



DEI Committee Bylaws

Article I - Name

The name of this committee shall be Diversity, Equity and Inclusion (DEI) Committee.

Article II - Objectives

DEI Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of the communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) DEI committee facilitates the association's commitment to equity for North Carolina community college libraries. The committee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the committee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the committee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.

- **Assessment**—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- **Advocacy**—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

DEI Statement approved by NCCCLA Executive Board on September 23,2020; amended on September 22, 2021

Article III - Members

Membership is composed of North Carolina community college library personnel. Membership is voluntary and may be severed at any time by the participant. Inactive members may be removed from the committee's membership.

The committee accepts members without discrimination, including but not limited to factors based upon age, gender, sexual orientation, disability, ethnic identity, religion, creed, etc.

Article IV - Officers

The committee shall select from among its members a Chair, a Vice-Chair, and a Secretary. These officers shall serve from NCCCLA annual conference to annual conference, for a term of one year, or until their successors have assumed their duties. With the support of the membership, officers may serve for multiple appointments. Officers must be active members of NCCCLA.

Article V – Duties of Officers

Section 1. The Chair shall define the duties and responsibilities necessary to carry on the work of the committee.

Section 2. The Chair shall serve as a voting member on the Executive Board of NCCCLA. The Chair shall attend Board meetings, submit a report of the committee's activities, and perform any other duties assigned by the NCCCLA President.

Section 3. The Chair shall preside over all committee meetings.

Section 4. The Vice-Chair shall assume the responsibilities and perform the duties of the Chair in the absence, disability, or resignation of the Chair and shall continue the duties until the next annual conference.

Section 5: The Vice-Chair shall assume the duties of Chair the following year.

Section 6. The Vice-Chair shall be in charge of membership and recruitment.

Section 7. The Secretary shall keep the minutes during meetings and distribute them to its members, and maintain this documentation and any others that might be useful to a successor.

Section 8. The Chair shall fill a vacancy (or vacancies) in the event of prolonged absences or resignations of the Vice-Chair or Secretary during the interval between NCCCLA annual conferences by appointing a member (or members) of the committee. Such appointment (or appointments) shall remain in effect until the next NCCCLA annual conference.

Article VI – Selection of Officers

Section 1. During the first meeting scheduled after NCCCLA’s annual conference, the Chair shall call for candidates to assume the officer positions. Any member may nominate from within the committee’s membership, including a self-nomination.

Section 2. A majority vote of those members attending a regular committee meeting shall constitute the selection.

Section 3. The newly elected officers shall assume their duties immediately upon selection.

Article VII - Meetings

Section 1. Regular meetings are scheduled monthly. They will be called to order and adjourned by the Chair (or his/her/their designee). Meetings will be held when a majority of members are present.

Section 2. Special meetings may be called when and where necessary by the Chair to meet the needs of the committee.

Section 3. A majority for this committee shall consist of 50 percent plus one person of membership. The Vice-Chair (or his/her/their designee) shall confirm a majority is present.

Article VIII - Authority

Section 1. Robert’s Rules of Order (latest edition) shall be used to address any issue or concern not specified in these bylaws.

Section 2. These bylaws shall not conflict with the Constitution and/or Bylaws of NCCCLA.

Article IX - Amendments

Section 1. The bylaws should be reviewed periodically to ensure that they continue to meet the needs and governing structure of the committee.

Section 2. The bylaws may be modified by the committee members, with the support of the committee chair, at a regular or special meeting through a majority vote. The modifications must be approved by the NCCCLA Executive Board in order to go into effect.

Bylaws approved by the NCCCLA Executive Board on September 22, 2021