

American Library Association

# Equity, Diversity, and Inclusion Recommendations Report III

January-December 2018

Submitted by: Jody Gray, Director, ALA Office for Diversity,  
Literacy and Outreach Services

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**ALA** OFFICE FOR DIVERSITY, LITERACY  
& OUTREACH SERVICES

## EQUITY, DIVERSITY, AND INCLUSION TIMELINE

### JUNE 2016, ALA ANNUAL CONFERENCE, ORLANDO, FL

The Task Force on Equity, Diversity, and Inclusion (TF-EDI) presented their final report to the American Library Association (ALA) Executive Board. The report included 58 recommendations that covered six areas:

1. Conference Programming Planning
2. ALA Action for All Annual Conferences
3. Working with Community for ALA Host Cities
4. Association Priorities and Planning
5. Membership and Participation
6. Recruitment, Education, and Retention

The Executive Board accepted the final report and referred the recommendations to a newly established Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG).

### JULY 2016, EQUITY, DIVERSITY, AND INCLUSION IMPLEMENTATION WORKING GROUP

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#### CHARGE

The EDI Implementation Working Group will work to implement the recommendations of the Task Force on EDI with the units designated by the Task Force final report. Units charged with a recommendation that do not have an official representative on the Implementation Working Group shall be appointed a liaison from the Working Group. The Implementation Working Group shall explore partnerships with the ethnic affiliates of the Association and other related groups as needed to implement the recommendations, and may consider appointing liaison to other groups, such as the ethnic affiliates, to facilitate communications as needed.

### SUMMER 2016, ALA UNITS

After ALA Annual 2016, Keith Michael Fiels (ALA Executive Director), Mary Ghikas (ALA Associate Executive Director), and Jody Gray (ALA Director, Office for Diversity, Literacy and Outreach Services) reviewed the recommendations and came up with a preliminary plan for addressing the recommendations. All the recommendations remain, but a couple of the recommendations were broken down further, bringing the total up to 61.

### JANUARY 2017 FIRST EDI RECOMMENDATIONS REPORT, ALA MIDWINTER, ATLANTA, GA

The first Equity, Diversity, and Inclusion Recommendations Report was submitted to the ALA Executive Board at the Midwinter Meeting in Atlanta, GA. EBD #5.8 2016-2017

[http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/officers/eb\\_documents/2016\\_2017\\_ebdocuments/ebd5\\_8\\_tf-edi\\_recommendations\\_rpt.pdf](http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/officers/eb_documents/2016_2017_ebdocuments/ebd5_8_tf-edi_recommendations_rpt.pdf)

This report covered the period between June 2016-December 2016

### FEBRUARY 2018, SECOND EDI RECOMMENDATIONS REPORT, ALA MIDWINTER, DENVER, CO

The second Equity, Diversity, and Inclusion Recommendations Report was submitted to the ALA Executive Board at the Midwinter Meeting in Denver, CO. EBD#5.1

This report covered the period between January-December 2018

## NOTE ON CONTENTS OF REPORT

The recommendations do not live in a vacuum and may relate to parts of the Association differently. There may be opportunities to address one recommendation from many angles. We will be doing all we can to make sure that the progress is shared with our membership and encourage members to use these recommendations in their future planning activities.

THIS REPORT IS MEANT TO BE A SNAPSHOT OF WORK HAPPENING ACROSS THE ASSOCIATION, NOT A COMPREHENSIVE LISTING OF ALL ACTIVITIES.

## SUMMARY OF REPORT

- 5 Divisions are represented
  - ACRL - Association of College & Research Libraries
  - ALSC – Association for Library Service to Children
  - ASGCLA – Association of Specialized, Government & Cooperative Library Agencies
  - PLA – Public Library Association
  - YALSA – Young Adult Library Services Association
- 3 Offices are represented
  - ODLOS – Office for Diversity, Literacy and Outreach Services
  - OLA- Office for Library Advocacy
  - WO – Washington Office
- 32 of the 61 Recommendations are represented
- Top 3 Recommendations addressed
  1. 6.4 Explore expanded training and continuing education, so ALA members can easily educate themselves about (1) diverse groups, (2) building connections between people who are not like themselves.
  2. 1.3: Encourage grassroots efforts to push for equity, diversity, and inclusion (EDI) programming at all levels of ALA, including Division presidents’ programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.
  3. 4.6: Assess ALA equity, diversity, and inclusion activities across the Association to look for synergies.

