Diversity Committee 2010-2011 Annual Report

The 2010 business meeting of the Diversity Committee set forth an agenda that built upon earlier plans for collaboration across AALL as a whole, with a focus on recruiting new members and promoting the value added by the diversity of the Association’s membership. To this end, the committee decided in 2011 that we needed to know more about the current state of the Association’s diversity before we could move forward to accomplish this agenda. So while this year’s symposium honored the Association’s past commitment to diversity, this year’s committee worked to lay the groundwork for better understanding the present and future of our Association and the diversity that we contain.

Initiatives
The most significant accomplishment that the committee achieved this year was our survey of membership diversity. While we showed the initial results of this survey at the symposium (and they can be accessed by cutting and pasting the following URL: http://www.zoomerang.com/Shared/SharedResultsSurveyResultsPage.aspx?ID=L26626QZVBGZ), the committee also plans on analyzing this data further, and presenting the results at an upcoming Annual Meeting.

In addition to the survey, the committee chair spoke regularly with the Membership Development Committee, as well as the various caucuses to help plan a comprehensive recruitment strategy for reaching under-represented communities.

Symposium
This year’s symposium focused on 2011 as the 10th year anniversary of the Minority Leadership Development Award, and featured Ron Wheeler, Lauren Collins, and Joy Shoemaker as speakers. The speakers described the award’s significance to their own careers as well as to the profession at large, and the conversation sparked a lively and timely discussion about the role of the award and the role of the committee in general.

Moving Forward
At our 2011 business meeting, the committee reaffirmed our interest in contributing to a comprehensive strategy (co-ordinated across the Association) for recruiting new members to the profession and is particularly eager to reach out to law schools and library schools that are affiliated with colleges and universities that have historically served under-represented communities. We believe that a more detailed understanding of the diversity that the Association already presents is fundamental to success in reaching out to such communities and also reveals much about the Association in its own right. This understanding will not only better inform our efforts to update our web presence, but will also allow the committee to more accurately further our interests in highlighting the value that the diversity of our membership adds to our profession.

Committee Members
For 2010-2011, the committee was chaired by Dennis C. Kim-Prieto. Our vice chair was Prano Amjadi, and our membership was composed of Carla Evans, Faye Hadley, Trina Holloway, Michele Lucero, Board Liaison Ronald Wheeler, and Staff Liaison Paula Davidson.
For 2011-2012, the committee is chaired by Prano Amjadi, and our vice chair is Carla Evans. Wei Fang, Richard Humphrey, and Beau Steenken are joining continuing members Faye Hadley, Michele Lucero, Board Liaison Ronald Wheeler, and Staff Liaison Paula Davidson.

Dennis Kim-Prieto
Chair, 2010-2011