

Report to the AAHSL Board

February 8, 2019

Standing Committee: Diversity, Equity & Inclusion

Members: Cristina Pope, Chair, Renae Barger, Donna Berryman, Shannon Jones, Len Levin, Nandita Mani, Shannon Jones, Stephanie Swanberg, Martin Wood, & Tania P. Bardyn (Board Liaison)

RECOMMENDATIONS

1. The Standing Committee recommends that the Board determine a process for the AAHSL membership to engage in thoughtful reflection about the Code of Conduct, Diversity Statement and Land Acknowledgment Statement that the Standing Committee presents for your consideration below. As a membership driven organization, the Standing Committee strongly encourages transparency in the development of these statements.

We recommend that the Board provide the membership with opportunities to contribute their ideas and concerns in the formation of these new statements during a webinar and/or at a Focus Group at MLA 2019, and during the 2019 AAHSL Annual Meeting.

This requires a vote to authorize funding of \$360.

2. The Standing Committee recommends that the Board contribute \$1,000 to Jessica Pettitt's 6 Webinar Series. RML has agreed to contribute \$6,500 and MLA has agreed to waive CE cost and to host the Webinar videos for 2 - 3 years. MLA has agreed to contribute \$1,000. Thanks to Shannon Jones for all of her negotiations on behalf of AAHSL with Ms. Pettitt.

This requires a vote to authorize funding.

3. The Standing Committee for Diversity, Equity & Inclusion asks that the Board authorize the Standing Committee to author the Land Acknowledgement Statement for ALL future Annual Meetings, not just Phoenix. We also recommend that the land acknowledgement be included in all official Annual Meeting documents and correspondence. Cristina Pope is working on the Land Acknowledgement for Phoenix.

If approved, this task will be incorporated into the committee charge.

4. The Standing Committee is concerned about the discoverability of DEI information & resources and recommends that the Board discuss a refresh of the look, feel and organization of the AAHSL content pages. All of the members of the Task Force and now the Standing Committee have been hard at work and have identified and/or developed DEI specific information and resources. We will begin sending information to AAHSL for posting to the webpage by March.

No action is necessary with regard to the content. However, we recommend that the Board consider the creation of a task force to update the look & feel of the current webpage.

5. The Standing Committee recommends that the membership have opportunities to discuss the draft Code of Conduct and make revisions prior to a vote for the adoption of a Code at the 2019 Annual Meeting in Phoenix. *see #1* The Committee includes this DRAFT Code of Conduct as a place to begin the conversation. Please note that this draft Code does not include procedures for the Board to follow should a participant at one of our meetings lodge a complaint about inappropriate interactions. The Board may want to form a separate Task Force to address such procedures or request that this committee draft procedures. All members of the Standing Committee contributed to this draft code.

If the Board determines that a membership discussion of the draft Code is appropriate at MLA, then the Board must vote to authorize funding for a room. See #1 (\$360)

The Association of Academic Health Sciences Libraries (AAHSL)'s annual events facilitate professional opportunities for education, networking, and sharing of diverse and innovative ideas among its members, speakers, vendors, and staff. AAHSL strives to support an open exchange of ideas within a safe and respectful environment. We value your attendance at AAHSL annual meetings and events, and are dedicated to providing a positive event experience for all participants.

Participation in discussions and activities should be respectful at all times. All are expected to exercise tolerance of the perspectives and opinions of all present and use discretion with photographs, recordings, and sharing.

We want all AAHSL events to be welcoming, supportive, and comfortable for all participants. We do not tolerate harassment in any form. If a participant engages in harassing behavior, AAHSL may take any action it deems appropriate, including warning the offender or expulsion from the event. Event organizers will assist participants in contacting building/venue security or local law enforcement, or otherwise assist those experiencing harassment to feel safe for the duration of the event. If you are being harassed, or have any other concerns, please contact an event organizer immediately.

6. The Standing Committee recommends that the Board adopt the following statements and place these statements on the home page as the 2nd paragraph. <https://www.aahsl.org/> All members of the standing committee contributed to the development of these statements.

If the Board approves of the statements below, then the Standing Committee will forward to the AAHSL office for immediate posting.

About AAHSL

The Association of Academic Health Sciences Libraries (AAHSL) supports academic health sciences libraries and directors in advancing the patient care, research, education, and community service missions of academic health centers through visionary executive leadership and expertise in health information, scholarly communication, and knowledge management.

About AAHSL's commitment to Diversity, Equity and Inclusion

The world is a diverse place. In order to excel, we need to understand cultures and beliefs other than our own. A diverse and inclusive membership challenges us to think and behave in different and creative ways, and brings out the best in everyone with whom we work.

AAHSL is committed to maintaining an inclusive organization that celebrates people with a variety of backgrounds and beliefs. We strive to create a professional community where members of all backgrounds feel welcome and supported and have the opportunity to share their own experiences.

We work hard to ensure that our Board, Committees, Task Forces and Programming are diverse and inclusive; welcoming of new ideas, different backgrounds, perspectives, talents and abilities – treating all with dignity and respect and embraces diversity, including age, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation and Veteran-era status. Everyone is included.

BUDGET

1. Jessica Pettitt Webinar Series	\$ 1,000
2. Reimbursement for DEI Chair to attend ACRL 2019	2,337
3. Room at MLA for membership to discuss Code of Conduct, Land Acknowledgment, Diversity Values statement https://mla19.heiexhibitors.com/meeting-space-application	<u>360</u>
TOTAL:	\$ <u>3,697</u>