## ASSOCIATION FOR COLLEGE AND RESEARCH LIBRARIES

### ACRL BOARD OF DIRECTORS CORE COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

- At the 2018 ALA Midwinter Meeting in Denver, the ACRL Board of Directors voted to add to the ACRL Plan for Excellence a new signature initiative focused on the areas of equity, diversity, and inclusion (EDI). The creation of a signature initiative is distinct from the goal areas currently highlighted in the Plan for Excellence, which are meant to be re-examined for continuance every three-to-five years. As such, a signature initiative represents a strategic priority designed to permeate the work of the association, cutting across the four established goal areas, as well as all ACRL committees and communities of practice. The signature initiative on, now a core commitment to, EDI provides an opportunity to convene a division-wide focus on one of the association's core values. Establishing this core commitment enables ACRL to further examine and develop support in these critical areas at a time when many in the profession regularly express concern and feel a threat to core values.
- As part of the core commitment to EDI, the ACRL Board of Directors Fall Strategic Planning and Orientation Session featured a half-day training session focusing on EDI issues. All participants completed an asynchronous online EDI course as prework for the in-person training and discussion.
  - EDI 4.4
  - EDI 4.11

### ACRL DIVERSITY ALLIANCE

- The ACRL Diversity Alliance unites academic libraries that share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. The ACRL Diversity Alliance grew out of an initiative led by founding members American University, the University of Iowa, Virginia Tech, and West Virginia University. More information on the ACRL Diversity Alliance, including a list of the 53 member institutions, is available on the [ACRL website](#).
  - EDI 6.1

### 2018-19 ACRL SPECTRUM SCHOLAR

- As part of its ongoing commitment to furthering equity, diversity, and inclusion in librarianship, ACRL is supporting Stephanie Akau as its [2018-19 Spectrum Scholar](#). Akau currently works as a Library Information Specialist at the University of New Mexico and is a student in the MLIS program at San Jose State University. Since 1999, ACRL has provided more than \$115,000 to the Spectrum Scholar Program.
  - EDI 6.1

### DR. E.J. JOSEY SPECTRUM SCHOLAR MENTOR PROGRAM

- In 2003, ACRL founded the Dr. E. J. Josey Spectrum Scholar Mentor Program and Committee to encourage LIS students who received the ALA Spectrum scholarship to pursue academic librarianship. In 2018, ACRL paired 36 Spectrum Scholars with a mentor from an academic library.
  - EDI 6.1

### SYMPOSIUM FOR STRATEGIC LEADERSHIP IN DIVERSITY, EQUITY, AND INCLUSION

- ACRL and the Association of Research Libraries (ARL) offered a symposium to increase understanding and capacity among academic and research library professionals for creating healthy organizations with

diverse, equitable, and inclusive climates. The [Symposium for Strategic Leadership in Diversity, Equity, and Inclusion](#) was held Thursday–Friday, May 10–11, 2018, in Minneapolis, Minnesota, with a preconference on Wednesday, May 9.

- EDI 1.3

#### 2018 ANNUAL PROGRAMMING

- ACRL-sponsored programs at the 2018 ALA Annual Conference in New Orleans focusing on EDI issues included:
  - Breaking Below the Surface of Racism, Whiteness, and Implicit Bias
  - Building Inclusion: How Can Research Instruction at Two-Year Colleges Help Students Successfully Transition to the University?
  - Supporting College Students on the Autism Spectrum: Evidence-Based Strategies for Academic Librarians
  - When to Speak Up, When to Listen: Allyship, Race, and Communication in the Academic Library
  - Making the Case for Diversity: Grassroots
  - Leadership as a Catalyst for Change
  - EDI 1.3

#### EDUCAUSE CREATING THE CONTEMPORARY LIBRARY PRESENTATION

- ACRL Executive Director Mary Ellen Davis, along with members Jon Cawthorne, David Minor, Sarah Shreeves, and Alex Wirth-Cauchon, presented a session titled “Creating the Contemporary Library” at the EDUCAUSE 2018 conference in Denver. The presentation included a look at strategies to increase diversity in academic libraries.
  - EDI 1.3

