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 2011-2012:

• Diversity Symposium: The symposium topic this year is Cultural Intelligence (CQ). Committee member, Michele Lucero is a CQ Certified Facilitator and she will be presenting on how cultural intelligence impacts our profession.

• Minority Leadership Development Award: The committee redesigned the award application, streamlining it with the goal of attracting more applicants. This revision was presented to and approved by the Executive Board at their fall meeting. This spring, after reviewing all applications, we will select and announce this year's winner, and invite the winner to this year's symposium.

• Communications: We have focused setting up on the new My Communities feature of AALLnet. We have set a web page and have used the egroup for communications by committee members. We have posted to the open forum and had articles in the Spectrum.

• Restructuring the committee: The committee has spent a lot of time this year discussing the need to restructure the committee's annual symposium. With the new annual meeting scheduling, incorporating the symposium in the regular educational program schedule, we think that the symposium should be reworked to be included more as part of the educational programming. The program no longer last for 3 hours and really is no longer a symposium. It has been difficult to get the information into the schedule. We have no set structure for transportation and lodging for guest speakers. We would like the board to discuss the best way to integrate this program into the regular educational program scheduling.

• CONELL Marketplace: The committee has not has a presence recently at the CONELL Marketplace and we are making sure we have a presence there and literature/displays for the table.

Proposed Activities for 2012-2013:

• Recruitment: Work with other committees that reach out to people choosing law librarianship and ensure that the Association's diversity message is well established in their communications.

• 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.

• Diversity Symposium: topic to be announced.

• Committee Restructuring: We would like to continue to work with the Executive Board to update the procedures for the annual symposium.