

## Description

In service of the mission of an academic library at a Land Grant University, the Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee provides leadership to the Library by fostering awareness about and discussions of diversity, equity, inclusion, and accessibility. Specifically, the Committee will focus on DEIA issues with regard to Library climate, employee professional development, services to patrons, and campus programming and outreach.

## Charge

### Actions

The Committee will plan and promote DEIA activities, including education and professional development within the Library, and programming and outreach for the campus and community. Whenever possible, the Committee will collaborate with other Library and campus units. With the DEIA Director, the Committee will provide consultation on DEIA matters to any member of the Library community, and will support, as appropriate, the work of the DEIA Director, Library Administration, and the Human Resources Office.

### Membership

The Committee is appointed by the University Librarian, with the advice of the Executive Committee. The Committee will include at least six voting members representing Faculty, Academic Professionals, and Civil Service and Civil Service Professionals equally; and two student employee representatives, one graduate and one undergraduate student. Voting members serve two-year staggered terms, and may be appointed to one successive term. The Chair is elected annually by the voting members of the Committee.

The DEIA Director and a representative from Library Human Resources will serve as non-voting ex-officio members. A liaison from the iSchool Diversity Committee will participate in a non-voting ex-officio role. Additional non-voting members may be appointed by the University Librarian, DEIA Director, or the Executive Committee to represent special concerns.

Student employee members will be recruited from Library undergraduate and graduate student employees and selected by the Chair. They will serve one academic year term (September through May). Student members will be compensated for attending the monthly meeting (one hour per month) under their existing appointment and in agreement with their supervisors.