

8/10/94
File
Diversity Council
93/94

University of Arizona Library

Diversity Council Annual Report

93/94

prepared by: Jean, Colton, Ron Cormie, Bob Diaz, Louise
Greenfield, Ditas Reitz, Mimi Hernandez, Libby Hilmar, Christine
Kollen, Theresa Salazar, Kathy Wirtz

Diversity Council Annual Report 93/94

INTRODUCTION

This report covers the activities of the Library Diversity Council during the 93/94 fiscal year, an intense, productive and challenging period of time for the Diversity Council, as well as for the entire Library. While we all struggled to keep up with the many changes brought about by the restructuring process, we managed to accomplish a staggering amount of work and to reach our goals, which were to offer a continual balance of training and programming opportunities for the Library staff, to build our strengths as a team working across racial, ethnic and gender lines, and to have fun in the process. This report details our accomplishments, celebrations and challenges and outlines some of the things we would like to achieve in the coming year.

Each member of the Diversity Council contributed not only to the events outlined herein, but also to the writing that follows.

Composition of the Diversity Council and Group Interaction

In October, 1993, new appointments were made to the Diversity Council. Veteran members Bob Diaz, Jean Colton, Mimi Hernandez and Louise Greenfield were joined by Ditas Reitz, Ron Cormie, Kathy Wirtz, Theresa Salazar, Libby Hilmar, and Chris Kollen. Adding new members to the Diversity Council at this point was "just what the doctor ordered". While the previous Council had done a great deal of work, many of the members were suffering from burnout and felt they needed to move on to other activities. In the following paragraphs, Louise Greenfield gives insight into the group dynamics and rapport that developed among the newly composed group of members.

Members of the Diversity Council are extremely proud of how successfully we have worked together over this past year. When we stopped to reflect upon how this was achieved, we thought of a number of reasons for our success. We show a great deal of respect for one another and really value individual differences and contributions. We have built a foundation of trust which has allowed each member to express their beliefs, ideas, concerns etc. with confidence that their comments will be heard, respected and acknowledged. People are willing to show their feelings and their vulnerabilities, which has contributed to a sense of closeness among members. It has also increased our knowledge and understanding of one another.

The Council has a strong shared purpose which has allowed us to move past little differences and disagreements in pursuit of

larger goals. Each person has contributed significantly to the work of the council, and there is no feeling of competitiveness. Because the group is essentially "leaderless" each member is equally invested in the outcome of decisions, positions, and activities. We do however want to recognize the skills and efforts of Bob Diaz.

We have confronted each other constructively, but honestly when necessary, and have discussed our problems openly without fear of reprisal.

We have had a good balance of process and product. Group members are comfortable in the task-oriented functions as well as patient and interested in discussion of both diversity-related issues and group dynamics.

Probably as important as anything, we genuinely like each other and what we are doing.

The Library climate: Challenges and Celebrations

Challenges:

As was mentioned in the introduction, this has been a very intense and change-filled year for the entire Library staff. Stress is a natural by-product of change, and unfortunately it can sometimes keep a person from putting her or his best foot forward. The Diversity Council, while attempting to promote the Library as a multicultural institution, one where celebration of differences is the desired norm, found itself challenged and even embroiled in controversy at different points in the year.

One continual challenge, for example, has been to convince members of Dean's Cabinet that they, as leaders, need to act as role models for the rest of the staff and show their support of diversity by attending the Diversity Roundtable programs and other training events sponsored by the Council. The Council became discouraged when Bob Diaz informed them that he had been questioned by some members of Dean's Cabinet about the "appropriateness" of some of the programming they had offered.

Frustrated by what seemed a lack of support of the Council by Dean's Cabinet, we asked Connie Gajewski, a University diversity trainer, to meet with us on March 30, 1994 to help us assess our situation and evaluate what we needed to do next. The outcome of our meeting with Connie was very positive. Connie suggested a couple of things; that we meet with the Dean to review our charge and our work, and that our group participate in the monthly HLIPS to Cabinet. The outcome of our meeting with Carla was also very positive and uplifting. She and the Dean's Cabinet approved our recommendation to contribute to the HLIPS not on a monthly

basis, but quarterly. We also decided that even though annual reports were not required this year, that we would write one anyway, in order to document and celebrate the work that we have done.

We are pleased to note that as the year progressed, more team leaders were attending our programs. We plan to continually encourage this group to support diversity in our Library. As our leaders, we think it is imperative that this group "walk the talk" and support the development of the University Library as a multicultural institution.

