Celebrating Diversity
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>No. 39</td>
<td>Law Library Staff Organization and Administration. Compiled by Martha J. Dragich and Peter C. Schanck. 1990. Cloth</td>
</tr>
<tr>
<td>No. 42</td>
<td>Setting the Legal Information Agenda for the Year 2000: Based on a Workshop of the American Association of Law Libraries National Legal Resources Committee. Edited by Mary Kathleen Price and Margaret Maes Axmann. 1993. 3 vols. Cloth</td>
</tr>
<tr>
<td>No. 45</td>
<td>Sourcebook for Law Library Governing Boards and Committees. Written and compiled by The Trustees Development Committee; State, Court and County Law Libraries Special Interest Section. 1994. Loose-leaf</td>
</tr>
<tr>
<td>No. 52</td>
<td>Law Librarianship: Historical Perspectives. Edited by Laura N. Gasaway &amp; Michael G. Chiorazzi. 1996. Cloth</td>
</tr>
</tbody>
</table>
| No. 56 | Briefs in Law Librarianship Series, edited by Bobbie Studwell:  
AALL PUBLICATIONS SERIES

No. 4  Pimsleur's Checklists of Basic American Legal Publications. Edited by Marcia Zubrow. 3 vols. Loose-leaf

No. 7  Institute for Law Librarians. 1963. The Law Library—A Living Trust. 1964. Paper


No. 26  Legal LC Subject Headings Weekly Lists. Melody Busse Lembke. 1986. Loose-leaf


No. 65 Landmark Indian Law Cases. Compiled by the National Indian Law Library of Native American Rights Fund. 2002. Cloth


No. 68 Universal Citation Guide. 2nd ed. Citation Formats Committee of the American Association of Law Libraries. 2004. Paper


No. 70 United States Tribal Courts Directory. 2nd ed. By April Schwartz & Mary Jo Brooks Hunter. 2006. Cloth


Note: Publications numbered 1, 2, 3, and 10 are out of print; Number 5 was superseded by Number 8; Numbers 6, 9, 16 and 38 were superseded by Number 55; Numbers 12 and 36 were superseded by Number 69; Number 14 was superseded by Number 61; Numbers 31 and 34 were superseded by Number 48; Number 15 was superseded by Number 61; and Number 64 was superseded by Number 70.
CELEBRATING DIVERSITY

A LEGACY OF MINORITY LEADERSHIP
IN THE
AMERICAN ASSOCIATION OF LAW LIBRARIES

Carol Avery Nicholson
University of North Carolina at Chapel Hill
Kathrine R. Everett Law Library

Ruth Johnson Hill
Loyola Law School, Los Angeles
William M. Rains Law Library

Vicente E. Garces
University of Minnesota
Law Library

AALL PUBLICATION SERIES NO. 71

Sponsored by the
American Association of Law Libraries

Published by
W.S. Hein & Co.
Buffalo, NY
2006
DEDICATION

To the memory of George A. Strait

In recognition of all those who contributed to the
AALL & Thomson West
George A. Strait Minority Scholarship Endowment

And in tribute to the

Centennial of the American Association of Law Libraries
(1906–2006)
# Table of Contents

Foreword ................................................................. xi
Preface ................................................................. xv
Acknowledgments ....................................................... xix
Chapter 1. Introduction and Historical Overview ............. 1
Chapter 2. A Legacy of Leadership ............................... 15
  George Alfred Strait ................................................. 16
  Allen Mercer Daniel ............................................... 20
  Marvin Roger Anderson ............................................ 26
  Judy Dimes-Smith ................................................... 31
  Joan S. Howland ....................................................... 35
  Frank Y. Liu .......................................................... 39
  Jessie Louise Matthews ............................................. 43
  Carol Avery Nicholson ............................................. 46
  Cossette T. Sun ....................................................... 51
Chapter 3. Leaders of Today ....................................... 55
  Pauline M. Aranas .................................................... 56
  Rhea Ballard-Thrower .............................................. 62
  Dr. Yvonne J. Chandler ........................................... 69
  Karen B. Douglas ................................................... 76
  Janice Henderson .................................................... 82
  Ruth J. Hill .......................................................... 86
  Dr. Robert H. Hu .................................................... 91
  Dwight B. King, Jr. ................................................. 95
  Lyonette Louis-Jacques .......................................... 101
  Grace M. Mills ....................................................... 109
  Pedro A. Padilla-Rosa ............................................ 113
  Gretchen E. Van Dam ............................................ 118
  Cornell H. Winston ................................................. 123
Chapter 4, Part 1. New and Emerging Leaders ............... 129
  Vicente E. Garces .................................................. 131
  Lesliediana Jones .................................................. 138
  Michele Lucero ...................................................... 141
  David S. Mao ........................................................ 145
  Allen Moye ........................................................ 149
  Donna Nixon ......................................................... 152
FOREWORD

