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Shamika Dalton

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2017

COMMITTEE PROPOSAL: SEAALL Diversity and Inclusion Committee

Shamika Dalton, *University of Florida Levin College of Law*



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Over the past five years, societal events have forced our country to come face-to-face with issues regarding race, sexual orientation, and religion. Many of these societal events occurred in the southeastern region of the U.S. Below are just a few incidents.

- On February 26, 2012, Trayvon Martin was killed as he walked to his father's home in a middle class residential community by George Zimmerman, a man who perceived Trayvon to be "suspicious" wearing a black hoodie.
- On November 23, 2012, Jordan Davis was killed by Michael David Dunn because he refused to turn down his music at a Jacksonville, FL gas station.
- The police shootings of Jonathan A. Ferrell (September 14, 2013) and Keith Lamont Scott (September 20, 2016) in Charlotte, North Carolina, Walter Scott (April 4, 2015) in North Charleston, South Carolina, and Alton Sterling (July 5, 2016) in Baton Rouge, Louisiana.
- On June 17, 2015, Dylann Roof attended a bible study service at Emanuel African Methodist Episcopal Church in downtown Charleston, South Carolina. Towards the end of the service, he open fired on 9 people who attended the bible study.
- On March 23, 2016, North Carolina Governor Pat McCrory signed the House Bill 2 that many call "the most anti-LGBT bill in the country". The House Bill 2 requires that multiple-occupancy bathrooms and changing facilities be designated for use only by people based on their "biological sex" stated on their birth certificate.
- On June 12, 2016, Omar Mateen walked into the Pulse nightclub and killed 49 people and wounded 53 others in a terrorist attack/hate crime.
- On July 17, 2016, three Baton Rouge officers were killed by Gavin Long. The shooting was reportedly in response to the recent killing of black men by law enforcement.
- On July 29, 2016, The United States Court of Appeals for the Fourth Circuit struck down North Carolina's voter identification law concluding that it "deliberately target[ed] African-Americans with almost surgical precision" in an effort to depress black turnout at the polls."

In reaction to these events, many of our streets have been filled with hundreds of citizens protesting and rioting to express their frustration with the treatment of certain diverse groups. Others have created social movements such as Black Live Matters to increase awareness and educate others about the injustices in our criminal justice system. The recent events have also changed the workplace environment. Many professions offer diversity and cultural sensitivity trainings to educate employees about implicit bias, emotional intelligence, and microaggressions in the workplace. How do we (SEAALL) support our members and the community we serve who are affected by this unfortunate events? **I want to propose the creation of a SEAALL Diversity and Inclusion Committee.**

The Committee will further SEAALL's mission to promote law librarianship by identifying issues related to maximizing the diversity of SEAALL membership; proposing an diversity program at the annual SEAALL meeting to celebrate the richness of an active, diverse membership; encouraging active participation by the whole membership to promote cultural awareness and sensitivity; publishing a diversity-related article in *SEAALL Newsletter* annually; and working with other SEAALL committees to promote leadership opportunities and support professional development for racially diverse members. Furthermore, the Diversity Committee

will support AALL's commitment to diversity and the Association's Strategic Direction Goals in Community and Leadership.

Similar to the AALL's Diversity Committee, the Committee's main responsibility will be to propose a diversity program at the annual SEAALL meeting. The diversity program will (1) allow us to address current diversity issues that affect our members in a more intimate environment; and (2) afford members, who are unable to attend AALL and the Diversity Symposium due to library budget cuts, the opportunity to engage in a conversation and discuss their experiences related to diversity.

The Committee can also support other SEAALL members who are interested in proposing diversity-related programs for SEAALL and AALL. In addition, the Committee will create an online forum to host open discussions to educate members about cultural awareness, cultural sensitivity, and other diversity-related topics and provide toolkits and resources to help members better serve our diverse institutional community.

As a local chapter, it is important that we celebrate, promote, and educate our members about diversity issues that affects our membership and the people we serve in our region. As a forward-thinking chapter, SEAALL will be the first regional chapter to create a regional diversity committee. Hopefully, other regional chapters will notice our diversity efforts and follow suit.

SEAALL's Diversity and Inclusion Committee

PURPOSE: The Committee serves to celebrate, promote, and educate members about the diversity of SEAALL members.

CHARGE: The Committee shall be charged with:

- Identifying issues related to maximizing the diversity of SEAALL membership
- Proposing a diversity program at the annual SEAALL meeting to celebrate the richness of an active, diverse membership
- Encouraging active participation by the whole membership to promote cultural awareness and sensitivity
- Publishing a diversity-related article in *SEAALL Newsletter* annually
- Working with other SEAALL committees to promote leadership opportunities and support professional development for racially diverse members

RELATIONSHIP TO OTHER COMMITTEES: The Committee will work with the Education & Publications, Membership, Nominations, Program, Scholarship, and Service to SEAALL committees.