In the following paragraphs, Ron Cormie, LSA vice-president and a member of the Diversity Council describes yet another challenge we had to confront this year:

Surviving the Blue Sheet Controversy

The January 1994 LSA Blue Sheet contained a couple of anonymous questions/comments that suggested that Carla Stoffle consider resigning her position as Dean of Libraries. The Diversity Council felt that these were unfair attacks on Carla and responded to them by issuing an all-staff e-mail message and by placing a notice in the 28 February 1994 AZ U Library Newsletter. It read as follows: "The Library is committed to the encouragement of respect for each person in our workplace. The members of the Library's Diversity Council were saddened by the personal attack which appeared in the January 1994 Blue Sheet. We are aware of the growing need for open and honest communication in our Library. However, statements which cause personal humiliation hurt us all. Such attacks detract from the issues of concern and do not bring us closer to answers or solutions."

In reaction to the above statement, the March 1994 Blue Sheet contained two submissions that criticized the Diversity Council of censorship. In response to these comments, the Dean came to the Council's defense and wrote: "All staff have a right to ask questions and express concerns in the Blue Sheet. We have made every effort not to censor materials coming in, but to treat each submission seriously. We will continue to do so. That is the only way to maintain dialogue. However, please remember that other staff have a right to disagree and to state their view of submissions. This does not mean that they have bad motives, are censoring, are expecting everyone to toe the same line, are bad people, etc. The Diversity Council expressed an opinion. They have a right to that opinion. You disagreed with how they interpreted the Blue Sheet question. Good. You shared and got it out in the open instead of letting it fester. Thanks."

As a result of this incident the LSA Council was requested by Carla and former LSA Council Members to stop including questions which were specifically criticizing library personnel ie. naming specific members. The LSA Council will now not accept any

question which names any one member.

Celebrations and Accomplishments:

While the Bluesheet Controversy also affected the morale of the Diversity Council, it did not keep us from doing our work. In fact, we had many more good things happen than bad. Here are a number of those. The first is told by Jean Colton:

The Holiday Angel Adventure

Jean Colton, Diversity Council member, created and led this caper.

What could be done about the high level of stress in the Library? How to get the Library Administrators to walk among staff and lift the spirits at the end of a most difficult semester?

After being inspired by Vivian Sykes' Creativity Workshop, Jean decided to use humor to try to lessen the stress in the Library. She bought T-shirts with the words "Sisters of Perpetual Annoyance" emblazoned on them and, along with halos of multi-colored stars, and wands made from card catalog drawer rods with large stars on the end, gave these to Dean Carla Stoffle and Assistant Dean Shelley Phipps. She asked them to wear the T-shirts and halos, to carry the wands and walk among staff for 15 minutes a day each day of the last week of the semester. They were also asked to smile and say "hello" as they walked through various departments in hopes that by seeing them smile, staff would be encouraged to smile also. Jean initially checked schedules to interrupt high level meetings to ask Administrators to do this, keeping her fingers crossed that meeting members would enjoy it too. The two other Assistant Deans, Stuart Glogoff and Gloria Alvillar were also included. The lone male in the group was given his favorite baseball T-shirt and "Phillies" cap with a halo sewed on it. A camera was provided for the Library office staff to follow Carla, Shelley, Stuart and Gloria, and to photograph them as they visited the various units in the library. These photos were later presented to those lucky few who had their pictures taken with our festive leaders.

Jean felt that it was a worthwhile effort to help Library staff feel better during the Holiday season.

Jean Colton's Award for Excellence

The Diversity Council would like to take full credit for Jean Colton's Award for Excellence this year and to claim (in all modesty) that we taught her all she knows. In truth, of course, we must reluctantly admit- we were only one of MANY areas of the University Library to benefit from Jean's humane and

compassionate convictions, and her strong sense of justice and the absurd. We are grateful for the resources and belly-laughs she has shared with us, and for her love, her indignation and her ardent spirit.--Libby Hilmar

"Chips on your Shoulder" Column

From an idea discussed in a Diversity Council meeting, Kathy Wirtz and Chris Kollen developed the "Chips on Your Shoulder" column for the AzU Newsletter. The purpose of the column is to promote understanding of the effects of our words and actions on others. Sometimes we may hurt each other unintentionally because we are unaware of the impact of words and behavior on others. We are all vulnerable to hurtful comments and actions as we are a diverse group. The column solicits anecdotes from the library staff of personal incidents which illustrate how other people in the workplace may have hurt their feelings.

