

I. **Report Date:** May 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); Zachary L. Tumlin (2019-2023); Nurhak Tuncer (2019-2023); Z. Sylvia Yang, ex-officio

IV. **Board Action Required:**

- We would like to invite a board member to join our working group to write a Diversity Statement for MLA (see below).
- We would like to invite a board member to join our working group to develop an IDEA Committee proposal (see below).

V. **Brief Summary of Activities**

- Formed a working group in conjunction with Equity and Inclusion Subcommittee to write Diversity Statement for MLA, with a goal of completing a draft for the Board to consider in July 2021. Members of working group include Callie Holmes, Winston Barham, lisa hooper, Ellen Ogihara, Will Scharfenberger, Zachary Tumlin, Z. Sylvia Yang.
- Formed a working group in conjunction with Equity and Inclusion Subcommittee to develop a plan for restructuring the two committees into an IDEA Committee, with a rough timeline of a structure presented to and soliciting feedback from the MLA membership in February 2022, a town hall meeting to discuss it at the annual meeting in 2022, and a final plan incorporating feedback submitted to the Board in May 2022. Members of working group include Z. Sylvia Yang, Clara Burns, Callie Holmes, Angela Pratesi, Zachary Tumlin.
- Recruited new member for Diversity Committee (Abbey Thompson), approval pending.
- Developing proposal for session at 2022 annual meeting.
- Forming teams to work on three projects this next year; Writing a regular diversity-themed column for the newsletter, Researching and developing Cultural Competency Training for MLA, and Developing suggested guidelines and best practices for the MLA-L Mediator.

VI. **Implicit Bias Testing Reporting**

- All members of the committee have completed their required testing/training.
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I. **Report Date:** May 11, 2021

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

III. **Committee Members:** Clara Burns (2020-2024), Lisa Hooper (2020-2024), Chuck Peters (2020-2024), Angela Pratesi (2020-2024), Will Scharfenberger (2020-2024), Serena Vaquilar (2020-2024), Z. Sylvia Yang, chair and Ex-Officio for Diversity Committee (2020-2024)

IV. **Board Action Required:** None

**V. Brief Summary of Activities**

- During our business meeting, we brainstormed topics for presentation proposals and plenary suggestions for MLA 2022.
- Based on conversation with Jessica Abbazio and Liza Vick, one member of EIS will join the New Members Forum in the planning of the First-Time Attendees Reception; this is an informal working group and does not require board approval or appointment.
- 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. Proposal to be submitted by end of July 2021.
- 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 for at the annual MLA meeting for discussion/comments, and final proposal submitted to the Board in May 2022.

**VI. Implicit Bias Testing Reporting**

- All committee members have completed implicit bias training; concern over the Harvard Implicit Bias tests voiced by one member and has been shared with Liza Vick, President.