TO: Ying Zhang, LAUC-I Chair; Anastasia Armendariz, LAUC-I Secretary

FROM: Adrienne Nguyen, LAUC-I Representative to the LAUC Committee on Diversity, Equity, and Inclusion

DATE: September 5, 2025

RE: LAUC Committee on Diversity, Equity, and Inclusion AY 2024–2025 Report

**Committee Charge**

General Charge

For 2024–2025, the Committee is charged with fulfilling its standing charge under Article VIII, Section 1(f)(3):

1. Advise the President and the Executive Board and serve as a resource for other committees and LAUC divisions on issues and initiatives concerning diversity, equity, inclusion, recruitment, and retention in University libraries.
2. Consider and develop recommendations and implementation strategies on matters and initiatives of diversity, equity, inclusion, recruitment, and retention in University libraries.
3. Address other subjects at the request of the President on matters and initiatives of diversity, equity, inclusion, recruitment, and retention in University libraries.

Specific Charges for 2024–2025

1. Develop guidelines for crediting and evaluating contributions to diversity, equity, inclusion, and belonging in the review process, as implemented in the March 2024 revisions of APM-210. Collaborate with the Committee on Professional Governance (CPG) as appropriate.
2. Continue the revisions of the LAUC website begun by last year’s committee to create a more up-to-date record of DEI activities and resources across campuses.
3. Collaborate with the Communications Committee to select members to be highlighted on the new website.

**Summary of Activities**

This year, the LAUC Committee on Diversity, Equity, and Inclusion accomplished two of its three charges. This was a hard-won accomplishment, largely because of changes in the political environment over the course of the year.

When the committee first gathered in the fall of 2024, commitment to diversity, equity, and inclusion was accepted as the norm across the country, whether in public or private institutions. The committee was able to take general support of any initiatives it would undertake as a given, not only within the university system, but beyond. The charges developed by the committee at the start of its tenure reflected this state.

After the start of the current administration, however, it became abundantly clear that any commitments to diversity, equity, and inclusion had always been conditional, contingent upon what was in political favor and what was not. After executive orders targeting diversity, equity, and inclusion were signed, organizations fell over themselves left and right to disavow any commitments to diversity, equity, and inclusion, either fearing the wrath of the administration or welcoming the excuse they had always been looking for to end these initiatives.

The effect was chilling. Even with some campuses explicitly defending the legality of these initiatives and indicating support for continuing them, uncertainty, fear, and compliance in advance settled in across the university system, and the committee felt it. When the committee met for the first time after the inauguration, we discussed what we should do next in terms of what was possible as a committee and what committee members felt safe doing as individuals.

We decided to proceed as is with the two initial charges about updating the Activities & Resources section of the LAUC website and collaborating with the Communications Committee to highlight a diverse range of LAUC members. However, our response to these two charges underwent significant changes in the increasingly hostile political climate, especially after extended conversations about online safety for all members.

When the committee first started revising the Activities & Resources page the previous year, the hope was to be able to provide contact information for the individual(s) involved in the activities and initiatives. The committee decided instead to list which campuses had done the activity instead. The updated Activities & Resources can be seen [at this link here](https://lauc.ucop.edu/Committee-on-Diversity-Equity-and-Inclusion#ActivitiesResources). When the committee first talked about how to select LAUC members to be featured on the LAUC website, the leading suggestion was to identify members doing diversity, equity, and inclusion-oriented work. The committee decided instead to identify members based on whether they received grants from LAUC, won division-wide annual awards, celebrated career milestones, or were new members. The added benefit of this approach, aside from highlighting a more diverse range of membership, is the built-in opportunities for collaboration between LAUC statewide and local divisions. The [contact form](https://lauc.ucop.edu/Contact) created by the Communications Committee exhibits these ideas and the successful collaboration between the two committees.

Our final charge, which was originally about creating guidelines to evaluate contributions to diversity, equity, and inclusion in the review process, did change in response to more pressing concerns. Our updated charge was to develop guidelines for evaluating the impact of the current administration’s actions on librarian reviews, specifically in terms of diversity, equity, and inclusion. This was inspired by an impact statement from LAUC-B on the impact of COVID-19 on librarian reviews.

The purpose of these guidelines is twofold. The first is to make clear that the ability of all librarians to do their jobs has been greatly impacted by the current administration. But their ability to fulfill their primary responsibilities, participate in professional activities outside of the library, perform university and public service, and pursue research and creative activities have been especially impacted if their work focuses on diversity, equity, and inclusion and/or if an aspect of their identity is being targeted by the administration. The second is to urge division CAPAs to take these impacts into consideration when evaluating librarian review files that cover the span of the current administration.

Substantial work on this statement has been done, but due to the charge not changing until more than halfway through the year, as well as an unexpected pause in summer meetings, the charge remains in progress. However, the returning members of this committee have indicated their interest in continuing to work on the statement and include it as a charge for next year.

Overall, despite the challenges of a radically different political landscape between the start and end of the year and the subsequent changes to our charges, the committee fulfilled its primary charge to be a resource for issues related to diversity, equity, and inclusion in addition to two out of the three of its additional charges. While chairing the committee was a challenge, it was an experience I am glad to have had, especially because I enjoyed collaborating with the members of this committee. I am proud of the work we accomplished, and I look forward to seeing where the remaining charge goes with next year’s committee.

**Recommendations**

It was difficult to feel as if I was representing LAUC-I well due to the distance between the Law Library and the main libraries. In the future, I would suggest that the representative is involved with the Diversity Team to at least be tapped into that source of knowledge about diversity, equity, and inclusion issues and activities across campus.