



Task Force on Diversity, Equity, and Inclusion

Charge

- Survey AAHSL directors to determine current policies, activities, and needs related to diversity
- Identify AAHSL libraries which have diversity initiatives in progress or significantly participate in diversity initiatives of their parent organization and gather additional information
- Review pertinent policies, programs, and related information from AAMC, ARL, ACRL, MLA, AALL, and other relevant organizations
- Summarize and report the current state of diversity in AAHSL and member libraries
- Recommend a long-term diversity strategy for consideration by the AAHSL board
- Develop a list of initial actions AAHSL can take to meaningfully engage members in conversation and action around diversity, equity, inclusion, and social justice.

The initial charge for this task force will extend for a period of approximately two years from its formation. The report, recommendation, and list of actions are due by February 1, 2019, or no later than one month prior to the 2019 AAHSL board midyear meeting.

Background

Diversity, equity, and inclusion are issues of social justice as well as subjects of concern throughout society. These topics have engendered considerable discussion and sparked actions that have drawn much attention, particularly on university campuses.

In health sciences libraries, these issues relate to other topics relevant to our work such as health disparities, unequal access to care, lack of quality health information in poorer communities, and lack of diversity in our own profession.

In this spirit, the AAHSL Diversity Task Force is created in order to enable a thriving and inclusive association community by embedding in our efforts, communications, and actions, support and welcome for all regardless of age, disability, ethnicity, gender, gender identity, race, religion, political beliefs, and/or sexual orientation.

In doing so, we will

- elevate awareness of the importance of inclusiveness, equity, and diversity within the association,
- identify best practices to promote and empower inclusiveness in AAHSL activities,
- identify AAHSL's role in efforts to increase diversity in the health sciences library profession, and
- empower member libraries with information and tools to use in their own institutions.