SLA VIRTUAL ROUNDTABLE
A Conversation with MLA Leaders about Diversity, Equity and Inclusion
Dec 3, 2020

Kevin Baliozian, MLA Executive Director
Beverly Murphy, MLA Past President
MLA STRATEGIC GOAL

Organization and Timeline
• Launched: May 2017
• MLA focus (not profession)
• Board owned
• Task Force led
• Completed: May 2020
• Creation of DEI standing committee

Objectives
• Define DEI and terminology
• Update MLA documents
• Expand Code of Conduct
• Evaluate programs
• Primary driver of:
  • MLA Communities transformation
  • Inclusive annual conference
• Culture: DEI reflected in everything we do
**MLA INTERPRETS DIVERSITY, EQUITY, AND INCLUSION AS**

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<th>Diversity</th>
<th>Equity</th>
<th>Inclusion</th>
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<td>encompasses the ways that people are both alike and different, understanding, accepting, and valuing differences that include race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, political beliefs, language, culture, nationality, age, ability status, and religion</td>
<td>takes differences into account to ensure fair and impartial processes and outcomes, and equal opportunity</td>
<td>ensures that all individuals are treated fairly and respectfully; are intentionally valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; feel a sense of belonging; and can contribute fully to the association’s success</td>
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ENGAGING MEMBERS

Listening

Leading

Walking the Walk
Diversity and Inclusion
Be the Change Agent!

Diversity makes us smarter...

Beverly Murphy, MLS, AHIP, FMLA
MLA Past President