I. **Report Date:** September 2021

II. **Name of Committee:** Diversity Committee

III. **Committee Members:** Winston Barham (2018-2022); Callie Holmes, chair (2020-2024); Terra L. Merkey (2018-2022); Ellen Ogihara (2020-2024); Sara D. Outhier (2018-2022); Abbey Thompson (2021-2025); Zachary L. Tumlin (2019-2023); Nurhak Tuncer (2019-2023); Z. Sylvia Yang, ex-officio

IV. **Board Action Required:**
- None

V. **Brief Summary of Activities**
- Susannah Cleveland joined the MLA Diversity Statement Working Group (Callie Holmes, Winston Barham, Lisa Hooper, Ellen Ogihara, Will Scharfenberger, Zachary Tumlin, Z. Sylvia Yang) as a board representative. We have been meeting bi-weekly and hope to have a recommended statement to present to the board by the end of 2021.
- Scott Stone joined the MLA IDEA Working Group (Z. Sylvia Yang, Clara Burns, Callie Holmes, Angela Pratesi, Zachary Tumlin) as a board representative. The group has been meeting bi-weekly and hopes to have a charge and structure proposal to present to the membership and board by the 2022 Annual Meeting.
- Abbey Thompson was approved as the newest member of the Diversity Committee.
- Our session proposal “Putting Words Into Action: How Every Librarian Can Help Dismantle Systemic Oppression” for the 2022 Annual Meeting was accepted.
- The sub-group working on developing suggested guidelines and best practices for the MLA-L Mediator has formed and is working with the current MLA-L Mediator (Steve Landstreet) to develop potential training, guidelines and best practices.
- Per a suggestion from a member on the MLA-L, a small team of Diversity Committee members are exploring cultural competency training options for members of MLA’s administrative structure, as an expansion of the current implicit bias testing and/or training currently required.

---

I. **Report Date:** September 16, 2021

II. **Name of Committee:** Equity and Inclusion Subcommittee (EIS)

IV. **Board Action Required**: None

V. **Brief Summary of Activities**

- Identified members for a working group in conjunction with the Diversity Committee regarding MLA’s Diversity Statement (Lisa Hooper, Will Scharfenberger); to be convened by Callie Holmes. In progress.
- Identified members for a working group in conjunction with the Diversity Committee regarding IDEA Committee Proposal (Clara Burns, Angela Pratesi); to be convened by Sylvia Yang. Proposal to be submitted to membership by Feb 1, 2022, followed by a town hall at the annual MLA meeting for discussion/comments, and final proposal submitted to the Board in May 2022. In progress.
- Members for an Accessibility and Dependent Care Voucher working group will be determined soon.