



## ACCOMPLISHMENTS

1. The DEI Committee drafted a Meeting Code of Conduct and sponsored five Zoom webinars between August 2 and October 1 to encourage member discussion and provide feedback. The Code was submitted to the Board on September 3 for a vote.

Board President Judy Cohn formed a task force to operationalize the Code of Conduct for the 2020 Annual Meeting. The task force met twice and includes: Louise Miller, Shira Rosen, Sandra Franklin, Cristina Pope, and Tania Bardyn. There is interest to have non-board members serve as duty officers. The Code will go into full effect at the November 2020 meeting, once we have duty officers and procedures in place.

2. The DEI Committee authored a Land Acknowledgment to be read at the 2019 Annual Business Meeting in Phoenix.
3. A Diversity, Equity, and Inclusion page was added to the Resources tab on AAHSL.org | <https://www.aahsl.org/diversity-equity-inclusion>. The webpage, maintained by the DEI Committee, provides links to diversity, equity, and inclusion resources identified by AAHSL members and is updated with new resources on a rolling basis. The page provides an online suggestion form for members to suggest ideas.
4. The DEI Committee reviewed the Leadership Fellows application and submitted recommendations to Pat Thibodeau and Janice Jaguszewski.
5. At the request of Janice Jaguszewski, the DEI Committee and the Leadership Fellows Committee are working together with the goal of increasing the diversity of the 2021 fellowship cohort.
6. The DEI Committee continues to partner with NNLM PNR, NNLM NEO, and MLA to coordinate the Jessica Pettitt Webinar series.

Three webinars have taken place in the last year. The first of 9 webinars, *Diversity and Social Justice: A Starting Place*, was hosted on June 19, 2019. The class topics included recognizing difference and engagement habits, personal reflection and seeking out new experiences, conscious and unconscious bias, and the role of curiosity, generosity, authenticity, and vulnerability. A total of 370 people attended the class. 216 participants completed the class evaluation with a response rate of 58 percent. The second webinar, *Unconscious Bias: Perceptions of Self & Others*, was hosted on August 21, 2019. The class topics included self-reflection activities to identify difference, recognizing the role of positive and negative bias in our conscious and unconscious bias, and paying attention to one's own habits and beliefs and reinforcing or editing them to align with his/her own personal values. A total of 364 people attended the class and 158 participants completed the class evaluation with a response rate of 43 percent. The third webinar, *Being a Better Ally to All*, was hosted on October 16, 2019. The class topics included improving listening skills during difficult conversations or conflict, asking better questions through conscious and unconscious bias, and taking responsibility for who and how a person shows up in relationship with key stakeholders, leaders, colleagues, etc. A total of 102 surveys were completed as of October 21, 2019. The NNLM Evaluation Office is producing the evaluation reports 1-2 months following each webinar. Webinar evaluations reports have circulated to the AAHSL, NNLM Office of Training and Engagement, and MLA.

## RECOMMENDATIONS

1. The Committee recommends that AAHSL should fund periodic training for those tapped to respond to Code of Conduct reports. This training could be made available at MLA and subsidized by AAHSL, MLA, and NNLM. The DEI Committee will identify available training opportunities and submit a budget for Board consideration.
2. The Committee plans to develop and submit an Immersion Session for MLA 2021.
3. The Committee recommends the addition of more ‘diversity’ metrics in the Descriptive Survey. According to the ITHAKA Report: Design Thinking ... over three quarter of respondents identify as white and nearly 90% of library leadership also identified as white. Given their data and our members’ interest, the Committee recommends that the Descriptive Survey incorporate additional diversity, equity, and inclusion metrics.