



Special Libraries Association

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BOARD DOCUMENT

TO: Board of Directors

FROM: Roberto Sarmiento, Board Liaison to Diversity Leadership Development Committee
Vandana Ranjan, Co-Chair
Jeff Dreiblatt, Co-Chair

RE: Diversity definition

DATE: October 18, 2005

RECOMMENDATION: That the Board of Directors adopt this definition

Diversity is a reality created by individuals and groups from a broad spectrum of demographic and philosophical differences. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences.

SLA strives to foster a “culture of inclusion,” embracing all people and recognizing the value of diversity of experiences, career paths, perspectives, creativity, and opinions in addition to ethnicity and gender. The differences can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment that SLA wishes to provide its members. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Through its inclusive and supportive diversity policies, SLA aims to create a success-oriented, cooperative and caring community that draws intellectual strength and produces innovative solutions from the synergy of its members.

BACKGROUND INFORMATION:

- SLA President had asked the DLDP Committee to provide the definition for diversity.