



BOARD DOCUMENT

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TO: Board of Directors

FROM: Committee on Committees and Diversity Leadership Development Committee

DATE: 5 January 2006

RE: Proposed change in the charge of the Diversity Leadership Development Committee

Recommendation: The Committee on Committees and Diversity Leadership Development Committee recommend to the Board of Directors that the charge of the Diversity Leadership Development Committee be revised as stated in Agenda Document A06-25.

Background Information: In light of the new diversity definition (Board Document A06-18) that was approved by the SLA Board of Directors in October 2005, the Diversity Leadership Development Committee’s charge needs to be revised.

Charge:

Existing	Proposed	Rationale
Five members appointed for overlapping terms of three years each. The functions of the Committee require that members should have a particular interest in issues pertaining to under-represented groups.	Five members appointed for overlapping terms of three years each. The functions of the Committee require that members should have a particular interest in issues that are relevant for promoting a “culture of inclusion.”	Change - This change is to reflect the new definition of diversity adopted by the Board.
The Committee shall: 1. Recommend to the Board of Directors policies and programs related to the recruitment, retention, development, and advancement of minority librarians;	The Committee shall: 1. recommend to the Board of Directors policies and programs related to the recruitment, retention, development, and advancement of members who represent a diverse population (as defined in Board Document A06-18) of the Association;	Change - This change broadens the scope of the committee to reflect the new definition of diversity.
2. Initiate, develop, and encourage Association-wide plans related to the recruitment, development, and	2. Initiate, develop, and encourage Association-wide plans related to the recruitment, development, and	No change.

advancement of librarians and information professionals from under-represented groups within the organization;	advancement of librarians and information professionals from under-represented groups within the organization;	
3. Evaluate applicants for the Diversity Leadership Development Program award and recommend to the Board those suitable for receipt of the award;	3. Evaluate applicants for the Diversity Leadership Development Program award and recommend to the Board those suitable for receipt of the award; and	No change.
4. Initiate publicity regarding diversity concerns through Association-wide methods of communication; and	4. Initiate publicity regarding diversity concerns through Association-wide methods of communication.	No change.
The Membership Coordinator is an <i>ex-officio</i> member of the Committee and the Association Office contact.	The Membership Coordinator is an <i>ex-officio</i> member of the Committee and the Association Office contact.	No change.

Revised charge reads as follows:

Five members appointed for overlapping terms of three years each. The functions of the Committee require that members should have a particular interest in issues that are relevant for promoting a “culture of inclusion.”

The Committee shall:

(1) recommend to the Board of Directors policies and programs related to the recruitment, retention, development, and advancement of members who represent a diverse population (as defined in Board Document A06-18) of the Association;

(2) initiate, develop, and encourage Association-wide plans related to the recruitment, development, and advancement of librarians and information professionals from under-represented groups within the organization;

(3) evaluate applicants for the Diversity Leadership Development Program award and recommend to the Board those suitable for receipt of the award; and

(4) initiate publicity regarding diversity concerns through Association-wide methods of communication.

(The Membership Coordinator is an *ex-officio* member of the Committee and the Association Office contact.)
Committee definition revised October 2004 -- Board Document [A05-13](#).

Financial impact: None. The new Committee charge now reflects the SLA Board-approved diversity definition.

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