#### ACRL PRESIDENT’S PROGRAM PLANNING

- Work has begun on planning for 2018-19 ACRL President Lauren Pressley’s presidential program focusing on EDI. A planned 2019 ALA Midwinter Meeting Discussion Forum will feature Dr. Terry Ross, Assistant Dean of Diversity, Equity, and Inclusion, University of Washington College of the Environment, presenting a new diversity and inclusion organizational model. The President’s Program at the 2019 ALA Annual Conference will feature “Equity, Diversity, Inclusion... and Leadership: Where Do We Go From Here?” with Dr. Angela Spranger, Christopher Newport University. The President’s Program Planning Committee also launched a [blog series](#) focusing on EDI issues in fall 2018.
  - EDI 1.3

#### ACRL 2019 CONFERENCE PLANNING

- The schedule for the upcoming ACRL 2019 Conference includes a wide variety of programs focusing on EDI issues across all session types and content areas, reflecting the association’s core commitment to EDI. The conference [keynote](#) and [invited](#) speakers also include a variety of EDI-related speakers and topics.
  - EDI 1.2
  - EDI 1.3
  - EDI 1.6

#### ACRL PRESENTS WEBCAST

- ACRL offered the free ACRL Presents webcast “Addressing Cultural Humility and Implicit Bias in Information Literacy Sessions” in January 2018, in partnership with the ALA Office for Diversity, Literacy and Outreach Services.
  - EDI 1.3

## ASSOCIATION FOR LIBRARY SERVICE TO CHILDREN

ALSC continues to deliver on its commitment to diversity and inclusion, an objective of the ALSC 2017-2020 Strategic Plan.

### ALSC EQUITY FELLOWSHIPS

- Equity, Diversity and Inclusion Implementation Task Force (EDI TF) –launched the Equity Fellowship which works to increase ALSC diversity and equity while actively recruiting new leaders. The task force selected five fellows for the ALSC Equity Fellowship and was pleased to include a sixth fellowship award, generously donated by ALSC Board Member, Amy Koester in support of ALSC Equity, Diversity and Inclusion efforts. Fellowship recipients will receive funding for two-year ALSC and ALA memberships and one year of conference registrations and travel stipends for ALA Midwinter and ALA Annual. Fellowship recipients will also receive mentorship from members of the Equity, Diversity, and Inclusion within ALSC task force.
  - EDI 5.3
  - EDI 6.2

### 2018 ALSC EMERGING LEADER TEAM

- The 2018 Emerging Leader team created an outline for a script that can be developed into a video addressing microaggressions and will complement a future cultural humility training series currently being explored by the ALSC Education Committee in consultation with the ALSC Equity, Diversity & Inclusion within ALSC Implementation Task Force. The Emerging Leader team administered a survey to learn more about members understanding of microaggressions and cultural humility. Survey results informed the microaggressions script outline and a supplemental [brochure on microaggressions](#) distributed during the Emerging Leader poster session at the 2018 ALA Annual Conference. Specifically, the training video will enhance the understanding of microaggressions – what we say and how we say it- and the impact they have on common workplace and social interactions.
  - EDI 6.4

### NATIONAL INSTITUTE SCHOLARSHIPS

- Friends of ALSC awarded two scholarships for National Institute attendance and sponsored an additional scholarship for a North Carolina resident who identifies as part of the LGBTQ community. This in continued support of the decision to cancel the 2016 ALSC Institute in North Carolina in response to Public Facilities Privacy & Security Act (HB2).
  - EDI 5.3

### 2018 NATIONAL INSTITUTE

- The 2018 Institute was designed with equity, diversity and inclusion in mind throughout the program. Highlights include:

- A youth Connection Reception that welcomed ASLC members and colleagues interested in youth librarianship for a free networking reception at the National Underground Railroad Freedom Center. The event, funded by the Friends of ALSC, included an Ignite Session and networking opportunities with invited, local non-library organizations representing the diversity of the host city, Cincinnati, OH.
  - EDI 3.5
- The Big Ideas Session: A is for Advocacy, Allies, and Action, on how library staff can be more proactive and informed in advocating, decision-making, and working with all stakeholders to promote diverse literature.
  - EDI 1.3
- The Local Arrangements Committee Developed a POC Owned Restaurant and Business Guide for the Institute host city of Cincinnati, OH.
  - EDI 2.1

#### CHARLEMAE ROLLINS PRESIDENT'S PANEL

- The 2018 Annual Conference President's panel titled, "Considering All Children: A New Ideal in Evaluating and Engaging around Books for Youth," featured diverse authors, Margarita Engle, Debbie Reese, Jason Reynolds, Ebony Thomas, and Edith Campbell.
  - EDI Rec. 1.3

