The Diversity Committee met on April 9, 2019

**Attendees:** Rebecca Chen - Antioch High School Librarian, Mark Sandoval – Cumberland University, Pat Bashir – Nashville Public Library
Guest/Consultant– Tasneem Tewogbola, Special Collections/Civil Rights Room Librarian.
Cassandra Taylor was absent.

The Diversity Committee discussed the following points:

1. **Diversity Committee Statement**
   - Committee would like the TLA Executive Board to consider renaming the committee to Diversity and Inclusion Committee.
   - On the third bullet of the Diversity statement the committee would like to include library schools as part of increasing minorities pursuing a Masters in Library Science. The bullet will change as follows: “Create lasting and beneficial connections with formal and informal groups of individuals that are underrepresented in the Tennessee Library Association and Library Schools.”
   - The Committee would like to see the values described in the Diversity committee statement to be reflected in TLA’s mission statement...e.g. “We serve all people regardless of race, disability, sexual orientation...”
   - Tasneem has a contact with PLA that works on increasing the High School seniors that apply to library schools from underrepresented populations.

2. **How do we start building core values of diversity with our board?**
   - The Diversity committee discussed the possibility of having a workshop for the board meeting at the 2020 TLA conference.

3. **Activities that can help increase cultural awareness among our membership**
   - We would like to have a list of resources centrally located for all librarians to have easy access to. The list will have speakers, podcast, movies, videos and other resources that can help build the core values of diversity.
   - For TLA conference 2020 we would like to bring a speaker to talk about diversity.
   - Offer a list of scholarships for students that have recently graduated from college and that are interested in a Masters in Library Science to encourage
• The Committee suggested to plan a social event that promotes diversity
• A library Census of the membership will be helpful to determine the diverse backgrounds of our membership including sexual orientation, race, religious backgrounds, disabilities, etc.

4. Next steps

• Work on different criteria to include in the census
• Planning a social event to promote diversity and inclusion
• Create a culture in our TLA membership in which we are all welcome

Respectfully submitted by Pat Bashir, Chair of the Diversity Committee