Diversity Membership Initiative Group
2016 Annual Report

Prime movers: Melissa Cardenas-Dow and Alexandra Rivera, who initially created the group and who have continued with management and mentoring; April Grey, COD Chair; Jody Gray, Director of the Office for Diversity, Literacy and Outreach Services; and, J. Miguel Ruiz (COD Intern 2014-2016) and Rebecca J. Kemp (COD Intern 2015 - 2017)

It was decided at MidWinter 2016 that the Committee on Diversity Interns, Miguel Ruiz and Rebecca Kemp, would be the primary managers of the Diversity Member Initiative Group.

Accomplishments
- Two new managers, the current COD Interns, were added to the Diversity MIG as owners: Miguel Ruiz & Rebecca Kemp
- An e-mail was sent to prospective members. Membership in March 2016 was 117 and was at 274 as of July 2016. Membership doubled!
- Created a questionnaire asking members to “gauge the types of topics and activities and overall community of practice members would like to see from the Diversity MIG”. Miguel Ruiz created the questionnaire and, with input from Melissa Cardenas-Dow, Alexandra Rivera, Jody Gray, and Rebecca Kemp, it was published to the Diversity MIG. Over eighty responses were given!
  o The original call for participation: [https://docs.google.com/document/d/1O7JDvdPC2X4tfnGsAjuArgJE-3QFcvYPyLC5YWiLY/edit](https://docs.google.com/document/d/1O7JDvdPC2X4tfnGsAjuArgJE-3QFcvYPyLC5YWiLY/edit)
  o Summary of the results are in the Appendix.

Future work
- It was decided at Annual 2016 that a session would be held at MidWinter 2017 focusing on one of the areas identified in the Questionnaire. Karen Quash has volunteered to help chair the initial committee. A date of August 12th has been set for the initial meeting to discuss next steps.

Issues that affect the MIG’s work and their implications for the future
- The Diversity MIG’s greatest value is that it provides an open place for conversations on subjects of interest to all aspects of diversity in librarianship.
- The biggest drawback to the Diversity MIG is the low profile of the group. It needs to get publicized and promoted. The question is how to do that?
- The other drawback is getting constructive conversation started and having it continue. It would be best if it were member-directed, but getting and maintaining conversation is a great goal of the group.

Relationship of the MIG’s work to the ALA strategic plan
- The Diversity MIG is central to ALA’s theme of encouraging and supporting diversity. The Diversity MIG can be a place where a majority of people both inside and outside have the ability to have their voices heard.

MIG self-check on its value and viability (update charge, discontinue MIG, consolidate with another, other observations)
- The Diversity MIG is very viable.
  o The first step got the Diversity MIG started and gave it a destination.
The second step: 1) increased the membership; and, 2) collated the direction for future conversations.

The third step is to: 1) hold an event at MW 2017; and, 2) leverage the Diversity MIG to become a place for discussion and, hopefully, results.

Planned activities
- Have a physical event at MW 2017 addressing one of the topics highlighted in the Survey.

Interactions with other units within ALA
- Interactions are minimal at this point and increasing interaction is a goal, but not something that this intern knows how to really accomplish.

Current level of MIG members’ involvement (in a form more substantive than an attendance roll)
- Met goal of doubling our membership.
- 1/3 of members participated in survey.
- The Diversity MIG is a place for discussion and collaboratively addressing issues. We have tried but we have not decisively figured out how to do this.

Other issues of each MIG’s own devising
We are working on two issues:
- expanding the results and reach of the MIG itself to further and support conversation and triumphs; and
- having an event based on the survey results at MidWinter.

Appendix
Summary created by Miguel Ruiz: https://docs.google.com/document/d/1L8pRSZs7Y-xC4HmcO748GzjAJy3tckO5FwsZMEOlqes/edit?usp=sharing