

Presentation on Gays and Lesbians in the workplace
Bob Diaz
Assistant to the Dean for Staff Development, Recruitment, and
Diversity
University of Arizona Library

Title of Presentation:

Gays, Lesbians and Bisexuals in the Workplace: Making the Case for
Equal Rights

Outline:

I. Introduction and overview

II. Conditions necessary to foster recognition and acceptance of
lesbigays in the workplace

- A. Commitment to diversity from Campus leadership
- B. Commitment to diversity from Library leadership
- C. Transforming the library culture
- D. Staff's role

III. Case study: The University of Arizona

- A. The campus environment and the role of the administration
 - 1. University Diversity Statement
 - 2. The role of affirmative action
- B. The Library environment and the role of the administration
 - 1. Diversity as a Library value
 - 2. Other means of support for diversity within the
organization
- C. How the Library has worked toward transforming its culture
 - 1. Strong affirmative action program
 - 2. The Library Diversity Council
 - 3. Programming at the Library
- D. Staff at the UA Library: their role
- E. Next steps

Diversity Council sponsored events:

Yaqui Easter with Felipe Molina

Date: April 5, 1995

Number of attendees: approximately 30

Not So Straight: A Dialogue with your Lesbian, Gay and Bisexual
Colleagues

Date: March 17, 1995

Number of attendees: approximately 50

Ruth Edmunds Hill on the Black Women's Oral History Project

Date: February 20, 1995

Number of attendees: approximately 30

Juneteenth, featuring Barbea Williams and her dance troupe

Date: June 20, 1995

Number of attendees: unknown

THE GAY, LESBIAN, AND BISEXUAL TASK FORCE



GLBTF

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OF THE SOCIAL RESPONSIBILITIES ROUND TABLE OF THE AMERICAN LIBRARY ASSOCIATION

May 10, 1995

Robert Diaz, Asst. to the Dean for Staff Development, Recruitment, and Diversity
University of Arizona Library
1510 E. University Avenue
Tucson, AZ 85720-0055

Mr Diaz:

This letter serves as a confirmation of your speaking engagement at the American Library Association, Social Responsibilities Round Table, Gay, Lesbian, and Bisexual Task Force's preconference. Reaching Inside, Reaching OUT: Supporting Growth in Libraries and Society will be held on Friday, June 23, 1995 at the Palmer House on 17 East Monroe Street in Chicago Illinois.

The session you are speaking in, called "Gays, Lesbians, and Bisexuals in the Workplace: Human Resources Issues," is scheduled for 11:00 - 12:30. Please plan to arrive at the registration table to pick up your badge and conference materials during the regular registration period between 8:30 and 9:30 am.

Enclosed is a copy of the program agenda with speakers and the titles of their speeches. Within two weeks a moderator for your session will contact you to see if you have any special needs for this speaking engagement. The moderator will also request a copy of your speech and a copy of any handouts you want to be included in the packets for the conference attendees. If you have any questions in the meantime, please contact me at (212) 854 - 5159 or miller@columbia.edu.

On behalf of the Gay, Lesbian, and Bisexual Task Force, thank you for your participation in this preconference.

Sincerely,

Michael J. Miller, MLS
Co-Chair, ALA/SRRT/GLBTF Planning Committee