

ALA Council Committee Report Form

TO: ALA Council

NAME: ALA Committee on Diversity

DATE: June 2024

RE: *(select one)*

- ACTION REQUESTED
- INFORMATION
- REPORT

ACTION REQUESTED/INFORMATION/REPORT: *(add below)*

Action requested from Councilors is to cast their vote to: *(if applicable)*

ACTION REQUESTED BY: *(add committee name)*

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BACKGROUND:

The ALA Committee on Diversity remains in discussion on a multi-year plan for engaging members, ALA Staff, and key partners around EDI initiatives. The focus of members has now shifted to considering the needs of the field as it pertains to DEI supports using the committee developed DEI Scorecard. A series of anti-DEI bills have been introduced to dismantle vital resources that support and protect BIPOC, Queer, and Disabled folks on a major level. They recognize that by developing programs and training on use of the DEI Scorecard, libraries can adequately audit their existing work and what initiatives lie ahead. The hope was to implement

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an education program during Annual 2024 but was brought to a halt. Members realized the need to participate in several brainstorming sessions that would outline the format, learning objectives, and reach of the upcoming trainings.

The standing objectives of the committee for FY25 are:

Continuing Education: Members of the committee would like to bring attention to EDI as a foundational component to all new member onboarding and extended refresher options to those who are familiar with the work. To anchor this initiative, they determined that the ALA DEI Scorecard and Cultural Proficiencies for Racial Equity should serve as the main engagement tools for attendees and/or participants.

Collaboration: The outgoing committee Chair recommended that a strategic bridge between the ALA and PLA Diversity Committee be developed. She envisioned a partnership to help streamline other interests of the COD. Although this approach has informally been in practice across other ALA Units and Divisions, this prompts the group to identify specific programs to align with. It will become a key talking point as the new chair comes in.

Ongoing responsibilities discussed by the Committee remain:

- The Working Group to Condemn White Supremacy and Fascism
- The Working Group to update the Standards for the Blind and Print Disabled
- The Working Group to disseminate the Standards for those who are Incarcerated or Detained
- DEI Legislation and collaboration with OIF and PPA for centralized messaging and action

Meeting frequency and member capacity is being discussed but looks to stay as a monthly commitment for all participants and additional meetings for the Working Groups. However, there is a pending request from the current chair to instrument a co-chair model that may be presented to council in the coming months. ALA staff are working with members to justify need, assess the workload, and lead with sustainability.