

## Medical Library Association Diversity and Inclusion Task Force Report

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### APPENDIX A

#### Medical Library Association (MLA) strategic plan with diversity and inclusion goal

Goal: Diversity and Inclusion

*Created May 2017, expected completion by May 2019; extended to May 2020*

The committee shall be responsible for the execution of the goal defined as follows:

Evaluate and improve MLA practices as they relate to diversity and inclusion in MLA in areas such as:

- MLA defining documents, including vision, mission, values, and code of ethics statements;
- MLA publications, including the *Journal of the Medical Library Association* and *MLAConnect*;
- MLA programs, including the annual meeting, education, and credentialing;
- formulating position statements, including scope of issues and processes;
- engaging members in a constructive discourse on sensitive issues; and
- encouraging a diverse audience to participate in MLA leadership

in order to:

1. build activities and programs that create and sustain diverse, inclusive, and welcoming cultures and practices;
2. ensure that members, volunteers, and staff have a high level of awareness of issues related to diversity and inclusion;
3. ensure that what we do as an organization, and how we do it, reflects the essential values of diversity and inclusion;
4. attract a diverse community of members that reflects the diversity of the profession and those we serve; and
5. apply the best practices of professional associations with regard to diversity and inclusion.

The committee will reach out to members; coordinate efforts with existing MLA entities such as MLA committees, caucuses, domain hubs, and headquarters; and make recommendations to the board.