#### YOUTH MEDIA AWARDS & ALA AFFILIATES

- In continuing efforts to celebrate diversity, ALSC staff are working with ALA to add select youth media awards from ALA Ethnic Affiliate groups beginning with the 2019 ALA Youth Media Award announcements.
  - EDI Rec. 4.6

#### ASSOCIATION OF SPECIALIZED, GOVERNMENT AND COOPERATIVE LIBRARY AGENCIES

##### ACCESSIBILITY ASSEMBLY

- The Accessibility Assembly reviewed and edited the Library Accessibility Toolkits: What You Need to Know for 15 topics of library services to patrons with specific sensory, physical, health, developmental, learning, attention or behavioral conditions. These were added to the new Tools and Resources page on the new ASGCLADirect web page ([www.ASGCLADirect.org/resources](http://www.ASGCLADirect.org/resources)) in the spring of 2018. The Accessibility Assembly is also monitoring the progress and success in implementing the recommendations of the 2017 Conference Accessibility Task Force Report. This report concerns the ways to improve the accessibility of ALA Conference facilities, accommodations, and programs for those with special needs before, during and after conferences.
  - EDI 6.4

##### AWARDS

- ASGCLA's award program includes awards that recognize individuals and library organizations that provide exemplary services include persons with special needs in library services. These Awards are:
  - Francis Joseph Campbell Award that includes a citation and a medal presented to a person or institution that has made an outstanding contribution to the advancement of library service for people with physical disabilities and/or physical impairments. The 2018 winner was [Patricia](#)

[Herndon](#), Director of Georgia Libraries for Accessible Statewide Services (GLASS), Georgia Public Library Service (GPLS).

- ASGCLA / Keystone Library Automation System (KLAS) & National Organization on Disability (NOD) Award includes a \$1,000 award and certificate for a library organization that has provided services for people with disabilities. The 2018 award winner was the [Gwinnett County Public Library's Removing Barrier's Project](#)
  - EDI 4.4

#### ALA ANNUAL CONFERENCE PROGRAMS

- At the 2018 ALA Annual Conference in New Orleans, ASGCLA sponsored several programs that focused on library services that promote equality, diversity and inclusion for patrons with specific sensory, physical, health, developmental, learning, attention or behavioral conditions, or are incarcerated or detained. These were:
  - Correction Libraries. Collection Building and Collaborations: Success Stories from Those Serving in an Information Desert (Mon 6/25)
  - Seeing the Whole Community: How to Understand and Include People with Print Disabilities Ages 0 – 100 in Your Quest to Spread Literacy, Reading, and Information Access (Mon 6/25)
  - Make Your Library Dementia Friendly (Sun 6/24)
  - Using Innovative Music Based Outreach Programs to Reach Vulnerable Populations of All Ages (Sat 6/23)
  - Nothing About Us Without Us! Engaging the Community in Creating Disability Friendly Libraries (Sat 6/23)
    - EDI 6.4

#### PUBLIC LIBRARY ASSOCIATION

##### PLA 2019 (ALA) MIDWINTER MEETING PROGRAMMING

- Description: PLA will present three educational programs on EDI-related topics at the 2019 ALA Midwinter Meeting: a full-day preconference called Advancing Racial Equity in Public Libraries: Normalizing, Organizing, and Operationalizing; a half-day preconference called Implicit Bias, Health Disparities and Health Literacy: Intersections in Health Equity (in partnership with ODLOS and the National Network of Libraries of Medicine - Pacific Northwest Region); and a *Symposium on the Future of Libraries* session called Racial Equity: Libraries Organizing to Transform Institutions.
  - [Advancing Racial Equity in Public Libraries: Normalizing, Organizing, and Operationalizing](#)
  - [Implicit Bias, Health Disparities and Health Literacy: Intersections in Health Equity](#)
  - [Symposium on the Future of Libraries](#)
    - EDI 1.3
    - EDI 1.6
    - EDI 1.8

##### PLA 2018-2022 STRATEGIC PLAN

- The plan includes a strategic goal centered specifically on Equity, Diversity, Inclusion and Social Justice. In alignment with this goal PLA will advocate for equity, diversity, inclusion and social justice in order to enable every member, library, and community group to fully and equally participate in a society mutually shaped to meet their needs.