The first column appeared in the May 23, 1994 AzU Newsletter and consisted of an explanation of the column and anecdotes written by members of the Diversity Council.--Chris Kollen

Daughters On Campus Day

The Diversity Council received a request from the University's Diversity Action Council to develop a program for the University's "Daughters on Campus Day" (Take Your Daughter to Work).

Take Your Daughter to Work is an annual event sponsored by the Ms. Foundation which seeks to expose girls to the workplace (usually their parents) and broaden their career choices.

Daughters on Campus Day, co-sponsored by the University Diversity Action Council and the UA Commission on the Status of Women, was held on April 28th, 1994 and consisted of a series of events to encourage staff and faculty to bring their daughters or "adopted" daughters to campus. Besides learning about their parents jobs, there also was several experienced-based activities throughout campus.

One of these experienced-based activities was an electronic classroom program developed by Mimi Hernandez and Chris Kollen aimed at girls between the ages of twelve and eighteen. It consisted of two-one hour sessions where we demonstrated the Internet, several CD-ROM bibliographic databases and one CD-ROM mapping database, with time at the end of each session for hands-on experience. At the first session we had 40 girls with 10 adults and at the second session we had 15 girls with 3 adults.--Chris Kollen

Maybe We're Talking about a Different God video

Jean Colton, Diversity Council member shared this video and led discussion. All Council members attended.

How does the Library Diversity Council view homosexuality? How can the Council become more aware of the personal and social issues involved?

The video, the Jane Spahr story, is one used by the Presbyterian Church to educate members about issues involved with homosexuality. It is about one lesbian woman who wanted to serve as a Presbyterian minister and was ultimately denied the position because of her sexual orientation and the church's fear of homosexuality. The story is told in a very honest, compassionate way by Jane Spahr herself and members of the two congregations where she served and wanted to serve. The video was also viewed and commended by the Library Dean.

An added perspective by another member of the Council follows: "Though the church/religious context of the video caused some initial concern for several members of the Diversity Council, our final consensus was one of unqualified acceptance. Even those of us with no religious affiliation were deeply moved by the humane and ethical approach to difficult issues and by the clarity of the presentation. Despite the title, we agreed that religion was only a setting for a situation that has significance for us all. The video would be very appropriate for use in a secular workplace such as the University Library.--Jean Colton

Summer Reading Program

A tradition of the University of Arizona Student Health Center is to prepare a list of books reviewed by various employees. This Spring, (1994), the Student Health Office requested that the University of Arizona Library employees review their favorite books with a brief summary.

Seventeen Library employees participated in the program (including the Dean and some Team Leaders, librarian and support staff). Three members of the Diversity Council reviewed favorite books.

Louise Greenfield: Possessing the Secret Joy by Alice Walker

Mimi Hernandez Roots by Alex Haley

Libby Hilmar Pilgrim at Tinker Creek by Annie Dillard

This booklet is distributed throughout the campus and is used to encourage entering and transferring students to spend the summer

catching up on classic titles.--Mimi Hernandez

Meeting with Dept. of Agriculture's Diversity Committee

The Department of Agriculture's Diversity Committee invited the Library Diversity Council to a luncheon to share information and to understand the structure and mission of each other's Diversity Councils. During the two hour session we shared programming ideas and other information. We will continue to maintain contact with this group, and hope to establish similar relationships with other units on Campus doing diversity work.

\$6,000 Funding

The Diversity Council was awarded \$6,000 in funding which is to be used to further the Library's diversity efforts. This award was given in recognition of the leadership role the Library has taken on campus. The library has become a model unit within the University in developing programs and training to increasing staff understanding of diversity issues and in moving toward the achievement of a truly multicultural organization.

In using this award money it is the Library's responsibility to contribute not only to the growth of its own staff, but to further advance the cause of diversity on campus. This can be done by providing models for other units and finding ways to communicate to campus units what we have learned.--Louise Greenfield

Training and Programming

While the activities mentioned in the previous paragraphs kept us all busy, the bulk of our work this year centered around training and programming.

Classism Workshop

September 8, 1993

Don Boyd and Roxanne Kibben of Dances With Opportunities, trainers

The objectives of this workshop were to examine the implications of socio-economic class issues and how oppression from classism can affect interpersonal relations with co-workers and patrons of the University library, and to find common ground through acknowledging diverse perceptions and experiences with respect to individuality.

