

EBD #5.8

2017-2018

American Library Association

Equity, Diversity, and Inclusion Recommendations Report II

January-December 2017

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ALA OFFICE FOR DIVERSITY, LITERACY
& OUTREACH SERVICES

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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

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

This report covered the period between June 2016-December 2016

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

Attached is the second EDI Recommendations Report. It covers the period between January 2017-December 2017.

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
 - AASL
 - ALCTS
 - ALSC
 - PLA
 - YALSA
- 5 Offices are represented
 - HRDR
 - Member & Customer Service
 - ODLOS
 - Public Programs Office
 - Washington
- Center for the Future of Libraries Represented
- 44 of the 61 Recommendations are represented
- The recommendation addressed the most often in this report is **Recommendation 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.**

AMERICAN ASSOCIATION OF SCHOOL LIBRARIANS

SPEAKERS

- AASL, Opening General Session, Jaimie Casap, “My mother is from Argentina and my father is from Syria. Being raised by a single mother on welfare have me a unique understanding and appreciation of the power of education has on changing the destiny of a family in just one generation.”
 - EDI 1.2
- AASL, Author General Session, Jason Reynolds, is a New York Times bestselling author, a National Book Award Honoree, a Kirkus Award winner, a Walter Dean Myers Award winner, an NAACP Image Award Winner, and the recipient of multiple Coretta Scott King honors. His debut novel, When I Was the Greatest, was followed by Boy in the Black Suit and All American Boys (cowritten with Brendan Kiely); As Brave As You; For Every One; Long Way Down; and the Track series.
 - EDI 1.2

AASL National Conference – session topics were decided and then authors selected

- Innovation, Risk, Rebellion: Young Adult Fiction, Change is inevitable and not always easy. For young adults; innovation, risk, and rebellion temper that change with a twist. In this panel; authors Alexandra Bracken, Daniel José Older, and Mindy McGinnis share how they create books with a voice so readers can relate to characters who overcome adversity in their own way. Mirror, Mirror: Reaching All Readers, Mirror, mirror, who do you see in your books? Hear from authors who put themselves into their work to engage all readers. Go beyond Diversity 101 - learn how to take action and become a partner in the conversation about meeting the needs of all readers. Authors include Bill Konigsberg, Irene Latham, Ellen Oh, Icy Smith, Charles Waters, and Carole Boston Weatherford.
 - EDI 1.8

STATEMENTS

- AASL is developing a program content statement and instructions for 2019 conference that will include an overall message regarding content, messaging and content that is not acceptable and a checklist for submissions.
 - EDI 1.10

DIVERSE COLLECTIONS

- AASL is working with Booklist to re-run the Mirror, Mirror: Reaching All Readers program through a free webinar.
 - EDI 2.7

OUTREACH

- AASL, working with the Public Awareness Office (PAO), did an extensive media outreach, working with the local affiliate, to highlight the inequity of school library funding and access to a certified school librarians.
 - EDI 3.3
 - EDI 3.4

ASSOCIATION FOR LIBRARY COLLECTION & TECHNICAL SERVICES

CONFERENCE PROGRAMMING PLANNING

- ALCTS held the Midwinter Symposium [Equity, Diversity, and Inclusion: Creating a New Future for Library Collections](#). Spectrum Scholars were invited to attend at no cost, which enriched the experience of all attendees.
 - EDI 1.3
- The [ALCTS/LLAMA Presidents' Program speaker was Dorri McWhorter](#), CEO of the YWCA Metropolitan Chicago. The YWCA takes eliminating racism and empowering women as its mission. This socially-conscious business and social change sector leader spoke on how to turn that mission inward, and to create a workplace where everyone has value.
 - EDI 1.3
- ALCTS groups held a multiple conference events with EDI topics in 2017:
 - [Competencies and Education for a Career in Cataloging](#) (Midwinter 2017)
 - [Working Within and Going Beyond: Approaches to Problematic Terminology or Gaps in Established Vocabularies](#) (Midwinter 2017)
 - [Diverse, Inclusive, and Equitable Metadata](#) (Annual 2017; virtual preconference)
 - [Diversity, Inclusion, and Social Justice in Technical Services](#) (Annual 2017)
 - [Power That Is Moral: Creating a Cataloging Code of Ethics](#) (Annual 2017)

Other continuing education events with EDI topics in 2017 included:

- [ALCTS Exchange](#)
- [Cataloging, Gender, and RDA Rule 9.7](#) (webinar)
- [Equity, Diversity, and Inclusion in Library Technical Services](#) (e-Forum)
- [Power that is Moral: Cataloging and Ethics](#) (e-Forum)
 - EDI 1.3
- Each year during the ALA Annual Conference, the Preservation and Reformatting Section (PARS) holds a day-long preservation project in the local community where the conference is held. In its second year, [Preservation in Action](#) volunteers worked at the Rebuild Foundation's [Stony Island Arts Bank](#), a "hybrid gallery, media archive, library and community center" in Chicago. The group helped the Arts Bank preserve two collections comprising papers, photographs, ephemera, and vinyl albums:
 - Edward J. Williams Collection: 4,000 objects of "negrobilia" – mass cultural objects and artifacts that feature stereotypical images of black people
 - Frankie Knuckles Records: "Godfather of House Music," Frankie Knuckles' vinyl collection - The event was [covered by the Chicago Tribune](#).
 - EDI 1.14
- While not free, ALCTS held a Virtual Preconference in June entitled: [Diverse, Inclusive, and Equitable Metadata](#). Themes in this preconference included Outreach and Inclusivity in Digital Libraries and Institutional Repositories, and Metadata Creation and Remediation in Zine and Digital Library Collections. Spectrum Scholars were invited to attend at no cost.
 - EDI 1.14

ASSOCIATION PRIORITIES AND PLANNING

- In consultation with ODLOS, ALCTS adopted the [ALCTS Diversity Statement](#) in June 2017 to stand alongside its current Strategic Plan and Mission Statement. ALCTS will continue to examine issues of equity, diversity, and inclusion as it drafts an updated strategic plan in 2018.

- EDI 4.4

MEMBERSHIP AND PARTICIPATION

- The Cataloging and Metadata Management Section (CaMMS) created the [Lois Mai Chan Professional Development Grant](#) in 2017, with the first grant to be awarded in 2018. This grant provides librarians and paraprofessionals from under-represented groups who are new to the metadata field with the opportunity to attend a professional conference, and encourages professional development through active participation at the national level.
 - EDI 5.3
- ALCTS already has an appointments process that does not require conference attendance to be appointed to a committee. All ALCTS award juries meet virtually. ALCTS also allows for interns on committees which gives service opportunities for less experienced members without a lot of pressure.
 - EDI 5.3
- The first ALCTS Exchange online forum took place in May. Over three hundred user accounts were created, providing access to the archived livestreaming content, discussion forums, and presenter materials. ALCTS encouraged participation from those involved in a variety of areas of the profession, and sought out presenters with diverse backgrounds and viewpoints. A special invitation was sent out to library school students to participate in the poster sessions. Presenters were also able to pre-record sessions, which allowed for a presentation from a librarian in Nigeria.
 - EDI 5.6

RECRUITMENT, EDUCATION, AND RETENTION

- After years of planning, ALCTS created a Mentoring Program in 2017. 41 pairs were created in this inaugural year of the program. Special attention was paid to match mentors and mentees with their experience and areas of interest. When a new librarian was looking for mentor in Middle Eastern Librarianship, the committee was able to take extra steps to find an appropriate match. A first assessment of the program will be made in summer 2018.
 - EDI 6.2

ASSOCIATION FOR LIBRARY SERVICE TO CHILDREN

ALSC has actively worked to deliver on its commitment to diversity and inclusion, an objective of the ALSC Strategic Plan, adopted in February 2017.

ALSC SPECTRUM SCHOLAR

- ALSC worked to expand the Spectrum Scholar program and will increase the Spectrum Scholar award from one to two Scholars each year for applicants who expresses an interest in library service to children.
 - EDI 6.1

ALSC VOLUNTEER FORM AND MENTORING PROGRAM APPLICATION

- ALSC incorporated a demographic section on the volunteer form to allow members to self-identify under several underrepresented groups. The ALSC Mentoring Program application form was updated to include demographic information to improve the mentor/mentee match with respect to their demographic preferences
 - EDI 5.2C

PROMOTE DIVERSE COLLECTION DEVELOPMENT

- [Stories of Immigration Booklist](#) and [Notable Books for a Global Society Webinar](#)
 - EDI 4.12
- The Pura Belpré Award (PBA) 2018 Selection Committee promoted a list of past Belpré winners, where the titles address the immigration experience, in response to the Administration’s earlier decision to repeal DACA.
 - EDI 4.12
- The Education Committee supported the development of a free webinar, titled, “Introducing the Notable Books for a Global Society Collection: Promoting Understanding of Diversity” to bring book by and about all people to student readers.
 - EDI 4.12

EQUITY, DIVERSITY, AND INCLUSION WITHIN ALSC IMPLEMENTATION TASK FORCE (SEE RECOMMENDATIONS)