- [Public Library Association releases new strategic plan \(press release\)](#)
- [PLA Strategic Plan 2018-2022 \(text version\)](#)
- [PLA Strategic Plan 2018-2022 \(PDF, 12 pages\)](#)
  - EDI 4.4
  - EDI 4.11

## PLA TASK FORCE ON EQUITY, DIVERSITY AND INCLUSION

- 2019 Regional EDI Trainings Description: The PLA Task Force on Equity, Diversity, and Inclusion (EDI), which is charged with developing a strategic and coordinated approach for PLA related to EDI issues, is planning a series of EDI trainings for public library workers in 2019. Sessions are planned for February in Denver, Colo., August in Charleston, S.C., and October in Chicago, Ill. Further details and registration instructions will be released by the end of 2018.
  - [PLA Task Force on Equity, Diversity, and Inclusion](#)
  - [PLA EDI Initiative](#)
    - EDI 4.8
    - EDI 5.3

## PLA INCLUSIVE INTERNSHIP INITIATIVE

- Description: For summers of 2017 and 2018, PLA offered a first-of-its-kind internship program designed to present librarianship as a viable career option for the next generation of Americans, with an emphasis on recruiting interns who represent diverse populations. PLA sponsored paid, mentored public library internships for high school juniors and seniors at host libraries across the U.S., with support from the Institute of Museum & Library Services. Each participating library recruited an intern who, with individual guidance from a mentor, engaged with multiple facets of library life over the summer and completed a connected-learning project on behalf of their host library.
  - [Inclusive Internship Initiative](#)
    - EDI 6.1
    - EDI 6.2

## YOUNG ADULT LIBRARY SERVICES ASSOCIATION

### ADVANCING DIVERSITY TASKFORCE

- Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps.
  - EDI 5.3
- Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.
  - EDI 4.15
- Ongoing work in developing and implementing a long-term library profession recruitment plan; increasing changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; designing a plan for providing library experiences and career information early -- from childhood forward
  - EDI 6.1

## STRATEGIC PLANNING

- Created an EDI Plan to inform upcoming strategic planning work: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/2018\\_YALSA\\_EDI%20Plan.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/2018_YALSA_EDI%20Plan.pdf)
  - EDI 4.6
- Aligned Mission, Vision, Intended Impact Statement and created an EDI Statement: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/BoardDoc\\_EDI%20Plan%20and%20Mission%20Vision%20Alignment.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/BoardDoc_EDI%20Plan%20and%20Mission%20Vision%20Alignment.pdf)
  - EDI 4.2b
  - EDI 4.4
  - EDI 4.11
- Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.
  - EDI 4.4
- Continuing communication with membership on EDI progress and priorities: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/EDINextSteps\\_AN18.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/EDINextSteps_AN18.pdf)
  - EDI 4.6
- Revived the Diversity Town Hall at Midwinter Meetings at Annual 2018
  - EDI 5.1
- Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.
  - EDI 5.5

#### CONTINUING EDUCATION

- YALSA is partnering with ODLOS on a continuing education project funded by ALA's Strategic Initiatives effort. ODLOS/YALSA offered a free, full-day preconference focusing on cultural competence at the 2018 ALA Annual Conference, then used the curriculum and materials developed for that to create a webinar series and a toolkit.
  - EDI 6.4
- YALSA is continuing to offer a free webinar series in 2018 that include topics such as cultural competence and equity of access: [www.ala.org/yalsa/onlinelearning/webinar/free\\_competencies\\_webinars](http://www.ala.org/yalsa/onlinelearning/webinar/free_competencies_webinars)
  - EDI 6.4
- The theme for YALSA's 2018 summer issue of Young Adult Library Services is restorative justice and cultural awareness
  - EDI 6.4
- YALSA has been awarded an IMLS grant to implement a train the trainer program that would help library staff build skills to serve underrepresented and non-dominant youth via programs and services focusing on computer science and computational thinking skills.
  - EDI 6.4

#### CURRICULUM/LIBRARIAN PREPARATION

- Updated YALSA's competencies guidelines to be more inclusive of EDI issues. Teen Services Competencies for Library Staff was published in November 2017: [www.ala.org/yalsa/guidelines/yacompetencies2010](http://www.ala.org/yalsa/guidelines/yacompetencies2010)
  - EDI 6.3
- Beginning in 2017, YALSA has expanded its Spectrum Scholar support from one scholar per year to two
  - EDI 6.1
- Continuing to build stronger ties with Spectrum Scholars: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/SpectrumScholars\\_MW18.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/SpectrumScholars_MW18.pdf)
  - EDI 5.3
  - EDI 6.2

