

**RBMS Diversity Committee**  
**Sunday, January 25, 2009**  
**8:00 a.m.-10:00 a.m.**  
**Sheraton Denver Hotel, Spruce Room**

In attendance: Athena Jackson (Co-Chair), Veronica Reyes-Escudero (Co-Chair) University of Arizona, Karla Davis, St. Olaf College; Stephanie Joseph, University of Kansas Medical Center; Anne Marie Lane, University of Wyoming; Fernando Pena, Grolier Club; Lynne Thomas, Northern Illinois University; Diana Wess, Colorado State University

Excused absence: Martha Repp  
Members not present:

**I. Introduction and selection of recorder**

Athena welcomed all present. Karla volunteered to record.

**II. Review and approval of previous minutes**

The minutes from the previous meeting were approved.

**III. Updates on online diversity “Tool Kit”**

The revisions for the Tool Kit have been sent to the Executive Committee and it is expected that the edits will be approved by Monday. The committee will be reviewing the first three pages and evaluation form. [Addendum: After meeting with Exec, we found that additional revisions were requested but not sent. Once received, Athena and Veronica will revise and resubmit to Exec. We hope to have the final version approved by Exec by Annual 2009.]

**IV. Review revisions for remainder portions of “Tool Kit” and approve**

Suggestions included changing the title to “Talking Points” on the piece about culture, rather than “Preserving Culture...”

Lynne and Diana will continue to work on revisions with Athena and try to get the final product done by Annual 2009. March 30 was set as the deadline. The toolkit will be taken off-line and revised. We’ll use Diana’s info as a handout.

The percentage of underrepresented groups will be added to “Talking Points.”

We'd like to acknowledge the work of Julie Grob and early members of the committee for their vision in utilizing the Tool Kit and making it available for all RBMS members and others to use in recruitment efforts. Our current committee is happy to shepherd it through to get it finalized, approved and in use.

Veronica will send the final/approved version to full group prior to posting to RBMS website.

**V. Plans for future presentations**

Dominican may be a good suggestion for a future student organization presentation. University of Illinois-Urbana-Champaign and UW-Madison are other suggestions.

What about distance learning students? How could we serve them? We could see what happens (technology-wise) in 2009 and see how we could apply it to future meetings.

Traditional (read: face-to-face) presentations are also still needed. We need to organize. Lynne will provide contacts. It was suggested that we not limit our efforts to library schools. Graduate history classes, campus

career centers, diversity groups, and the LIS Access Midwest Program (LAMP) program were other named suggestions.

Athena and Lynne will create a list and forward it to Veronica.

Stephanie is willing to do presentations. It would be helpful to bring artifacts to the presentations. Funding and scheduling needs have to be determined. Veronica will ask Fernando about additional funding sources.

#### **VI. Scholarship Committee representative update**

Diana is our representative. Melissa Conway (UC-Riverside) is the chair. Diana will contact her. Melissa visited the last Diversity Committee meeting.

#### **VII. Discussion: Seminar sponsorship for 2010 RBMS Preconference**

Athena and Veronica attended the Seminars Committee meeting. Athena proposed two topics:

1) Cultural Repatriation Act—how institutions deal with Native Artifacts. She suggested a possible speaker from the Smithsonian. We will talk to Erica Dowell regarding waiving fees for speakers.

2) Seminar about the Toolkit. Who's using it? What is the sense of usefulness based on user experiences? We'd already have speakers for this one.

Other suggestions:

3) Discussion of cultural patrimony and its aspects. Veronica is working on this one. Daniel Slive may want to present. If Seminar Committee is still interested in this idea, we will continue to explore for 2010.

4) Cultural competency building. Dr. Benagi from Harvard is unavailable. We would explore other speakers.

5) Julie Grob speaking on diversity. She's previously spoken at sessions. We could ask her for additional contacts. Michelle Saunders of the ACRL Racial & Ethnic Diversity Committee is another possible contact to ask for speaker suggestions.

5) Demographics and libraries--The changing face of America versus the library profession. Explore the expertise of users and their expectations. ARL has demographic studies. A speaker with a broad background, not necessarily a library background, is needed. Fernando mentioned the article "The End of White America" by Hua Hsu in the January/February issue of *The Atlantic*. Hsu teaches at Vassar.

6) Changing face of users and/or people in special collections (employees); Could bring this topic up after "Voices at the Table"; encourage students of color who've won awards to do a panel session; people with different work backgrounds

7) "What is Your Legacy?" "What Are You Leaving Us?" Asking retirees to speak about their legacies. Established leaders in RBMS would be encouraged to a town hall style of Q&A for new members and rising leaders.

8) 20<sup>th</sup> century collections; "shaping the canon"; update on cultural collections, past vs. present; funding or lack thereof

#### **IX. Discussion: Getting colleagues involved**

We need to be proactive about recruiting members since several members are rotating off in July. Karla, Lynne and possibly others will not return after July. Stephanie volunteered to stay an additional two years.

New member suggestions should be sent to Veronica and Athena. They will post to listservs, RBMS and other organizations, even among non-special collections folks.

InfoExchange may be another source for new members.

Diana suggested Janet Bishop at Colorado State.

## **X. Other Business**

Athena has permissions to edit the Diversity Committee website as a web team volunteer. She will link to the diversity issue of *RBM*. Fernando has at least 200 copies of this issue. He is willing to send to all who want copies. It was suggested that the New Member Orientation session should have copies of the issue.

We tabled discussion on promoting the toolkit. This will be discussed at a future meeting.

We need to assign liaisons to different committees. Lynne is serving on the Seminars committee.

The Diversity Committee thanks Kathleen Burns for her service to the committee.

## **XI. Announcements**

Athena is co-chairing with Julie Grob “Many Voices at the Table.” Julie will speak about her dreams for the diversity committee. Athena plans to speak about being the new person on the job. The talk will attempt to answer three questions: 1) Who are the voices? 2) Where are they coming from? 3) Why are they missing?

## **XII. Adjournment**

The meeting adjourned at 10:02 a.m.

Respectfully submitted by,  
Karla Y. Davis