associations and organizations are to be added (For example: Chinese American Librarians Association, California chapter; ALA Black Caucus; Reforma; Asian Americans group of ALA, CLA). The Resources on Diversity Database provide links to library subject and campus-wide, diversity-related Web pages (Annette (UCSC) plans to add a scope note to explain what it is and what it does). New and updated links should be sent to UCSC representative.
- Information to Communicate: Local diversity committee reports (this info is on the Web page); Local library activities (grants, projects, collection development initiatives, new hires); Local campus activities (include campus organizations and programs to include on Database); Librarian statistics by race, ethnicity, age, disability, gender; Diversity issues of import, and how to publicize and support them (U.S. Supreme Court decision on Affirmative action cases; UCOP statistics on new admits, low numbers of African American student applicants); Activities of Outreach/Multicultural Librarians
- The Committee considered recommending a speaker on diversity-related issues for future LAUC Assemblies. Names for consideration included: Mark Winston, Oprah Winfrey, Dolores Huerta, or Lydia Chavez (professor in journalism at UCB who wrote a book on Proposition 209)

**Special Announcement:**

Tony Harvell (UCSD) received the Jose Toribio Medina award for his book *Latin American Dramatist since 1945: a bio-bibliographical guide* (Prager 2003). The award is in recognition of outstanding contributions by SALALM (Seminar on the Acquisition of Latin American Library Materials) members to Latin American Studies.