Annual Report  
March 22, 2005  
ARLIS/NA Diversity Committee

Submitted by:

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Leadership Update: Miguel Juarez and Shannon Van Kirk were appointed co-chairs of the Diversity Committee in New York. Both will resign after the Houston conference. Laurel Bliss and Vanessa Kam have been appointed as co-chairs for 2005-2006. Both will resign after the Banff Conference.

Board Liaison: Allen Townsend

Committee Membership (2004/05): Shannon Van Kirk, Miguel Juarez, Maria Sampang, Ellie Nacheman, Vanessa Kam, Tom Greives, Jing Liao, and Laurel Bliss.

Activities:

Diversity Forum, Monday, April 19, 3-4 p.m., New York City

Lucie Wall Stylianopoulos, from the University of Virginia and the outgoing Diversity Co-Chair welcomed everyone to the Diversity Forum. Marilyn L. Russell was also present. Allen Townsend was recognized by Wall-Stylianopoulos for his efforts at reconstituting the Diversity Committee with “new strength and with new teeth. It was through our efforts and the Diversity Forum in Baltimore that produced good results.” Wall-Stylianopoulos thanked everyone for attending.

Wall-Stylianopoulos introduced the new Diversity Committee Co-chairs, Miguel Juarez (University of Arizona) and Shannon Van Kirk (Miami University in Ohio). Marilyn thanked the Association and Allen and Daniel Starr for reinstating the Diversity Committee. Marilyn
emphasized that we be vocal about diversity and not be shy. She and Lucie will continue to serve as consultants to the Diversity Committee this coming year.

Miguel thanked the group for the opportunity to chair what he said was an important committee. He also thanked the board for reconstituting the committee. He introduced Jerome Offord, Program Officer for Training and Diversity for the Association of Research Libraries (ARL). Offord was invited to speak about possible collaborations and training opportunities the Diversity Committee could initiate with ARL on behalf of ARLIS/NA to try to encourage diversity throughout the organization.

Juarez reported that the Diversity Committee had had a very successful meeting prior to the Forum. Most of the members attended, Jerome was in attendance. The committee had a vibrant discussion on a multitude of issues. We plan to follow up via e-mail and we are going to try to chart the course for diversity in the organization that we feel is possible. “We’re not going to burn the structure and totally be radicals or activists—well, for me, it’s a little hard not to do that, but we have asked Lucie and Marilyn to stay with us as Madrinas, which are like Aunts that we have to answer to—if we get out of line, they will put us back in line.” They’ve agreed to serve in this capacity.”

Before Offord spoke, attendees were asked to introduce themselves. Attendees then introduced themselves and signed an attendance sheet. Miguel then thanked Offord for agreeing to attend the Forum and speak on ways that we could strengthen diversity within the organization.

Offord said organizations need to collaborate on national levels to address issues of diversity. Offord went on to speak about various national initiatives that are available for librarians of color including: the Spectrum Initiative, the Minnesota Institute, the ARL Leadership and Career Development Program (a one year leadership training for librarians of color who have five years post MLS experience that seeks to catapult participants into mid-management and AUL level type work and research libraries). He posited, how do we as research libraries partner together? What does diversity mean for each of our organizations?

Offord shared that ARL has received funding from the IMLS to focus on recruitment and retention for librarians of color.

**Student Travel Award**

We submitted a proposal for a permanent Diversity Student Travel Award. The Board did not support this proposal when it met in June. A one-year award was authorized and funded. Discussions are ongoing about resubmitting the proposal for 2005-06.

**Recruitment Brochure for Art Librarianship aimed at Underrepresented Student Populations**

We submitted a proposal for the creation of a Recruitment Brochure for under-represented minorities; but the proposal was not received and therefore not funded. We discovered this too
late to remedy the situation. If the Committee chooses to resubmit, we can include a separate request for notification.

Proposal for Diversity Session for the Houston Conference

We submitted a panel titled: "Transcending Borders: Diversity and Outreach in Arts and Cultural Organizations" for the ARLIS/NA 2005 annual conference in Houston. Our plans were to invite various diversity liaisons from ALA, ARL, SAA and other library organizations that promote diversity among their members. Our proposal was turned down by the Houston Conference planning committee. Conference planners stated that they did not feel our proposal was specific enough to warrant inclusion in the conference program. We have discussed the possibility of submitting another proposal (for Banff), and will put the discussion to the membership.

Issues

There seems to be little understanding among conference planners and key individuals in the organization of the value of the face of ARLIS/NA containing a Diversity element, as evidenced by the rejection of the proposed panel for the Houston Conference. We suggest that the proposed panel met the criteria and supported the stated theme.

Unless individuals in leadership positions fully recognize the need for a diverse membership in the organization, efforts on behalf of the committee will not have much impact.

There needs to be better communication between the executive board and the Diversity Committee, and more visibility within the organization, so our voices will be heard and substantial justification given when panels and proposals are not supported.

A discussion about ways to improve communication and visibility will be on the 2005 meeting agenda.

Strategic Plan 2000-2005:

Goal 1: To increase the effectiveness of art librarians and visual resources curators by focusing efforts on professional and continuing education, as well as professional development activities.

A. Promote art library and visual resource programs in graduate schools.

C. Develop scholarships, awards, fellowships, and grants to support education and development activities.

Diversity Committee Accomplishments:

The Travel Award Committee developed the Diversity Travel Award for a student of color to attend the annual conference. Juan Wang, a student at the University of North Texas, applied
and was selected to receive the Student Diversity Award to attend the annual conference in Houston.

Plans: Petition the executive board to make this an annual award.

**Goal III: To exert an influence on external forces affecting the profession through promotion, cooperation, and advocacy.**

B. Enhance our affiliations with existing affinity organizations.

Diversity Committee Accomplishments:

Lucie Wall Stylianopoulos will continue to serve as a representative to the Strategic Planning Committee. Shannon Van Kirk has volunteered to be the liaison to the ALA Diversity Groups.

**Goal IV: To strengthen and increase the effectiveness of the Society’s activities and operations.**

A. Provide an efficient organizational structure that is responsive to the membership.

D. Address the need to expand and engage a culturally diverse membership.

Accomplishments: Despite obstacles and disappointments, the Diversity Committee of ARLIS/NA needs to continue its work.

Diversity Committee Plans:

We hope to increase our awards and target library schools that serve underrepresented populations.