#### MEMBER AND COMMUNITY ENGAGEMENT

- Created Affiliate Liaison position on Board of Directors: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/AffiliateRoundtableLiaison\\_AN18.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/AffiliateRoundtableLiaison_AN18.pdf)
  - EDI 5.3
  - EDI 6.2
- Working on re-envisioning the volunteer form to help diversify committees
  - EDI 5.2a
  - EDI 5.2c
- Established codes of conduct and protocols for reporting issues on committees: [http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ChairManual\\_AN18.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ChairManual_AN18.pdf)
  - EDI 4.6
- Completed a transition of YALSA’s selection committees to an all-virtual format. Of YALSA’s 30+ member groups, only 6 still require conference attendance.
  - EDI 5.6
- In February 2018, YALSA brought forward an agenda item to the ALA Executive Board proposing stronger ties between ALA, its units, and Affiliate organizations and will work on a revision
  - EDI 4.6
- YALSA is working with other ALA units to include ALA EMEIRT, GLBTRT and ethnic Affiliates’ book awards into the ALA Youth Media Program
  - EDI 4.6
- Working with education focused organizations to release a statement on countering hate in education
  - EDI 4.6

#### MEMBER RECRUITMENT

- YALSA’s Organizational Plan has a three-year goal of diversifying our membership by 20%. An Advancing Diversity Taskforce has recently completed a survey of nonmembers to explore ways to make YALSA more welcoming to people from diverse backgrounds. Some examples of these work include incorporating EDI into our Strategic Plan 2019-2021, revising the volunteer form to gather more relevant information to committee work, and a concerted leadership pipeline.
  - EDI 4.9
  - EDI 4.15
  - EDI 5.3
  - EDI 5.5

#### READERS’ ADVISORY & COLLECTION DEVELOPMENT

- Working with ALSC and REFORMA to expand the Pura Belpré Award to include young adult titles
  - EDI 4.6
  - EDI 4.8
- Working with ALA EMEIRT, GLBTRT and ethnic Affiliates to expand YALSA’s Teen Book Finder Database and mobile app to include Round Table and Affiliate book award winners that are for teens. The project is funded by ALA’s Strategic Initiatives effort. <http://booklists.yalsa.net/>
  - EDI 4.6
- Changed YALSA policy for selected lists and book awards so that publishers can send e-books and e-ARCs instead of only print copies. Doing so allows for smaller imprints, who often focus on diverse titles, to participate more fully in YALSA’s recommended reading program
  - EDI 2.5

#### RESEARCH

- YALSA updated its National Research Agenda to be more inclusive of EDI issues: [www.ala.org/yalsa/guidelines/research/researchagenda](http://www.ala.org/yalsa/guidelines/research/researchagenda)
  - EDI 4.12

## OFFICE FOR DIVERSITY, LITERACY AND OUTREACH SERVICES

### RESOURCES

- Continued promotion of the hashtag #LibrariesRespond. Libraries Respond web resources are maintained by the ODLOS and updated when necessary. In 2018 the following page created and can be found at <http://www.ala.org/librariesrespond>
  - Drag Queen Story Hour
    - EDI 3.6
- ODLOS has expanded continuing education and consultation opportunities. All offerings can be found at <http://www.ala.org/aboutala/offices/diversity/continuinged>. Some examples of workshops:
  - Cultural Awareness and Competence
  - Inclusive Communication: A Foundation for Developing Cultural Competence
  - Uncovering Privilege and Addressing Microaggressions
  - Facilitating Conversations about Race
  - EDI 6.4

### CONFERENCE PLANNING

- ODLOS sponsored a low-cost pre-conference at Midwinter 2018 in Denver, CO. The session was titled “Managing Microaggressions.” It was facilitated by Dena Samuals, PhD.
  - EDI 1.12
- EDI Speakers Bureau- Continuing on from work developed by the Emerging Leaders group to develop a clearinghouse for EDI Speakers. ODLOS staff have continued developing this project and it will be launched in the spring of 2019.
  - EDI 1.9
- Since Annual 2016, ODLOS has created a resource for each city that highlights minority and women owned businesses.
  - EDI 2.1
- ODLOS partnering with YALSA on a continuing education project funded by ALA’s Strategic Initiatives effort. ODLOS/YALSA offered a free, full-day preconference focusing on cultural competence at the 2018 ALA Annual Conference.
  - EDI 6.4