Twenty people attended the training session which included both librarians and career staff. The training was coordinated by Bob Diaz.

The session included an introduction on the meaning of "class" and "classism" as well as a number of small group exercises

intended to get people to examine and share their own backgrounds and beliefs in relation to the issues at hand.

Overall, evaluations of this workshop were positive. Roxanne and Don did a very good job at creating a "safe" atmosphere conducive to getting people engaged and involved. Unfortunately, participants felt that the workshop was too short and that more time was needed to fully explore this topic.

Creativity workshop series

12/6-12/7 1993

Vivian Sykes, trainer

Atifa Rawan, former Diversity Council member, knew of Vivian's skills and suggested we ask her to lead this workshop. Vivian had also worked with Carla Stoffle and Bob Diaz at the U of M and they recommended her highly.

Ms. Sykes conducted several Library-wide creativity training sessions and also worked individually on creativity and teambuilding with the Diversity Council and the Staff Development Committee.

Playfulness and getting in touch with your senses and intuition were a large part of the sessions. Vivian helped staff dream about what they'd like to be and do in their lives. She picked up on the high level of stress and helped staff tap into their creativity to reduce it. Vivian was truly a breath of fresh air and several members felt that she should be asked to return for additional workshops.

It was unfortunate that some staff felt so stressed at that point in time that even one more workshop only added to it and so chose not to attend.

Diversity Training for Dean's Cabinet and the Library Diversity Council

Kit Taylor and Terri Riffe, trainers

Number of attendees: 25

The objectives of this session were to understand what diversity is, to understand why we need to be concerned about diversity in the workplace, to learn new ways of addressing diversity and to brainstorm an action plan for next steps.

The reactions to this introductory session as indicated in the evaluations received were mostly positive. Suggestions centered on the need for more discussion time on case studies, as well as addressing and discussing hard issues like resistance and conflict. Others felt that the group was too big and/or varied in levels of training and experience. After a follow-up discussion with both groups, there was consensus that more training in this area was needed. As followup, another training

session with another facilitator, Connie Gajewski, was held on January 31 just for members of Dean's Cabinet. Reactions to this session were mixed.

Diversity Roundtables

As planned, the Diversity Council sponsored nine Roundtables during the 93/94 year. The purpose of these sessions was to offer staff a variety of fun and serious learning opportunities related to the many issues that fall under the rubric of diversity.

Demographics of Arizona

August 10, 1993

Linda Strock, Manager of the Phoenix State Data Center on population, guest speaker.
Atifa Rawan, coordinator.

This roundtable was intended to be an overview of the demographic makeup of Arizona's growing and changing population, with particular emphasis on the diversity of the State's population.

Linda Strock skillfully presented a variety of demographic data to the audience. She touched upon the population projections for a number of groups within the State as well as levels of education and income and other facts. She used colorful bar charts based on the 1990 census to illustrate the many statistical facts and figures that were presented.

The most notable part of the session was the question and answer portion of the program. Many interesting questions were asked, particularly about Arizona's growing senior citizen population, which Ms. Strock noted was the fastest growing group in the State. All in all, the roundtable was a very valuable session.

Roundtable on Judaism

October 19, 1993

Stephanie Aaron, guest speaker
Louise Greenfield, coordinator

What is Judaism? What does it mean to be Jewish?

The Diversity Council sponsored a Roundtable on Tuesday, October 19th, to explore these and other questions. Stephanie Aaron a Rabbinic Aide and educational leader in the Tucson Jewish community gave an informational presentation and facilitated questions and dialog.

A flyer was prepared and distributed to every Library department. Information on the Roundtable was also distributed to each staff member through E-mail.

She discussed Jewish religious beliefs and interpretations, described holidays and traditions and offered insights into

Jewish perspectives on some social issues. Ms. Aaron set up a display of significant books and ceremonial objects including Sabbath candlestick holders.

The questions following her overview brought the audience into a discussion of such topics as the Jewish view of abortion and the Jewish interpretation of sin.

Participants were treated to traditional Jewish baked goods.

Twenty six people attended the session including both librarians and career staff.

The speaker did not charge the Library for her time, however, because she does this for a living, it would have been nice if we could have offered a small honorarium.

This Roundtable was coordinated by Louise Greenfield.