- **Equity, Diversity, and Inclusion within ALSC Implementation Task Force** (see [Recommendations](#))
- The Equity, Diversity, and Inclusion within ALSC Implementation Task Force has met with the ODLOS Director to learn more about the ALA vision of EDI and consider its relationship to upcoming ALSC projects and programming. The task force will partner with the Education Committee to create a series of cultural competency webinars. The task force has also been in discussion about improving pathways for participation in ALSC activities and committees.
 - EDI 4.6
 - EDI 5.3

[ALSC NATIONAL INSTITUTE](#) (HYPERLINKED TO EVENT PAGE)

- The 2018 ALSC National Institute was designed with equity, diversity and inclusion in mind throughout the program. The program will include an ALSC Connection Reception at the National Underground Railroad Freedom Center engaging members and invited guests from local organizations as well as keynote speakers and programs that represent an inclusive and diverse group of individuals, topics and viewpoints.
 - EDI 1.3
 - EDI 3.2

2017 ALA ANNUAL CONFERENCE AND [COMMUNITY FORUM](#) (HYPERLINKED TO FORUM PAGE)

- At the 2017 ALA Annual Conference, the Leadership & ALSC meeting included a presentation by Dr. Nicole Cooke, Assistant Professor and MSLIS Program Director at the School of Information Sciences, at the University of Illinois, Urbana-Champaign that discussed diversity and social justice research in librarianship. The presentation was followed in August by a community forum that expanded on the topic and was delivered virtually to share this relevant information with the larger ALSC membership.
 - EDI 1.2

PUBLIC LIBRARY ASSOCIATION

PLA 2018 CONFERENCE PROGRAM PLANNING

- The PLA 2018 Conference Program Subcommittee added an Equity, Diversity, and Inclusion component to its rubric for reviewing and rating all program and preconference proposals. As a result, sessions

addressing EDI topics and/or reflecting a commitment to EDI in speaker selection received a higher rating than those that did not. New EDI language was also added to the PLA 2018 Conference call for proposals: “PLA is exploring how to make our conference more equitable, diverse, and inclusive. Our first step includes seeking and strongly encouraging submissions from marginalized groups including women, people of color, the LGBTQ community, and people with disabilities. PLA may be able to provide support in completing the proposal form and/or mentoring for first-time presenters.” Also, the PLA 2018 Conference website allows for searching and browsing to identify sessions related to equity, diversity, and inclusion.

- EDI 1.3
- EDI 1.6
- EDI 1.8

PLA STRATEGIC PLANNING

- The PLA Board of Directors held a strategic planning session in September 2017. Following a presentation by the co-chairs of the PLA Task Force on Equity, Diversity and Inclusion, the board agreed to incorporate EDI in a new set of goals for the 2018-2020 plan. Goals and activities are being drafted and will be finalized in the spring of 2018. Once approved, PLA will monitor progress in addressing the strategic plan and share information with ODLOS and ALA when relevant.
 - EDI 4.4
 - EDI 4.11

PLA TASK FORCE ON EQUITY, DIVERSITY AND INCLUSION

- The PLA Board of Directors formed the Task Force on Equity, Diversity and Inclusion (EDI) in January 2017. The charge of the Task Force is “to develop a strategic and coordinated approach for PLA related to issues of equity, diversity and inclusion” and “to explore methods and consider resources to be developed that will allow PLA to take a multifaceted approach.” Seventeen members were appointed for roughly two-year terms to end June 30, 2019. They are convening monthly, creating e-mail updates for PLA members, planning local/regional educational efforts, and more. They held a webinar, “Understanding Power, Identity, and Oppression in the Public Library,” for over 200 attendees in December 2017, and they are sponsoring a full-day preconference on EDI at the PLA 2018 Conference in Philadelphia, PA. They have discussed and/or initiated collaboration with other relevant groups, such as the Arcus Center for Social Justice Leadership, the Joint Council of Librarians of Color, and the Government Alliance on Race and Equity.
 - EDI 4.8
 - EDI 5.3

PLA INCLUSIVE INTERNSHIP INITIATIVE (III)

- In spring 2017, PLA received an out-of-cycle Laura Bush 21st Century Library Program grant, directed at pre-professional candidates for careers in librarianship (grant RE-00-17-0129-17). Through the Inclusive Internship Initiative (III), PLA provided paid internships for 50 high school students at 35 public libraries this summer. The program introduced students from diverse backgrounds to careers in librarianship as they are making decisions about educational and career paths. III also sought to broaden and accelerate awareness of librarianship as a profession, and to test approaches that may be adopted for future cohorts. Preliminary data indicate III is meeting its stated goals related to increasing interns’ skills and

knowledge about the profession, supporting the mentoring librarians and libraries, creating new audiences and programs for libraries, and generating awareness and positive attitudes about public librarianship as a career option.

