

Library Diversity and Inclusion Committee (LDIC) Annual Report, 2017-18

Goals for 2018-2019

1. LDIC will create documentation for procedures (including expectations, membership, project timelines, subcommittees, roles and responsibilities for members and chairs) including creating a rubric for awarding travel and other potential external funds by May 2018.
2. Continue to explore the potential of activities geared toward collaborating with campus, not just the Library, but potentially working more closely with other diversity and inclusion work across campus, like EDI. This is ongoing, but a report back will be available by June.
3. Using the work of the subcommittee reports from the current year, LDIC will put forward actionable recommendations to Administrative team by the end of the year, in the hopes that other teams or programs in the library can incorporate the recommendations.

Summary of LDIC accomplishments for 2017-18

Diversity Travel Awards

The Committee again was able to provide financial support to individuals attending diversity and inclusion related events using the UC San Diego LDIC Travel Award. In July of 2017 we supported the following attendees:

- 2017- 2018
- C. Garcia-Spitz, "Ke Au Hou – Generations of Pacific Librarianship Conference"
 - A Aiko Moore, "Symposium for Strategic Leadership in Diversity, Equity, Inclusion"
 - R. Myers, "California Library Association 2017 Annual Conference"
 - T. Rhodes, "Pushing the Margins: Women of Color and Intersectionality in LIS"
 - G. Singh, "California Library Association 2017 Annual Conference"

LDIC also formed three year long subcommittees, with reports and updates that were submitted to admin with recommendations, and helped form our goals for the coming year.

LDIC Safe Space Subcommittee

LDIC Diversity Recruitment Subcommittee

LDIC Public Website Subcommittee- No report, just recommendations that were completed by LDIC

Collaboration and Outreach

- LDIC partnered with Library's Digital Humanities Group (RAS), Academic Liaison Program and the UC San Diego Design Lab to host Safiya Noble and her talk "Design @ Large" April 25, 2018.
- With the support of Library Administration, UC San Diego Library became an official sponsor of the Joint Conference of Librarians of Color (JCLC) scheduled for September 2018. We also provided funding for two library staff members to attend, Carina Silva and Tamara Rhodes.
- Many of our events were co-sponsored with others in the library, see full list below.

Diversity and Inclusion Events

The committee continued its work of bringing speakers, showing films, conducting book talks and webinars and having events that support diversity and inclusion in the library. These included:

- Book Club: Blindspot, Thursday, June 2, 2018
- Global Accessibility Awareness Fair, May 17, 2018
- Design@Large: Safiya Noble: Your Search Algorithm is Political, April 2018
- Film screening: Chicano Legacy, April 23, 2018
- Are You Ready to Support Transgender Employees? (webinar), March 13, 2018
- 2018 Art + Feminism Wikipedia Edit-a-thon, March 14, 2018 (co-sponsored with LSV)
- A Discussion about Diversity & Inclusion in Academic Libraries, February 22, 2018
- UCSD OPHD Training, January 2, 2018
- International Cookie Experience, December 2017
- Libraries Transforming Communities: Models for Change. Webinar 3 of 3 "National Issues Forums" November 15th, 2017
- Film Screening & Food Drive: A Place at the Table. November 20th, 2017
- Libraries Transforming Communities: Models for Change Webinar 2 OF 3: "Essential Partners' Reflective Structured Dialogue Method" Oct. 11, 2017
- Book Club: The Sandcastle Girls October 18, 2017
- Diversity, Inclusion, and Social Justice Work in the MIT Libraries' Collections Directorate. (webinar) Sept 19, 2017
- Libraries Transforming Communities: Models for Change Webinar 1 OF 3: "Introduction to Dialogue & Deliberation for Academic Libraries. Sept. 13, 2017
- Joint Library Committee Open House, August 10th, 2017
- Summer Learn n Share, July 19th, 2017

Many of these events were well attended and created connections across the library. Less formal work and partnerships were created also with members of LDIC attending Program meetings to discuss diversity issues or provide resources.

Issues/Challenges/Trends

A major challenge for LDIC during the 2017-2018 year was that the Chair position turned over three times due to the fact that these members found employment outside the library. Furthermore, LDIC was assigned a temporary administrative contact for the majority of the year. LDIC also lost all its BES members. These factors caused a decrease in the speed in which LDIC was able to initiate some of its business. It is believed that new continuity with the chair position and a set administrative contact will allow the committee to receive guidance and act on issues more quickly. The turnover in leadership also brought to light the need to codify the roles and responsibilities of the co-chairs, expectations of committee members, and document procedures for committee and subcommittee work as well as length of time a member of the committee may serve.