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# 2013-14 SPRING ASSEMBLY REPORT

TO: Nick Robinson, LAUC President  
FR: LAUC Committee on Diversity  
RE: 2013/2014 Spring Assembly Report

## COMMITTEE CHARGE

### GENERAL CHARGE:

- a. Advise the President and the Executive Board, and serve as a resource for other committees and LAUC divisions on issues and initiatives concerning diversity, recruitment, and retention in University libraries.
- b. Consider and develop recommendations and implementation strategies on matters and initiatives of diversity, recruitment, and retention in University libraries.
- c. Address other subjects at the request of the President on matters and initiatives of diversity, recruitment, and retention in University libraries.

### SPECIFIC CHARGES FOR 2013-14:

1. Investigate acquisition of diversity data from AFT to connect to the conclusions of last year's study.
2. Investigate other sources of regional data.
3. Follow up on specific suggestions in the 2012-13 Report.

## SUMMARY OF ACTION ITEMS

The committee has conducted business via email, Confluence, and conference calls. In regards to the General Charge, the committee was asked to have a liaison representative to participate on a LAUC Executive "Meet Our Members" sub-committee. Carla Arbagey volunteered to serve in this role and consulted and informed the Diversity Committee as appropriate.

In response to the specific charges, the committee has reviewed the 2012-13 survey report

1. AFT diversity data  
A member of the committee contacted AFT on behalf of the committee to see if we could obtain diversity data to use for comparison with the data collected with the 2011 LAUC Diversity Survey and analyzed by the 2012-13 Diversity Committee. AFT reported that they did not collect this type of data from their membership. They suggested that we contact the HR department for each UC campus. We found UC reports that provide diversity data that we will review before considering the AFT recommendation (see 2a).
2. Other sources of regional data
  - a. UC Accountability Report: We found the 2013 UC Accountability Report (<http://accountability.universityofcalifornia.edu/documents/accountabilityreport13.pdf>) and the Sub-

Report on Diversity (<http://regents.universityofcalifornia.edu/regmeet/jan13/e1.pdf>), which include data measuring campus diversity. Two members of the committee reviewed and compared the data from the report to the 2013 LAUC survey data. The tables of their preliminary comparison are presented in Attachment A. The committee will continue to review and discuss this new information for the final report.

- b. CLA: A member of the committee investigated whether the California Library Association (CLA) may collect data pertinent to our diversity survey. To date, we have found no evidence that any such data exists and have yet to make contact with someone who has any further information or leads. We are still trying to contact someone from CLA who can state whether they have diversity data available.
  - c. Other sources: still under discussion.
3. Follow-up on 2012-13 report
- The Committee reviewed the report and found suggestions for possible improvements to the survey instrument and recommendations pertaining to the maintenance of the data from the two prior surveys so that they may be used to compile and revise future surveys. As the committee is not preparing a survey this year, we will secure the survey instruments and data for use by future committees.

## BODY OF REPORT WITH DISCUSSION AND RECOMMENDATIONS

As part of the committee's conference calls, we started doing a round-robin reporting on diversity activities on each campus. Due to the survey work that has taken place over the past few years, this activity had either not taken place or been recorded.

A couple of campuses have a library diversity committee that sponsors events to promote diversity, but all of the campuses shared ideas of how they are encouraging and promoting diversity within the library. This turned out to be a very inspiring activity for everyone involved. The committee has discussed establishing a place where ideas can be shared. Just from our brief reports, committee members have taken ideas back to their campus and started conversations to implement these ideas locally. Some of the ideas shared included:

- Event celebrating the diversity of their graduate students with poetry readings and highlighting library resources for different cultures and languages (Merced)
- Celebrate Library Day of Culture Diversity (Berkeley)
- Program is being planned to work with international students (Davis)
- Library diversity plan has been proposed, area studies library sponsors events, hire students from diverse backgrounds (Los Angeles)
- Film events, book talks, international potluck, and collection of materials for homeless shelter (San Diego)
- Film series, hosting campus diversity workshops on generational diversity, program on endangered languages with a focus on languages spoken by library staff (Riverside)

- The library hires students who reflect the diversity of the campus. Programs such as Roving Reference and other student positions encourage students who might not otherwise consider the LIS professions to pursue library careers to support the diversity of the profession. (Santa Cruz)
- Library has a long-standing diversity fellowship program, diversity committee participate on all librarian search committees (Santa Barbara)
- Library emphasizes diversity in all library activities (San Francisco)
- Library has “Bridging the Gap” program to match two librarians and staff together to learn more about each other and their work through job observation, conversation, and participation in department meetings (Irvine)

## NAMES OF COMMITTEE MEMBERS

- Jane Rosario (Berkeley)
- Laura Soito (Davis)
- Christina Woo (Irvine)
- Jade Alburo (Los Angeles)
- Emily Lin (Merced)
- Carla Arbagey (Riverside)
- Marlayna Christensen (San Diego)
- Michele Mizejewski (San Francisco)
- Stephanie Tulley (Santa Barbara)
- Nicholas Meriwether (Santa Cruz)

