



Division-level Committee Year-end Report and Work Plan Template

Committee

Visit the [ACRL Directory of Leadership](#) to find your charge.

Committee Name: Diversity Committee

Charge/Tasks: To initiate, advise and mobilize support for appropriate action related to issues of diversity in academic librarianship including recruitment, advancement and retention of underrepresented groups to academic and research librarianship and the promotion of library and information services for diverse library users.

Committee leadership

Visit the [ACRL Directory of Leadership](#) to find your committee roster. Click the “Next Year” link to view 2017–18 roster information.

- Current Chair (2016–17): Kenny Garcia
- Incoming Chair (2017–18): Tarida Anantachai
- Incoming Vice-chair (2017–18): Federico Martinez-Garcia, Jr.
- Incoming Board Liaison (2017–18): Kim Leeder Reed
- Staff Liaison: Anne-Christe Galloway

Submission information

Year-end report written by: Kenny Garcia

Work plan submitted by: Tarida Anantachai

2016–17 Year-end Committee Report

This report will be included in the Committee's official record of activities maintained by the ACRL staff.

What were the major projects/activities accomplished by your committee in the 2016–17 membership year?

- Continued the revision of Diversity Standards from previous work plan.
- Participated in the ACRL Diversity Alliance Steering Committee.
- Provided input on statements made by the ACRL Board of Directors related to diversity, equity, and inclusion.
- Proposed conference presentations on the work that the committee had done with the process of revising the diversity standards.
- Provided input on ACRL Research and Scholarly Environment Committee's diversity-related initiatives.

How did you go about getting them done?

- Continued working within committee sub-groups on Standards Revisions, Assessment Plans, Website Revisions, and Best Practices.
- Liaised between the ACRL Diversity Committee on the ACRL Diversity Alliance Steering Committee. The liaison shared pertinent information with the ACRL Diversity Committee.
- Shared thoughts and concerns on multiple drafts of the post-election statement by ACRL on diversity and inclusion.
- Presented on the work the committee had done and planned on doing regarding the revision of the diversity standards.
- Participated in conversations via telephone and email and provided feedback to the staff liaison to the ACRL Research and Scholarly Environment Committee.

What were the relevant results for your projects?

- Worked with four sub-committees on developing a process to revise the diversity standards.
- Held four virtual meetings along with a hybrid meeting at ALA Annual and ALA Midwinter.
- Shared six new concepts and terminology at conference presentation, as well as a rationale and process developed by the committee.
- Presented a virtual conference presentation and a conference roundtable discussion at ACRL 2017.
- The post-election statement on diversity and inclusion was shared with all ACRL members and with the general public.
- Committee members shared the names of two librarians that have done work on diversity and scholarly communication.

Are any 2016–17 projects ongoing?

- Continue with the process of revising the diversity standards.
- Continue developing a list of assessment measures for the diversity standards.
- Update the Diversity Committee website.
- Develop a Diversity Standards best practices document.
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What worked well?

- The commitment of all of the committee members working within the various sub-groups and as an entire committee.
- The commitment shown to diversity by the Board liaison to attend all of the face-to-face meetings and provide updates and support to the committee.

What could have worked better?

- The committee attempted to revise all of the standards all at once in one year. This was too much for the committee to take on.

What do you wish someone had told you before starting work on this committee?

- The Diversity Committee needed to be in communication with the Standards Committee regarding any revisions being recommended by the committee. Also, the revision timeline for all of the ACRL standards is five years, which the committee was not aware of.

What made this work most rewarding (observations/comments/accolades)?

- The outstanding commitment of the committee members.
- The work put into the virtual conference and roundtable discussion presentations at ACRL 2017.

Any other comments, recommendations, or suggestions?

- The standards need to include contemporary theories and current applications across various institutions. This requires a discussion on bandwidth and expertise within the committee, as well as a discussion on the sequence and process of revision. The expectation is to submit revision recommendations to the ACRL Standards Committee every five years. Since the diversity standards were approved by the board in 2012, they are up for renewal this year. There is a need to bring in more people with expertise into the revision process.
 - One recommendation is to organize the standards by themes and revise a few standards a year based on a theme. The committee can also host a virtual or face-to-face working session with experts where participants and bring in and share ideas based on the theme.

2017–18 Committee Work Plan

Note: Each activity/project should be reported using the below form. Copy and paste the form as many times as needed to detail each activity/project. Plans should be **Specific, Measureable, Attainable, Realistic, and Timely or SMART**).

Activity/Project Name

Diversity Standards Revision Plan

Brief Description

Continue the revision of Diversity Standards from previous work plan.

