BACKGROUND
During the past couple of years, there has been concern that the Diversity Committee has not gotten as much accomplished. Much of their focus has been on the development of the SAA-ARL Mosaic Scholarship Program. With that program in place since July of 2013, there are concerns about next steps for this committee.

In discussions with past chair Bergis Jules and current chair Tywanna Whorley, both expressed concern about the structure of the committee and that the liaisons from the various groups did not see themselves as working members of the committee. Both chairs also expressed concern about engaging members and finding themselves trying to complete all of the committee work without assistance. Both suggested that having a vice chair might help with managing the work of the committee.

Both also expressed concern about the Diversity Committee being the only standing committee having to report out at the SAA Annual Membership (Business) Meeting. They understand the importance of diversity to the Society but wondered why other standing committees were not required to present reports during the SAA Membership Meeting.

DISCUSSION
For several years there has been concern about the inactivity of the Diversity Committee. During the last three years, their focus was on the development of the ARL-SAA Mosaic Program, which, due to the nature of the grant funding the program, is now maintained by two separate groups and not the Diversity Committee. The current and previous chairs expressed concern about the direction of the committee and the lack of support from the committee members.

It appears that the time has come to explore making changes to the structure of the Diversity Committee. The current structure has not been successful. The liaisons to the committee have done little to move the activities of the committee forward. The
committee needs members who can provide energy and ideas and who are willing to move the work of the committee forward.

RECOMMENDATION(S)

THAT the following revised description of the Diversity Committee be adopted: (Strikethrough=deletion; underline = addition)

Diversity Committee

I. Purpose

The Diversity Committee works to ensure that the organization's services, activities, policies, communications, and products support the goal of a more diverse SAA and professional archival community. It functions as a catalyst for new diversity-related initiatives, developed in coordination with various SAA entities, and monitors, evaluates, advocates for, and reports on matters pertaining to the diversity of archival practitioners and documentation.

II. Committee Selection, Size, and Length of Terms

The committee consists of twelve nine members, including the chair, who are appointed by the SAA vice president/president-elect. Committee members, including the chair, serve staggered three-year terms, with four appointments occurring annually. In consultation with the chair, the SAA vice president appoints a vice chair from among committee members with at least one year of experience on the committee. The vice chair serves a one-year term, then accedes to a one-year term as committee chair. The chair of the Membership Committee serves as an ex officio member.

In order to provide representation to special-interest groups having an explicit interest in diversity, five seats on the committee shall be designated for members of the following SAA roundtables and shall be appointed by the vice president/president-elect in consultation with each roundtable's elected chair:

The chairs of the following member affinity groups with interests in diversity issues serve as ex officio members of the committee:

- Archivists and Archives of Color Roundtable
- Latin American and Caribbean Cultural Heritage Archives Roundtable
- Lesbian and Gay Archives Roundtable
- Membership Committee
- Native American Archives Roundtable
- Women Archivists Roundtable and Women's Collections Roundtable (This is a joint seat appointed in consultation with both roundtable chairs.)

III. Duties and Responsibilities
• Guides members and staff to recognize the integral links of diversity to all SAA entities and concerns.
• Develops diversity-related initiatives either on its own or in conjunction with other SAA units or the SAA office. Identifies prospective initiatives through reviews of the annual reports of SAA units and other means.
• Regularly informs the membership of SAA’s progress regarding the organization’s efforts.
• Monitors within and outside the organization issues that pertain to diversity concerns and advises the Council on how to address them.
• Gathers, reviews, and analyzes feedback from the general membership, SAA leaders, and the Council.
• Explores strategies with the SAA Membership Committee for recruiting and retaining individuals from underrepresented populations into the organization.
• Cultivates relationships with allied professions to seek out opportunities for collaboration.

IV. Reporting Procedures

Each year, the committee chair reports on the status of SAA’s diversity initiatives at the annual business meeting and in the organization’s periodicals and submits an annual report to the Council by December 31. The chair also submits recommendations for action by the Council as necessary.

V. Meetings

The committee meets once per year at the Annual Meeting and may also meet mid-year when appropriate. In addition, the committee may conduct its business by e-mail or telephone during the course of the year.

Support Statement: The change in committee structure allows the committee to recruit members who will do the work of the committee and help SAA work toward its goal of having a diverse membership and a diverse archival record. Having a vice chair allows the chair to share some of the leadership duties and also allows for continuity of leadership. Seating the chairs of member affinity groups with a vested interest in diversity as ex officio members of the committee encourages collaboration on actions that will help improve the diversity of the profession.

Impact on Strategic Plan: These changes help the Society work toward Goal 4, “SAA is an agile association that delivers outstanding service and fosters a culture of inclusiveness and participation” and subgoal 4.3, “Continue to enrich the association and the profession with greater diversity in membership and expanded leadership opportunities.”

Fiscal Impact: None anticipated