Committee Name: Diversity Committee

Committee Charge:
The Committee shall be charged with:
• Identifying issues related to maximizing the diversity of AALL membership
• Celebrating 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 2012-2013:
The committee organized the annual Diversity Symposium and Reception. The Symposium will focus on affirmative action.

We continued the evolution of the Symposium into regular educational programming. We submitted a proposal to the AMPC and have attempted to be involved with all other deadlines on the educational programming schedule. Time scheduled for the Symposium and reception was cut back from 2.5 hours to 2 hours. We had some discussion about whether to continue with the reception but decided it was an important event that should continue.

Members of the committee wrote an article for Spectrum to publicize both the Diversity Symposium and the MLDA. The committee publicized the MLDA and will review the applications and select a winner.

The committee began a continuing discussing about broadening the criteria for the MLDA and renaming the award. This was in response to several people at the CONELL Marketplace inquiring whether LGBT people could apply for the Minority Leadership Development Award and others asking if the Diversity Committee encompassed LGBT people and those with disabilities.

Proposed Activities for 2013-2014:
The Committee will continue to organize and hold the annual Diversity Symposium and Reception. Tentative early topics under consideration are Differently Abled Individuals in Libraries or Religious Diversity in Libraries. The committee will consult with the Programs Committee to ensure selection of a relevant, unique topic.

The Committee will continue to highlight the need for addressing diversity issues within our profession through various media.

The Committee will publicize and pick a recipient of the MLDA. The Committee may also take steps to bring the MLDA further in line with other AALL awards.

The Committee will continue to discuss the pros and cons of broadening the interpretation of "diversity" for MLDA purposes after receiving feedback from AALL members at the annual meeting.

The Committee will strive to work with the Recruitment Committee to create promotional materials highlighting opportunities in law librarianship, potentially to be targeted at undergraduate institutions with historically high rates of minority enrollment.