

DIVERSITY TEAM
MEETING OF APRIL 4, 2006
NOTES

Present: Bonnie Cawthorne, Johnnie Love, Katalin Moyal (Timekeeper), Heleni Pedersoli (Notetaker), Linda Sarigol (Facilitator), Lisa Wheeler and new members Timothy Hackman and Karen Patterson.

Guests: Dan Newsome and Sue Baughman (presenters)

1. **Agenda Review** – adjustments were made
2. **Introductions** - new members were welcomed: Timothy Hackman, and Karen Patterson, formerly from CLIS and now at the Humanities Team and Social Sciences Team, respectively.
3. **Maryland Day with Adaptive Technology Lab** – Saturday, April 29:
Dan Newsome reviewed the history of the Adaptive Technology lab and his own involvement with the original Diversity Committee. Dan described the new technologies such as the Kurzweil reader and the Sorensen machine which was featured during Deaf Awareness Day. There are many activities featured for Maryland Day, and kids usually have fun experimenting. As for how the Div Team can get involved and help, Dan pointed out that if someone can be there to speak about disability as diversity, and if we can provide handouts from Diversity, such as posters, bookmarks, and/or feature our website, it'd be welcomed.

The Team talked about having bookmarks made – UM Libraries Support Academic Success for Diverse Students – as an example, to possibly be handed out by Circulation with every book being checked out. These can also be available at the ATL. Dan will send a suggestion to Johnnie who will then approach Rebecca to see the feasibility of having them printed. Tim Hackman would help with the layout for handouts/poster.

Outcome: K. Moyal will be at the Lab for half a day, and L. Sarigol will be available to help also.

4. **Organizational Culture and Diversity Assessment (OCDA)**
Sue Baughman and Johnnie Love presented the new document featuring Current and Future Activities. Sue pointed out that the document was created as a planning tool to facilitate management and development purposes.

LEC charged each Division to review the document and choose 2-3 “issues needing attention” that can be targeted by the Division. Reports on progress will be sent to LEC.

Johnnie highlighted some areas such as Organizational Citizenship Expectations, ethnic differences, racial barriers, and strengthening the PRD and workplan processes which are currently being addressed. Supervisors Roundtable meetings

are also currently being scheduled, participants to the Leadership Development Institute will be identified each semester, and a leadership assessment tool will be developed to determine wider applicability. SECT is working with the Ongoing Learning Curriculum to identify communication strategies and ways of identifying more effective means of publicizing activities, ensuring that all staff have the opportunity to attend training sessions. In the area of Informational Justice, clarification of selection criteria for awards, how decisions are made, will be sought and reported to staff.

Johnnie expressed her concern that Diversity is not being addressed consistently in PRCs.

Outcome: the Team praised the organization of the document. It will be reviewed at the Div Team's end of year assessment and retreat. The Team will also present at an All Staff meeting.

5. Vision Statement

Sue Baughman reminded the Team of the process we followed to create the Vision Statement and how good it looked on the website, following the Mission Statement.

Outcome: The Team decided that the statement is still appropriate and that we only need to review at the next annual retreat.

6. Work Plan and Calendar

2006 activities are on schedule. Karen Patterson volunteered to help Lisa identify other diversity links for the website.

Bonnie continues to work on getting a speaker for the LGBT session which is planned for November. Tim Hackman offered to help.

Reading lists for the Provost's Conversations on Diversity are being created, and the diversity Brown Bags, such as the one on Voting Rights, continue to be a success. Katalin shared about a Brown Bag session by Nedelina Tchangalova on Deafness Awareness that was a great success. Linda said that the April 18 Brown Bag will be on poetry – A Common Song – and that Lulu Barnachea is working on it. It will focus on UM's 150th Anniversary.

Johnnie is finishing up the Progress Report on Diversity in the Libraries to the Provost. She also reported on the difficulties of having diverse pools for search committees, and encouraged team members to disseminate information about the positions that are open.

Heleni reported on the progress of updating the Guide to Print Resources. She is creating a new guide that will supplement the previous one, with the new subject terms suggested by the Team.

Articles for *Library Matters*: Katalin and Tim will collaborate on an article about Maryland Day @ the Adaptive Technology Lab for the May issue.

Team members will choose which diversity issues they will tackle for the LM articles and report at the May meeting.

Lisa will upload the Diversity Calendar and the Work Plan to the website before the staff meeting when the Team will present its Work Plan to the staff.

7. Town Meeting on “Issues of Ethnic Differences”

The Team approved the suggestion of forming a sub-group to plan and implement the Fall meeting. Lisa suggested Georgette H. DeJesus, from the Pre-College Program, as a panelist. This goes right along with our recruitment and retention issues.

Johnnie will contact Sharon Fries-Britt from the School of Education, an expert in Higher Education, and Ron Walters from the Equity Council. She will also invite the Provost to attend.

8. Announcements:

Johnnie announced that the Staff Appreciation Day will be held on April 13, honoring both National Library Workers and Student Assistants Day.

A conference will be held in October 11-15 in Dallas by the ALA Joint Caucuses and there is a call for proposals. This can be for a workshop, panel, poster session, or paper. Johnnie invited suggestions.

9. Agenda for the May 3rd meeting – (Brown Bag session will follow)

- All Staff Meeting planning – Johnnie will lead
- *Library Matters* topics
- Town Hall Meeting updates
- LGBT and Disabilities updates
- Dallas ALA conference
- Feedback on MD Day
- Revise role notation
- Facilitator: Ken Tanaka
- Notetaker: Karen Patterson

10. Meeting evaluation: all around praise for a productive and well-managed meeting.

H. Pedersoli
04/05/06