Multicultural/Multiracial Families Roundtable

December 14, 1993

Jean Colton, Coordinator

Rev. Marguerite Reed, Rev. Pat Youndahl, and Professor Kit Taylor, guest participants.

How do Library staff of various diverse families celebrate their uniqueness? How do we deal with issues of multi-cultural and/or multi-racial families? Approximately 20 people attended and shared stories.

Three professional people were invited to attend and contribute; two to be prepared to speak to the issues of homosexuality and homophobia, Rev. Marguerite Reed and Rev. Pat Youndahl and the third, a diversity trainer, Professor Kit Taylor.

The room was arranged with a large circle of chairs that encircled a large African fabric that said in Swahili "Wherever you go, you are unique". Surrounding the fabric were various materials that included posters, books, puzzles, calendars, brochures from musical programs aimed at representing a wide range of cultures and races. Because of the holiday season, it seemed appropriate to keep the workshop informal and relaxed. A beach ball world globe was used to toss back and forth to whoever was speaking. Members of the group participated freely, sharing many family stories; some of which were painful. This was the first time the subject of homosexuality and homophobia had been openly discussed in a library workshop.

A bibliography was prepared as a handout. Flyers about the event were posted around the library and sent to all library departments. It was also publicized in the Library AZU Newsletter.

This particular Roundtable was notable for the relaxed and open atmosphere created by Jean Colton. There was a very high level of group interaction and a strong feeling of camaraderie among everyone present. All in all, this was a hugely successful event.

Diversity Roundtable on Black Aviators

February 17, 1994

David Klanderman, guest speaker

Mimi Hernandez, coordinator.

As a celebration of African American History Month, the Diversity Council decided to sponsor a presentation on BLACK AVIATORS in Arizona. David Klanderman, with the Pima Air and Space Museum, was invited. Notices were sent to African American Cultural Center and placed in the Library Newsletter.

A bibliography was prepared which was available to the audience. While there were approximately 15 people at the program, it was clear that a different group of people than ordinarily come to the programs felt an interest in the subject.

A conscious decision was made by the Diversity Council members to celebrate some of the achievements of African Americans in the State rather than dwelling on the pathology and sociology of the situation of minorities in the country and region.

Women in Islam Diversity Roundtable

March 25, 1994

Ann Betteridge, University of Arizona Professor, of Women's Studies and Director of Middle Eastern Studies Association, guest speaker.

Atifa Rawan, coordinator

One of the best attended roundtables this year, this event drew a full house, (approximately 80 people). Perhaps this was due to the ethnic mystique of the subject, or maybe it was the guest speaker, an acclaimed authority on her subject. Perhaps the publicity sent to the Middle Eastern Studies Department worked. Who knows? One thing is sure, we were all very pleased that so many students, faculty and staff were in attendance.

Professor Betteridge's speech concentrated on the current status of women in Islam and in Iran specifically. She described many of her own personal experiences living in Iran and shared with the audience a number of artifacts, such as the different types of veils women wear. She placed particular emphasis on dispelling many of the misconceptions Westerners have about the role of women in Islam. Rather than playing docile, supportive roles, as is the myth, Professor Betteridge noted that women in Islam have many rights and responsibilities women of other cultures do not, including the right to own property.

There was a great deal of interaction between participants, many

of whom were Muslim, which enhanced the interest level of the subject for everyone.

Passover Seder

April 8, 1994

Louise Greenfield and Ruth Dickstein, coordinators.

On Friday, April 8th all staff members were invited to participate in a Passover Seder. The purpose was to give people the opportunity to learn more about the Passover Festival, the history, customs, and traditions. Because Passover commemorates the story of the Jews' exodus from Egypt it touches on very universal themes such as oppression, freedom, hope and remembrance.

The Seder introduced staff members to the cultural traditions, family traditions and religious traditions of the holiday. Louise Greenfield and Ruth Dickstein planned, coordinated and presented the Seder. They led participants in the readings, songs, stories and rituals which are a part of the Seder.

Ruth and Louise created a Haggadah which was duplicated and given to each participant. The Haggadah tells the story of Passover and includes readings, prayers, rituals, songs, and history.

Flyers were designed and distributed for announcement and routing through each team. The flyer also appeared in the newsletter. An RSVP was requested so we could prepare for the appropriate number, however anyone who asked after the deadline was still warmly welcomed.

