Committee Name: Diversity Committee

Committee Charge: The Committee shall be charged with:

- Identifying issues related to maximizing the diversity of AALL membership
- Exploiting the benefits and possibilities of a diverse and complex membership
- Recognizing and celebrating the richness of an active, diverse membership
- Advising the Board on mechanisms and programs that encourage a diverse and complex membership
- Encouraging active participation by the whole membership including identifying barriers and how to remove them
- Enriching the Association and the profession through extensive integration of multiple perspectives and experiences
  - Determining the winner of the AALL Minority Leadership Development Award

Major Activities for 2010-2011:

- Diversity Symposium: Celebrating 10 years of the Minority Leadership Development Award by featuring a panel of past winners reflecting upon the award and upon the general acknowledgment and celebration of diversity within AALL over the past 10 years.
- Selecting Minority Leadership Development Award winner: after reviewing all applications, we will select and announce this year’s winner, and invite the winner to this year’s symposium, reflecting the theme.
- Communications: brief pieces announcing the nature and purpose of the Diversity Committee, and announcing the Minority Leadership Development Award appeared in AALL Spectrum over this past year.
- Survey of Diversity within AALL: we are surveying the law library community to ask about their affiliations with under-represented populations, and to ask for their input regarding the acknowledgment and celebration of diversity within AALL.
- Website: we are planning a redesign of the committee website pending the overhaul of the entire AALL web presence.
- Recruitment: using the data gathered from the survey above, as well as working in concert with the Recruitment and Membership Development committees, we will be developing a plan for a pilot recruitment program to be rolled out during the 2011-2012 year.

Proposed Activities for 2011-2012:

- Recruitment: implementing pilot recruitment program based upon survey input and collaborative planning.
- Communications: keeping AALL membership informed via regular communications in AALL Spectrum and e-mail lists.
- Selecting Minority Leadership Development Award: reviewing applications and choosing award winner.
- Website: we will be unveiling our redesigned committee website to coincide with the newly redesigned AALL web presence.
- Planning Diversity Symposium: we are currently considering a symposium that focuses on the theme of Cultural Intelligence.
- Selecting Minority Leadership Development Award.