Diversity in all its forms is an essential component of our American society. Whether based on race, ethnicity, age, gender, sexual orientation, religion, or some other cultural identity, the diversity of our society gives it a wonderful and exciting texture. Diversity gives us a richness of experiences that we could not have any other way; and it gives us an unparalleled range of perspectives on issues and the world. Without any doubt, the diversity in our society makes our lives more complex, deeper, richer, and infinitely better. In this way, the diversity we have is something to be treasured, cultivated, and celebrated, something to be respected and appreciated.

Just a few years ago, in 2003, the United States Supreme Court affirmed the basic importance of diversity in higher education in its opinion in *Grutter v. Bollinger*, writing:

> Effective participation by members of all racial and ethnic groups in the civic life of our Nation is essential if the dream of one Nation, indivisible, is to be realized. . . . In order to cultivate a set of leaders with legitimacy in the eyes of the citizenry, it is necessary that the path to leadership be visibly open to talented and qualified individuals of every race and ethnicity.¹

This is no less true for our professional associations than it is for society in general. The diversity of AALL’s members is a microcosm of society. As such, it is vitally important that we take the necessary steps to recruit members from a variety of backgrounds and that for those members the path to leadership should be visibly open to talented and qualified individuals from any background. As in society at large, such diversity brings deep benefits, benefits to the profession we are a part of and benefits to the clients we serve.

AALL has been involved in diversity issues for a very long time. In the earliest days, this meant finding ways to ensure that an African-American member was able to attend the annual meeting at a time when accommodations were not very accommodating. Later on this meant opening a path to a leadership role for any member of the Association. It also meant finding ways to create a space for community and a place to

meet the programmatic needs of members with different backgrounds and interests. Finally, it has meant finding ways to recruit, encourage, and support a more diverse group of law librarians.

This book is itself reason to celebrate. It chronicles the increasing richness and ethnic diversity in our profession; it recognizes the significant contributions made by these members; and it celebrates the leadership of many pioneers within the Association. This book is a look back at where we have come from and a look forward at some of our younger leaders who will define the future of the profession. In fact, this book is many things:

- It is a book of history. In these pages you will read the stories of some of our earliest members. Contrasting these stories with where we are today, will bring the history of discrimination in this country home to the reader in a new, perhaps more personalized way.
- It is a book of inspiration. It is eye-opening to read about the challenges faced by some of our members just to attend the Annual Meeting. Overcoming these challenges was not easy, but their determination to be part of our community and to make a significant contribution should make us all realize the difficulty of the path they paved.
- It is a book about leadership. It is a book about how some members rose to leadership roles despite some difficult obstacles. But it is also a book about how some people used their leadership positions to open the way for others.
- It is even a book in which you will find some notes of humor. Read the story of how one law librarian stood up another (for a job) and earned his anger—for 15 years (!)—until she atoned for it by sending her cousin to work for him.
- Most of all, this book is a “good read.” Perhaps because the people and events are familiar, this book is highly enjoyable.

Finally, the publication of this book supports the continued work to improve the diversity of our profession. The royalties from this book are all being donated to the Strait Scholarship Fund. Established several years ago by the American Association of Law Libraries through the commitment of the then leaders, along with the generosity of many members and supporters as a tangible commitment to diversity, the Strait
FOREWORD

Endowment Fund provides monetary support to encourage law librarians to become part of this vibrant profession. Just as the diversity of our society enriches it in so many ways, there is no doubt that our Association will be enriched through the increased participation of members encouraged by this program, and by the inspiring stories in this book.

Robert L. Oakley
Washington, D.C.
October 15, 2005
PREFACE

This book is written to support the AALL & Thomson West George A. Strait Minority Scholarship Endowment and to honor the career of one of our profession’s preeminent law librarians, George A. Strait. Through this endowment, the American Association of Law Libraries (AALL) is able to award Strait scholarships to deserving minority students to pursue graduate degrees at library and information science programs and law schools nationwide. Royalties from the publication of this book will be donated to the endowment.

