

TO: Hector Perez-Gilbe, LAUC-I Chair; Elizabeth Richey, LAUC-I Secretary  
FROM: Adrienne Nguyen, LAUC-I Representative to the LAUC Committee on  
Diversity, Equity, and Inclusion  
DATE: August 26, 2024  
RE: LAUC Committee on Diversity, Equity, and Inclusion AY 2023–2024

### Summary of Activities

The committee dealt with some issues this year. Early on, the committee grappled with questions about its scope, its power, and its sense of responsibility, as well as with serious internal disagreements about how to approach one of the two specific charges for the year.

When the committee began meeting, there was much discussion about what it could do. It was unclear how much influence the committee had, despite its advisory role. The lack of clarity was a challenge, as the committee felt that it limited the scope of responsibilities and hampered its power and potential. These discussions were eventually tabled, however, to focus on the actionable charges.

Unfortunately, movement on the actionable charges was thwarted early on. Significant conflict arose when the committee tried addressing the first charge of the year. The charge, to reflect on previous surveys sent out by the committee and consider sending out another, led to the effective resignation of one member of the committee.

The committee dedicated multiple meetings to discussing and creating the survey. All campuses present at the meetings agreed that sending another survey would be worthwhile because it would provide LAUC with demographic data to compare with previous survey data. However, as the survey was being finalized, one campus, whose representative had not attended any meetings (but was receiving all committee communications, including meeting notes), made its disagreement very clear and final. The campus that disagreed then stopped communicating with the committee, despite the chair leaving the line of communication open and expressing interest in learning more about the reasons for the disagreement and the other campuses agreeing to not distribute the survey.

While this situation took place over only several weeks during the fall, it cast a pall on the committee and left it feeling unable to act without participation from and communication across all campuses. After struggling for several months, the committee decided to pivot and began addressing the second charge, to gather information about DEI work on each campus and to share that information with LAUC members.

Rather than starting with a survey, the committee decided to review existing information about DEI work across campuses stored on the [Activities and Resources](#) page

of the LAUC website. The committee learned that the page had not been updated in an indeterminable number of years and thought it would be worthwhile to revamp the page. That way, it would not only fulfill the second charge, but also serve as a resource for anyone looking for ideas about DEI activities in libraries.

The committee started by considering what should remain on the page and what needed more information, including which campus was behind each activity or resource. The committee also considered how to improve the list, including providing names of librarians involved and more specifics on how each item explicitly related to equity, diversity, and inclusion. Work on this charge will continue into the next year. The committee hopes this page will soon better reflect the work across campuses in the last few years and be a useful resource for LAUC librarians for years to come.

Finally, in addition to the two charges, the committee was asked to review the LAUC Principles of Community, which were adopted in 1996. The committee suggested a revision that was adopted on August 12, 2024.

Overall, despite serious challenges, the committee fulfilled its primary charge to be a conduit for issues related to diversity, equity, and inclusion. I look forward to serving another year on the committee and am hopeful we can continue the work and conversations from this year in the next.