### COMMUNITY PARTNERSHIPS

- Since Annual 2016, ODLOS has collaborated with the American Indian Library Association to develop resource pages that give context for the indigenous communities that reside in the region where Annual and Midwinter Conferences occur. These are housed on the official conference website and promoted through social media and the ODLOS newsletter.
  - EDI 3.7

### STAFF AND LEADERSHIP

- Consulted with ALA Senior Management to bring in Anne Phibbs, PhD, of Strategic Diversity Initiatives. She provided the workshop “Beyond Diversity 101: Micro-inequities, Implicit Bias, and Moving toward Equity” to all ALA staff in the IL, DC, CT, and PA offices.
  - EDI 4.13

## PUBLIC PROGRAMS OFFICE

### GRANT INITIATIVES

- In partnership with ODLOS, PPO piloted the Truth, Racial Healing & Transformation Great Stories Club (TRHT GSC) in [25 libraries](#) (April – October 2018). In December 2018, another [70 libraries](#) were selected to participate in the national implementation phase, which includes programming from March – December 2019. The TRHT GSC provides grants to libraries to convene reading, discussion, and racial healing programming for young adults. The reading lists and supporting materials developed for the national implementation phase focus on two themes: “[Deeper Than Our Skins: The Present is a Conversation with the Past](#)” and “[Find Your Voice: Speaking Truth to Power](#).” “Deeper Than Our Skins” features books that can help readers look beneath the surface of racism in America to reveal how the past is alive in the present. “Finding Your Voice” compiles titles that explore the power of young people taking a stand against racism and other injustices to make the world a better place. An interim evaluation with findings and recommendations based on the pilot project will be published in January 2019.
  - EDI 4.6
  - EDI 4.9

### PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- ALA PPO and ODLOS co-sponsored six racial healing sessions during 2018: four were offered as preconference programs during the ALA Annual Conference in New Orleans, LA and two were held at the Joint Conference of Librarians of Color in Albuquerque, NM. These sessions offered attendees the opportunity to work with racial healing practitioners affiliated with the W.K. Kellogg Foundation’s Truth, Racial Healing & Transformation process. Additional preconference sessions will take place on Friday, June 21 during the ALA Annual Conference in Washington, DC.
  - EDI 6.4
- A half-day racial healing session was offered for the ALA Executive Board on April 20, 2018, with session moderators provided by the W.K. Kellogg Foundation.
  - EDI 4.13
- A two-day event, a “Preparation Process for New Racial Healing Circle Practitioners”, was co-hosted by the Association of American Colleges and Universities (AAC&U) and on July 19-20, 2018 at Duke University.
  - EDI 6.4
- A two-day event, a “Preparation Process for New Racial Healing Circle Practitioners”, will be co-hosted by ALA and the Association of American Colleges and Universities (AAC&U) on March 21-22, 2019 at the Warwick Allerton in Chicago, IL. Applications for inclusion in this professional development opportunity are being accepted through January 4, 2019. [Guidelines](#) were published in October 2018.
  - EDI 6.4
- As part of the Truth, Racial Healing & Transformation Great Stories Club, representatives from 70 libraries will participate in a 2-day project orientation workshop. This training will support their efforts convening reading and discussion programs with underserved teen audiences that address issues of race and equity and include racial healing sessions led by an experienced practitioner.
  - EDI 6.4

## WASHINGTON OFFICE

## LIBRARIES READY TO CODE

- The RtC program continues to focus on ways libraries can facilitate digital inclusion and use coding as a method to ensure all youth, especially those with the greatest need, are prepared for college, careers and life. One of the five pathway themes of the initiative as described in the final RtC Collection and website launched in Fall 2018, is “Broadening Participation” in coding programs and activities. RtC program leaders emphasized the broadening participation theme throughout the application and selection process for the 250+ Google grantee libraries in 2018.
  - EDI 6.4

## ALA INTERDIVISIONAL TASK FORCE FOR READY TO CODE

- The ALA interdivisional task force for RtC formed in Summer 2018 was established to identify ways the RtC work, including its emphasis on EDI, can support or otherwise align with current or planned Division priorities and initiatives.
  - EDI 4.6

## 2020 CENSUS

- Working with PLA, PPA has committed significant staff time to provide information and develop resources for libraries to help ensure an equitable and accurate count in the 2020 census, with a strong emphasis on diverse and hard-to-count populations. A larger campaign will be rolled out in 2019.
  - EDI 6.2

