



**Art Libraries Society of North America, 34th Annual Conference
Fairmont Banff Springs, Banff, Alberta, Canada, May 5-9, 2006**

**Diversity Committee Business Meeting Notes
May 6, 2006, 6-7 pm, Banff Springs Resort Hotel**

Present: Co-chairs Vanessa Kam and Laurel Bliss

Members: Tom Grieves

Board Liaison: Eumie Imm-Stroukoff

Guests: Jae Rossman (recorder), Jennifer Strickland, Ellie Nacheman, Isabella Marques de Castilla

Members not present: Ray Anne Lockard, Alba Fernández-Keyes, Hannah Bennett, Dorothy Tao, and Alessia Zanin-Yost.

I. Housekeeping

- a. Jae Rossman was appointed meeting recorder.
- b. A sign-in sheet was circulated.
- c. Announcements: Laurel Bliss noted who was able to attend the meeting and who could not attend and which members are stepping down from the Diversity Committee membership.

II. Old Business

a. Travel award on board agenda. Prior to the Banff conference, Margaret Webster asked for items for the Executive Board to discuss at their pre-conference meeting. Laurel and Vanessa responded by asking the Executive Board to discuss whether or not the ARLIS/NA could make the Student Diversity Award for Conference Attendance (\$750) a permanent award, and not one subject to available funding. They noted that the award has served a critical role in the past by enabling students of color to attend ARLIS/NA conferences. Eumie reported that the topic had to be tabled at the pre-conference meeting for discussion at a later date, and that the board is reassessing all travel awards and the need for funding the awards. The committee then discussed possible sponsors of the Diversity Award.

b. Diversity Committee webpage. Members discussed the benefits of having a simple web page for the committee on the ARLIS/NA web site. Doing so would increase exposure and awareness of Diversity committee activities and issues. Vanessa commented that at the Leadership Breakfast, Nedda Ahmed, the ARLIS/NA web site editor mentioned that she would be willing to put together a simple page for committees that do not have web sites. Content for the Diversity web site could include: a description of the committee charge, priorities and goals for the next year, upcoming projects, links to external resources on diversity (resources for diverse student populations), and contact information.

III. New Business

a. Appoint a liaison to American Libraries Association's diversity initiatives. ALA has been at the forefront of diversity initiatives for library settings, so it is good to keep track of their activities and try to model them at ARLIS/NA, when appropriate. This liaison must be a member of both ARLIS/NA and ALA and be able to attend ALA meetings (annual and/or mid-winter). Since no one at the meeting could volunteer, Laurel and Vanessa will call for a volunteer on ARLIS-L. Also, ARL's Initiative to Recruit a Diverse Workforce with Jerome Offord, Junior, is an initiative worth tracking in the same manner. Jerome was invited by the Diversity Committee to speak at the 2004 ARLIS/NA meeting in New York; the committee should re-establish communication with him.

b) Diversity initiatives from non-library organizations. At a recent conference, Vanessa spoke with DeEtta Jones, a consultant for ARL, who hired Jerome for his current position. Ms. Jones noted that some of the most dynamic diversity programs are now coming from the corporate world, which sees diversity as a critical means to keep competitive in an increasingly global world. In particular, Dell and Campbell's Soup have taken up diversity initiatives that are worth examining to see if any could be applied to ARLIS/NA. Also Purdue University's Jim Mullen and Harvard's Steven Magley are involved in diversity initiatives.

c. Items for Diversity Forum. The committee brainstormed to ideas to discuss at the Diversity Forum, which was scheduled for Monday May 8, from 10 – 11 am. Historically the forum has been a free form sharing of ideas to generate dialogue around issues of diversity vis a vis ARLIS/NA. To help start the dialog, those present at the meeting suggested:

- a cataloguing topic. How to make subject headings and notes about multicultural issues (that don't necessarily fit into AACR2 rules) more prominent and visible to others. Bibliographies, RSS feeds and other resources were discussed as potential strategies. How are other librarians working with faculty to find and better use diversity related materials? What are groups called? How does that affect programming? There is a need to document how people "get around the system" and how might this change the system? As people from other countries come to live in the U.S., Canada, and other countries present in ARLIS/NA membership, how do they learn to navigate the diversity landscape, a landscape often very different from that of their home country? How do you describe materials without offending people? How to keep up to date with the terminology?