The publication evolved from the actions of several leaders of the American Association of Law Libraries. First, a minority scholarship was established by the AALL Executive Board in 1983. Several years later in 1990 the AALL Executive Board named its minorities’ stipend the George A. Strait Minorities Stipend to honor the memory of this distinguished minority law librarian.1 To be sure, AALL Executive Director Roger Parent played a significant role in this change. It was an especially timely tribute because the 1989–90 Executive Board included its first two minority members, Secretary Paul Fu and Board member Judy Dimes-Smith. At its Spring 2001 meeting, the Executive Board approved acceptance of a major gift and pledge challenge from West Publishing in support of the George A. Strait Minority Scholarship endowment. The following year at the 2002 AALL Annual Meeting, President Barbara Bintliff announced AALL’s “first real fund-raising campaign to raise $100,000 for the George Strait Minority Scholarship Endowment. West . . . contributed $150,000 and AALL . . . agreed to contribute $100,000 to fully endow the funds.”2 Marvin Anderson and Joan Howland were co-chairs of an endowment committee created to

---


support this effort, and Carol Avery Nicholson, the first minority president of AALL, served as its Executive Board liaison.

The viewpoints and insights of contemporary minority law librarians—both veteran and newer members—are presented in this book regarding their involvement in AALL and concerning diversity within the profession and the association. Also through individual profiles the achievements and contributions minority law librarians have made to AALL and to law librarianship will be highlighted, as well as the challenges they have overcome.

Although “diversity” means many things to many people, the focus of this publication is on the ethnic diversity of minority law librarians as defined by the U.S. Labor Department: Black/African-Americans, Asian-Americans (and Pacific Islanders), Hispanic/Latino-Americans, and Native Americans. The authors developed an electronic survey which was distributed to minority members of AALL who met these criteria. The electronic survey used for this publication was designed to collect data about minority law librarians such as basic demographic information; the level and variety of professional activities in which they are involved; and ideas and reflections regarding minority recruitment to AALL and the field of law librarianship. The demographic information can be found in Chapter 5 of this book while more extensive information regarding minority participation in professional activities and reflections on recruitment to the profession can be found in Chapter 6.

The electronic survey was distributed to 377 minority law librarians via an AALL mailing list received from the association. Ten responses received from persons who did not meet the survey criteria were removed from the survey results. The survey results are based on 199 responses, a 52.8% response rate.

The AALL Archives housed at the University of Illinois at Urbana-Champaign provided a wealth of historical information about minority participation in AALL. This information formed the basis for Chapter 1 of the publication and also provided additional information for the profiles in Chapter 2. The criteria for persons profiled in Chapters 2–4 included their level of involvement in AALL and, criteria for the Marian Gould Gallagher Distinguished Service Award and for the Spirit of Law Librarianship Award. Except where noted much of the information in the

\[3\] 29 C.F.R. sec. 1607.4 (2005)
profiles, including all quoted material, are from the responses provided by each librarian to a written interview questionnaire conducted in early 2005. A copy of the questionnaire can be found in Appendix 2. Research for this publication was further enhanced through email, telephone and in-person interviews.

Each chapter of this publication is designed to provide information that can be used to enhance minority participation in the association and to suggest new ways to recruit minority law librarians to the profession. As the American Association of Law Libraries celebrates its centennial anniversary, it is a wonderful time to recognize the contributions and achievements of its minority members.
ACKNOWLEDGMENTS

The authors gratefully acknowledge and express our deep appreciation to many people who provided us with invaluable assistance during the preparation of this publication.

First, we wish to thank the nearly 200 minority law librarians who took time from their busy schedules to respond to our electronic survey. Their participation in the survey laid the groundwork for this publication. We also wish to thank the law librarians who agreed to be profiled in the book. We are grateful to the many AALL members who were kind enough to share AALL history with us via telephone, e-mail and in-person interviews.

The 2004/05 AALL Executive Board generously funded a research visit to the AALL Archives at the University of Illinois at Urbana-Champaign. We also wish to thank AALL Executive Director Susan Fox for her assistance and support of this project.

Our work at the Archives was aided by the invaluable assistance of William J. Maher, University of Illinois Archivist and his staff, especially Alison Feist, AALL Archives Graduate Assistant. Additionally, we are indebted to Janis L. Johnston and her staff at the University of Illinois Jenner Memorial Law Library for graciously providing workspace for reviewing the archival materials.

Special thanks are extended to Robert Oakley (Georgetown University), author of the Foreword, and to our editor Sheila Jarrett at William S. Hein and Co., Inc. We also acknowledge the support and encouragement we received from our library directors, Laura (Lolly) Gasaway (University of North Carolina-Chapel Hill), Karen Verdugo (Acting Director, 2004–2005, Loyola Law School), and Joan S. Howland (University of Minnesota).

Finally, we wish to express our sincere appreciation and gratitude to our spouses Kenneth E. Nicholson, Charles W. Peters, and Liza Garces for their continued support throughout the countless hours we spent preparing this manuscript for publication.

Carol Avery Nicholson
Ruth Johnson Hill
Vicente E. Garces
June 2006