Goal Area

Select the *single* best connection to the [ACRL Plan for Excellence](#) and provide a brief sentence connecting your project to the Plan.

Value of Academic Libraries

- 1. Articulate a research agenda that communicates the value of academic and research libraries.
- 2. Promote the impact and value of academic and research libraries to the higher education community.
- 3. Build on Assessment in Action to expand community of practice and professional development opportunities.
- 4. Support libraries in advancing issues of equity, access, diversity, and inclusion in higher education.

Student Learning

- 1. Challenge librarians and libraries to engage learners with information literacy skills in a way that is scalable and sustainable.
- 2. Increase the impact of information literacy by forming strategic partnerships with relevant higher education organizations.
- 3. Build capacity for librarians to collaborate with faculty and other campus partners in instructional and curricular design and delivery that will integrate information literacy into student learning.
- 4. Articulate and advocate for the role of librarians in setting, achieving, and measuring institutional student learning outcomes.

Research and Scholarly Environment

- 1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
- 2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
- 3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open system.

New Roles and Changing Landscapes

- 1. Deepen ACRL's advocacy and support for a full range of information professionals.
- 2. Equip library workforce at all levels to effectively lead, manage, and embrace change.
- 3. Expand ACRL's role as a catalyst for transformational change in higher education.

Enabling Programs and Services (education, advocacy, publications, or member engagement)

Brief sentence connecting your project to the Plan

A revised set of Diversity Standards would better support libraries that want to focus on issues of equity, access, diversity, and inclusion within its institution.

Timeline

- continuous project assigned in charge
- short-term project that will be completed this membership year
- multi-year project continuing past this membership year (expected completion date: TBD)

Note: Multi-year, strategic goal-area projects are tracked in a multi-year planning grid. Expect your staff liaison to follow-up with questions to add this project to ACRL's multi-year planning grid which is reviewed by the Board at its fall Strategic Planning Session and referenced for budget preparation.

Outline the steps and intermediate deadlines planned to complete the project.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial*, technology, staff support)
Create program proposal for ALA Annual 2018, possibly on how various institutions have used the Diversity Standards to help lead diversity initiatives on campus.	August 2017	Chair, Vice-Chair, collaborative representatives and co-sponsor from external ACRL group (ACRL ULS Chair and ACRL ULS Conference Program Planning Committee Chair)	
Determine new process for revisions to the Diversity Standards, including establishing sequence of events, organizing Diversity Standards by themes, etc.	December 2017	Entire committee	
Host a virtual working session with external experts where participants can bring in and share ideas based on Diversity Standards themes.	January 2017	Entire committee	Representatives from other related round tables, ethnic affiliates, etc.
Submit revision recommendations to themed Diversity Standards to the ACRL Standards Committee for review.	June 2017	Entire committee	

Assessment: How will success be measured?

Feedback will be solicited from concerned round tables and ethnic affiliates (e.g. through virtual working session or other individual solicitations for feedback). Long term success will be measured by revision recommendations presented to ACRL Standards Committee and eventual adoption of the revised Diversity Standards into library practice.

Activity/Project Name

Collaborate with related initiatives, including the ACRL Diversity Alliance Task Force and the planning group for the ACRL and ARL symposium on Diversity, Equity, and Inclusion.

Brief Description

Continue the work participating on the ACRL Diversity Alliance Task Force from the previous year's work plan, and begin participation on the planning group of the ACRL and ARL symposium.

Goal Area

Select the *single* best connection to the [ACRL Plan for Excellence](#) and provide a brief sentence connecting your project to the Plan.

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New Roles and Changing Landscapes

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Enabling Programs and Services (education, advocacy, publications, or member engagement)

Brief sentence connecting your project to the Plan

Directly engaging in these related initiatives would help to support ACRL and ARL's ongoing diversity and advocacy efforts on a national level.

Timeline

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Outline the steps and intermediate deadlines planned to complete the project.

Specific Action	Due Date	Party Responsible	Resources Needed (e.g., financial*, technology, staff support)
Continue previous year's work liaising and sharing pertinent information between the Diversity Committee and the ACRL Diversity Alliance Task Force.	Continuous	Diversity Committee liaison to the ACRL Diversity Alliance Task Force	
Identify volunteer to represent the Diversity Committee as the liaison to the ACRL and ARL symposium planning group.	Fall 2017	Chair, Vice-Chair	
Liaise and share pertinent information between the Diversity Committee and the ACRL and ARL symposium planning group.	Continuous	Diversity Committee liaison to the ACRL and ARL symposium planning group (TBD)	

Assessment: How will success be measured?

Feedback will be continually solicited from the appointed liaisons of these groups, such as during the Diversity Committee's meetings and other communications.