## 2018 MIDWINTER SPEAKERS

- The 2018 MidWinter conference featured a session highlighting PPA collaboration with the National Center for Women & Information Technology (NCWIT) to develop AspireIT, a pilot program connecting **YOUNG WOMEN PROGRAM LEADERS WITH PUBLIC LIBRARIES TO DESIGN AND IMPLEMENT CODING PROGRAMS FOR K-12 GIRLS**.
  - EDI 1.3

## JOINT CONFERENCE OF LIBRARIANS OF COLOR

- RtC program leaders held a panel at the 2018 Joint Conference of Librarians of Color, “Creating Opportunities for Youth by Connecting Interest, Cultural Experience and Passion through Computational Thinking.” The panel speakers reflected ALA’s EDI priorities.
  - EDI 1.3

## STAFF DEVELOPMENT

- In PPA’s Summer 2018 retreat, PPA staff participated in EDI training supported by the Office of Diversity, Literacy and Outreach Services.
  - EDI 4.13

## APPENDIX: TASK FORCE ON EQUITY, DIVERSITY, AND INCLUSION RECOMMENDATIONS

### CONFERENCE PROGRAMMING PLANNING

Rec #	Recommendation
1.1	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.
1.2	Engage in diversity with "big name" speakers, even when controversial, and have speakers represent underrepresented constituencies.
1.3	Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.
1.4	Develop a conference theme related to EDI matters/issues typical of the [host] region/area.
1.5	Offer a free pre-conference on diversity issues.
1.6	Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.
1.7	Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.
1.8	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big-name speakers)
1.9	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.
1.10	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.
1.11	Have a COD representative on the conference planning committee?
1.12	Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.
1.13	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.
1.14	Conduct a session on archival projects that provide context on the history of local areas

### ALA ACTIONS FOR ALL ANNUAL CONFERENCES

Rec #	Recommendation
2.1	Create a list of local minority owned businesses & cultural institutions with a focus on issues related to EDI for conference attendees to frequent/support

Rec #	Recommendation
2.2	Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct
2.3	Make wifi hotspots available to committees and other groups to enable virtual participation.
2.4	Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.
2.5	Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3).
2.6	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.
2.7	Establish a robust virtual option for conference attendance (e.g. main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.

#### WORKING WITH COMMUNITY FOR ALA HOST CITIES

Rec #	Recommendation
3.1	Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.
3.2	Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.
3.3	Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.
3.4	Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.
3.5	Create programming open to the local community centered around equity, diversity, & inclusion.
3.6	Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion
3.7	Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,

#### ASSOCIATION PRIORITIES AND PLANNING

Rec #	Recommendation
4.1	Establish a process for consulting with COD and ODLOS on how to respond when issues arising related to equity, diversity, and inclusion that impact members.
4.2a	Add the definition of EDI developed by the TF to the ALA Policy Manual.



Rec #	Recommendation
4.2b	Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.
4.3	Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.
4.4	Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.
4.5	Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.
4.6	Assess ALA equity, diversity, and inclusion activities across the Association to look for synergies
4.7	Consider creating a diversity and inclusion top ten [issues] list (similar to LITA's and ACRL's) to aid in research, program planning, etc.
4.8	Work with other national associations to share checklists, clearinghouse information, etc.
4.9	Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.
4.1	Expand advertising and discussion for the ODLOS "Discovering Librarianship" initiative
4.11	Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on these issues.
4.12	Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general, as well as specific to individual minorities.
4.13	Explore training for ALA staff and officers, etc. re organizational culture for diversity, equity and inclusion.
4.14	Increase the capacity of the Diversity Research Grants program.
4.15	Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.
4.16	Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversation but expanding their reach beyond conference attendees.

## MEMBERSHIP AND PARTICIPATION

Rec #	Recommendation
5.1	Revive the Diversity Town Hall at Midwinter Meetings
5.2a	Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity {on one or both appointment committees?}
5.2b	Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.
5.2c	Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group

Rec #	Recommendation
5.3	Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps
5.4	Create an infographic to advertise committee appointment process, understanding that involvement [in this case] encompasses just "committees" Develop a "how to get involved in ALA" campaign
5.5	Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.
5.6	Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.
5.7	Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.

#### RECRUITMENT, EDUCATION, AND RETENTION

Rec #	Recommendation
6.1	Develop and implement a long-term library profession recruitment plan; increase changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward
6.2	Assess ALA's mentor programs for equity, diversity, and inclusion.
6.3	Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.
6.4	Explore expanded training and continuing education so ALA members can easily education themselves about (1) diverse groups, (2) building connections between people who are not like themselves
6.5	Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.
6.6	Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career
6.7	Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives