**2021 MLA Annual Meeting Workshop Proposal**:

Sara Buetter Manus (Vanderbilt University, [sara.manus@vanderbilt.edu](about:blank)) and Matthew Vest (UCLA, [mavest@library.ucla.edu](about:blank)) have proposed a **Groundwater Presentation** from the Racial Equity institute.  The MLA Diversity Committee has reviewed and approved the proposal and will act as co-sponsors for the workshop.  This would be a 3-hour synchronous and interactive workshop presented by instructors from the Racial Equity Institute, using “stories and data to present a perspective that racism is fundamentally structural in nature. By examining characteristics of modern-day racial inequity, the presentation introduces participants to an analysis that most find immediately helpful and relevant” (more information here: [https://www.racialequityinstitute.com/](about:blank)). Although this is meant to be an introduction to racial equity, it can be tailored to focus on areas of particular interest and relevance to our group, delving into its current climate and organizational culture, and enabling participants to bring in perspectives from their own professional areas, personal experience, and home organizations during the reflective segments of the workshop.

This workshop is intended for a minimum of 30 and a maximum of 100 participants and would be open to both MLA and TLA members.  While the target audience is music and theater librarians, the Annual Meeting Workshop is normally open to a broader audience (including local library staff and students who are not necessarily members of our organization) and registration could be opened up after a priority registration period for MLA and TLA members.  A goal of the proposers is that all MLA Board members would participate in this workshop and could be the first cohort to be registered.

The workshop would likely be held on March 12, which is a date that Kristina Shanton has confirmed would be free from other scheduling conflicts and enable the broadest participation.  The workshop would be publicized through the MLA and TLA email lists and social media. The Racial Equity Institute will likely do an assessment and Sara and Matthew will do a follow-up survey to get MLA-specific feedback and to see if there is interest in organizing the full two day workshop offered by REI in the future.

The cost for the Racial Equity institute is $6,000 for up to 100 participants. A tiered "Pay what you can" model is suggested at the following levels:

       $200 – for those with institutional support to attend

       $100 – for those currently fully employed, but without full institutional support

       $0 - any amount – for all others

The workshop could be fully funded with 30 at the upper level, 60 at the middle level (and mixtures of those). It has been proposed that any excess funds be used to support the MLA Diversity scholarship.