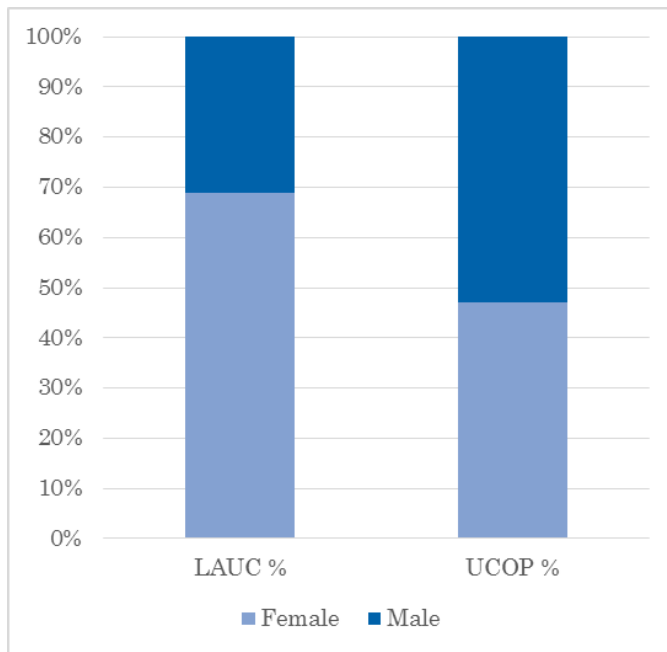
ATTACHMENT A:

## COMPARISON OF THE LAUC 2011 MEMBERSHIP SURVEY AND UCOP 2012 ACCOUNTABILITY REPORT, SECTION 8.1

FIGURE 1: DIFFERENCES IN TERMINOLOGY FOR ETHNICITY

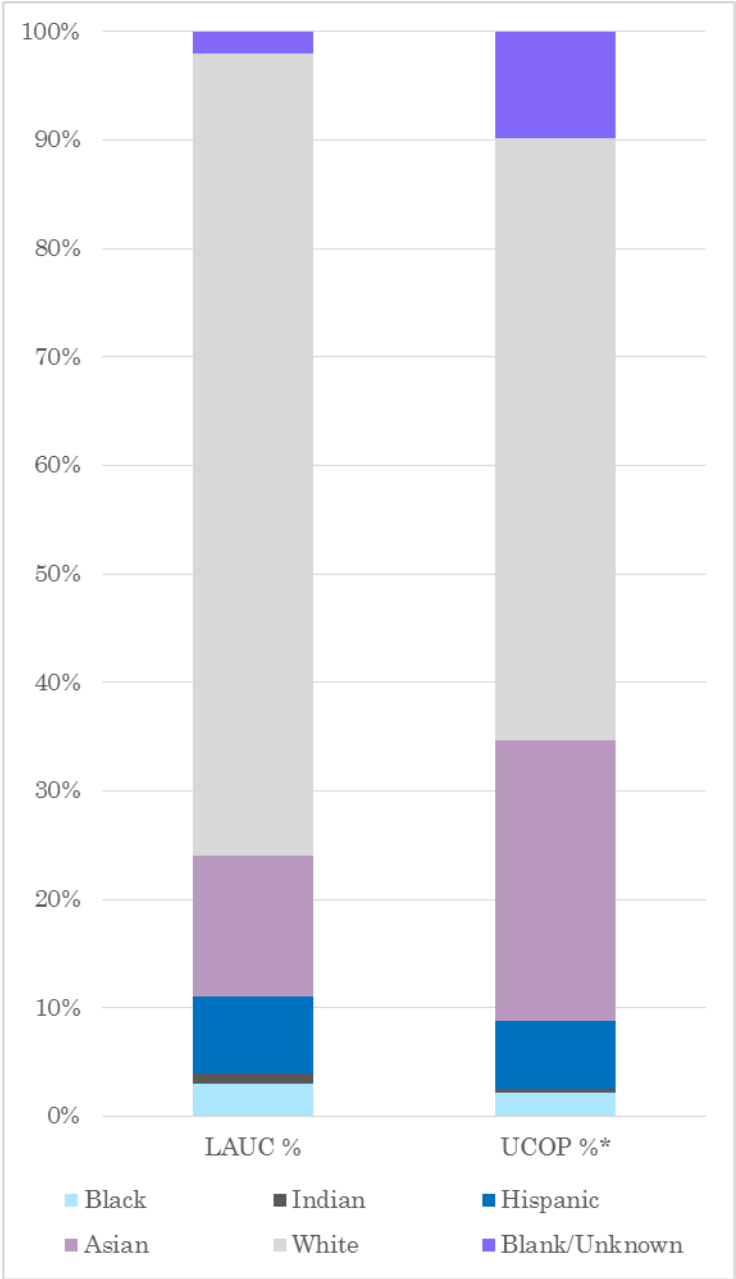
LAUC	UCOP
Blank	Unknown Int.
	Unknown Dom.
White	White Int.
	White Dom.
Asian/Pac Is.	Asian Int.
	Asian Dom.
Hispanic	Chicano/Latino/Hispanic Int.
	Chicano/Latino/Hispanic Dom.
Indian	American Indian Int.
	American Indian Dom.
Black	Black/African Int.
	Black/African Amer Dom.

FIGURE 2: GENDER OF LAUC COMPARED TO SECTION 8.1.4, NON-FACULTY ACADEMIC GENDER



Gender	LAUC %	UCOP %
Female	69	47
Male	31	53

**FIGURE 3: ETHNICITY OF LAUC COMPARED TO SECTION 8.1.2, NON-FACULTY ACADEMIC DIVERSITY**



Ethnicity	LAUC %	UCOP %
Black	3	2
Indian	1	0.37
Hispanic	7	6
Asian	13	26
White	74	56
Blank/Unknown	2	10