

**REPORT OF THE LAUC-SAN DIEGO DIVERSITY COMMITTEE
2004/2005**

Members:

Tony Harvell, Chair
Ken Calkins
Shi Deng
Elisabeth Leonard
Alice Perez, Web Editor

During 2004/2005 the LAUC-SD Diversity Committee focused its efforts on one program and in preparing a budget request proposal to establish a Library Fellow within UCSD Libraries.

The Committee sponsored a program on February 1, 2005 entitled "Transgendered and the Workplace" and featured Sharon May, President, Institute for Transgendered Education (ITE). ITE is an organization to provide education and learning for all persons, whether they be transgendered, transvestite or just interested individuals and organizations, in order to increase awareness, development and understanding of those persons who wish to dress and/or live as a person of the opposite sex. She explained transgendered terminology and distributed a bibliography of reading materials. Her remarks focused on her personal experiences as a working transgendered individual and on California law as it applies to transgendered in the workplace. About 35 staff members attended and asked a variety of questions about how UCSD Libraries can provide a supportive environment for the transgendered.

The Committee invited Charlotte Harris and Jeanine Holscher of Library Human Resources to meet with them during the December meeting to explore how the Committee and LHR could work more closely together to promote diversity. They encouraged the Committee to engage staff in programs broad library staff participation in LAUC-SD programs when appropriate, including diversity programs. Program planning may involve LHR participation from the start. Diversity programs could tie into career opportunities workshops or LAUC-SD mentoring programs.

The idea of a Library Fellowship was revisited. It had originally been explored in 2001/2002 but was tabled due to UC budgetary restraints. The Committee explored outside funding opportunities but did not identify suitable funding sources. After the passage of Proposition 209, it was unclear as to how programs aimed at recruiting minority candidates could proceed. Alice Perez led the effort to research the efforts that had been undertaken in the past, met with Maureen Harden and Maria Din on future prospects and reported back to the Committee. Given the prospects of a healthier UC budget, the Committee drafted a Proposal for a Library Fellowship Program (attached) which was presented to the LAUC-SD membership at their March 29, 2005, meeting. The Proposal was unanimously endorsed by the membership and the Committee chair was charged to work with the LAUC SD Chair to meet with Maureen Harden to develop a budget request to submit during budget call. It remains under consideration, pending discussions with the Associate Chancellor and Chief Diversity Officer Jorge Huerta at an LMG meeting scheduled for September 2005.

Lis Leonard served on the Statewide Diversity Committee and participated in a teleconference on May 27, 2005. That group expressed an interest in expanding the Diversity Committees at the campus level to include staff. This would appear to be in conflict with the LAUC-SD Bylaws (Adopted April 1995) which limits membership to members of the Librarian Series only.

A financial statement showing the Committee's expenditures for 2004/2005 is attached. The Committee requested that the remaining funds be carried forward to assist in recruiting efforts for a Library Fellow, should that program become a reality in 2005/2006.

LAUC Diversity Committee Expenditures for 2004/2005 (LIBLW01)

Beginning Balance \$1679.55

Expenses

Institute for Transgender Education (stipend for speaker)	\$250.00
Catering for February 2005 program	\$319.00
Parking for speaker for program	\$ 12.00

Balance as of 6/30/05 \$1098.55