The room was set up in a festive style, to create a warm and celebratory atmosphere. Tables were arranged in a circle with tablecloths, individual place settings, the ceremonial seder plate and other ritual objects. Each person's platter contained a hard boiled egg, matzah, horseradish, greens, and charoset (apple, nut mixture) -- all foods which have symbolic meaning. Fruit, cheese, and macaroons were also available for hungry attenders.

Louise and Ruth shared the cost of the food, table settings, etc. The individual Haggadahs were photocopied through the photocopy department.

Issue: An interesting question was discussed. How would differ from the holiday party where we do not celebrate the religious aspects of the holidays? The Council explored this issue and concluded that this would not be a party but would be an experience with an informational and educational purpose. It was being sponsored by the Diversity Council and was offered within the context of its Roundtable series.

Approximately 25 people attended.

The Significance of El Cinco De Mayo Diversity Roundtable and Potluck Fiesta

May 6, 1994.

Lupe Castillo, guest speaker

Music by students of El Mariachi Arizona

Bob Diaz, coordinator.

In celebration of El Cinco de Mayo, Lupe Castillo, a well-known local Chicana activist and history instructor at Pima Community College, was invited to the Library to speak about the cultural and social significance of El Cinco de Mayo to Tucson's Mexican American community. While merchants and the media had a field day exploiting El Cinco de Mayo to sell their goods and promote themselves, Ms. Castillo painted a different picture of this particular holiday and noted that it has over the years had a much different meaning to the people of this community. It has not only been a day to celebrate Mexico's defeat of the French at the Battle of Puebla during the tumultuous period of the French occupation of Mexico, it has been viewed as a day when the Mexican American community in Tucson could bond together and preserve not only their cultural heritage and history, but their pride in being Mexicano.

Following the lecture by Ms. Castillo, a potluck was held for the staff in a room festively decorated with green and red balloons, paper flowers, streamers and tablecloths. Music was provided by a group of students from El Mariachi Arizona. All in all, the event was a huge success and a great way to end a stressful semester.

Arizona: The Buffalo Soldiers and Juneteenth Diversity Roundtable

June 14, 1994

Gloria Smith, guest speaker

Mimi Hernandez, coordinator.

To celebrate Juneteenth in Arizona, Gloria Smith, a former librarian with the University of Arizona, has been invited to talk about the relations between African-Americans and the Southwest as experienced by the Buffalo Soldiers and most importantly, how the news of the Emancipation Proclamation traveled west.

A proposal to the Arizona Humanities Council was written and approved, flyers were prepared and announcements sent out to the media. A bonus to the program was an invitation to Gloria to appear on Arizona Illustrated the Monday preceding the program.

Conclusion and Recommendations:

This has been a very intense and successful year for the Diversity Council. We feel that our effectiveness and clarity are the result of an extraordinary team- and trust-building process over the past year. Because of our experience, we would like to propose a change in the membership terms for the Diversity Council.

We recommend that the membership of the Council NOT change as expected this year (one half of our membership is due to rotate off the Council, to be replaced by new members). Though we recognize and support the advantages of change and wide involvement, we strongly believe that we are now at a point of trust and understanding that will enable us to most effectively address the many issues before us. We suggest that the changes in membership be postponed to NEXT year at this time. Future councils would have one year for exploration and team building, and an additional year together to take fullest advantage of what has been learned. (Next year, for example, half the membership would change, and the following year the composition of the Council would remain unchanged. The FOLLOWING year the other half of the membership would change, followed by another year together without changes.)

Our work has been exciting, challenging and very complex - we ask for an additional year together to grow toward our goals.

The Diversity Council would like to pursue the following goals in the coming year:

- 1) To establish a working relationship with the Information Resources Development and Preservation Council to increase the diversity of our Library collections.
- 2) To sponsor six Diversity Roundtables over the course of the year;
- 3) to continue to balance training, programming and celebration;
- 4) to coordinate diversity training for the staff as outlined in the Library's 94/95 Strategic Plan;
- 5) to use the \$6,000 given to the Council to sponsor "racial awareness" training for up to twenty five members of the Library staff and;
- 6) to have representatives of the Council visit each team in the Library to introduce themselves and to provide an overview of the activities that we are planning in the coming year.

Concluding Remarks:

We are a strong, proud and hardworking group, and we hope that we have contributed to making the Library a more welcoming

environment for our staff and patrons. We look forward to an even more productive and positive new year.