

To: AAHSL Board of Directors
From: DEI Task Force
Through: Cynthia Henderson, Board Liaison
Date: November 2, 2017

Re: Preliminary DEI opportunities for consideration

The DEI Task Force has met several times since its inception in February 2017. Our charge is threefold:

- Summarize and report the current state of diversity in AAHSL member libraries
- Recommend a long-term diversity strategy for consideration to 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 Task Force is hard at work, developing a survey instrument to solicit information about the current state of diversity in AAHSL member libraries. We will use the information collected to create a long-term diversity strategy for consideration of the AAHSL Board.

However, our initial discussions suggest several opportunities for consideration of the AAHSL Board. They are as follows:

DOCUMENTATION: POLICIES/BEST PRACTICES/MISSION/VISION/VALUES

- Consider affirming a Vision, Values, Mission statement that incorporates DEI values. The Task Force recommends that the AAHSL Board, in consultation with the membership, affirm its support of DEI and share that statement on the website. The crafting of the statement could be incorporated into the 2018 membership meeting.
- Add a DEI tab on the webpage.
The webpage could include AAHSL initiatives and AAHSL member initiatives.
- Review the New Directors Symposium content and include DEI topics.
- Update the Recruiting and Selecting a Director Guide to incorporate DEI best practices. For example, the recruitment guide might include information on eliminating unconscious bias from ads, interviews, and selection processes; include DEI job posting sites for announcing vacancies; include DEI in the listing of required leadership skills, etc.

PROFESSIONAL DEVELOPMENT

- The annual meeting professional development activity for 2018 should be on a Diversity, Equity and Inclusion topic. The DEI Task Force is developing a list of speakers.
- Maintain a DEI Speaker Clearinghouse. The Task Force is developing a list of speakers.
- Review selection criteria for Leadership Fellows to make explicit that DEI is a consideration with actionable elements for in developing the pool of Fellows and Mentors

- Conduct an analysis of LF Mentors and Fellows to assess our current progress and inform future activities.
- Review award criteria of Leadership Scholarships to include consideration of DEI opportunities.

ANNUAL SURVEY TWEAKS

- AAHSL Annual Survey Task Force should report out on race/gender data gathered in the annual survey.
- Include DEI descriptive data in its report to the membership.

DEVELOP A DIVERSITY FELLOWSHIP

- Recommend that AAHSL develop an AAHSL Diversity Alliance Fellowship program that incorporates lessons learned from Leadership Fellows and parallels the ACRL Diversity Alliance Fellowship.
AAHSL member libraries would host a diversity fellow. The fellow would undertake a set AAHSL Diversity Fellow curriculum as well as on the job training. The goal is to create a pipeline of exceptional candidates representing diverse backgrounds for our recruitment efforts.

For more information about the ACRL Diversity Alliance contact Dr. Jon Cawthorne, Chair, Diversity Alliance Task Force Chair

<http://www.ala.org/acrl/issues/diversityalliance>

Action: Convene a task force to design a program and develop a curriculum.

DEVELOP A PLAN TO CREATE A STANDING COMMITTEE FOR DEI

- As per the recommendation of the Board at the November 2, 2017 meeting, the Task Force will develop a plan to transition the work of the Task Force to a Standing Committee.

Thank you for your consideration.

The Task Force on Diversity, Equity & Inclusion

Cristina Pope, Chair		UPSTATE Medical University
Cynthia Henderson, Board Liaison		University of Southern California
Barbara B. Cavanaugh		University of Pennsylvania
Stephen Kiyoi		UCSF Library at Zuckerberg San Francisco General
Emily McElroy		University of Nebraska Medical Center
Sandra Martin		Wayne State University
Stephanie Swanberg		Oakland University William Beaumont School of Medicine
Martin Wood		Florida State University, College of Medicine
Letisha Wyatt		Oregon Health and Science University