- EDI 6.1
- EDI 6.2

YOUNG ADULT LIBRARY SERVICES ASSOCIATION

CONTINUING EDUCATION

- YALSA is partnering with ODLOS on a continuing education project funded by ALA's Strategic Initiatives effort. ODLOS/YALSA will offer 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 offering 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
 - 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
- In Jan. 2018 YALSA applied for 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 Nov. 2017: 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

MEMBER AND COMMUNITY ENGAGEMENT

- 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 Feb. 2018 YALSA is bringing forward an agenda item to the ALA Executive Board proposing stronger ties between ALA, its units, and Affiliate organizations
 - 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. The taskforce is expected to present recommendations to YALSA's Board of Directors in Feb. 2018.
 - 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
 - EDI 4.12

CENTER FOR THE FUTURE OF LIBRARIES

- The Center uses seven key categories to organize its trend collection, including Demographic changes (other categories include Society, Technology, Education, the Environment, Politics and Government, and Economics). As of this reporting, four trends (Aging, Digital Natives, Emerging Adulthood, and Urbanization) are specifically categorized as Demographic trends. Of the remaining 26 trends in the current collection, thirteen include equity, diversity, or inclusion in their discussion of the trend's development or its implications for libraries. Diversity, equity, and inclusion remain a primary lens for how each new trend is evaluated in the context of librarianship. The Center's regular trend scanning through the Read for Later e-newsletter and blog posts includes a Communities and Demographic heading to feature news stories and articles that focus on changes in community composition, equity, diversity, and inclusion. Through public presentations, the Center reaffirms the importance of contextualizing trends through the lens of library values, including equity, diversity, and inclusion and the Center's "From Futuring to Innovation" activity asks users to create positive innovations by aligning trends with our professional values, including diversity and equity of access.
 - EDI 4.3

HUMAN RESOURCE DEVELOPMENT AND RECRUITMENT

- On behalf of the ALA HRDR Advisory Committee and the ALA Recruitment Assembly, the ALA Office for Human Resource Development and Recruitment (HRDR) exhibited at the National Association of Workforce Development Professionals (NAWDP) 2017 Youth Development Symposium, Oct. 30 – Nov. 1, 2017 in Chicago.
 - Nearly 600 youth-focused workforce professionals attended the conference. Conference participants serve youth between the ages of 16 – 24 from underserved groups. Attendees represented the full scope of the workforce development profession (WDP) including:
 - One-Stop Center Staff
 - Youth Build Grantees
 - Job Corps Professionals
 - Community College Representatives
 - Career and Guidance Counselors
 - Juvenile Justice Specialists
 - WDP who work with Rural Youth
 - WDP who work with Tribal Youth
 - WDP who work with Migrant Youth
 - Educators and Other Youth Development Practitioners

The experience was valuable, and we plan to exhibit at the conference again next year.

- EDI 6.1

MEMBER AND CUSTOMER SERVICE

MEMBERSHIP COMMITTEE REPORT

- Membership Volunteer Infographic and Members from underrepresented groups - The Membership Committee launched an infographic, video, and support campaign to encourage a greater cross-section of members to volunteer with ALA. One of the short “white board” videos is about the ALA journey of former ALA present Courtney Young, with emphasis on her role with the New Member Round Table (NMRT). A second video highlights the member journey of Gina Persichini, with an emphasis on what to do if you want to get involved but are not sure how to get started.
 - EDI 5.4
- Members from underrepresented groups and Dues Structure - The Membership Committee reviewed an analysis done by the Office of Research and Statistics showing relevant membership trends and had staff develop an infographic, short video, and related communications campaign to encourage people to join and members to renew by highlighting the equity offered by the availability of a wide variety of membership/dues categories to fits most budgets.
 - EDI 5.5

OFFICE FOR DIVERSITY, LITERACY AND OUTREACH SERVICES

RESOURCES

- With the ODLOS Advisory Committee- working on a vocabulary resource to be housed on the ODLOS website: <http://www.ala.org/aboutala/odlos-glossary-terms>. The definitions developed by the Task Force on Equity, Diversity, and Inclusion are maintained on this resource page.
 - EDI 1.1
 - EDI 4.2a
- Continued promotion of the hashtag #LibrariesRespond. Libraries Respond web resources are maintained by the ODLOS and updated when necessary. In 2017 the following pages were created and can be found at <http://www.ala.org/librariesrespond>
 - Hate Crimes and Libraries
 - Hate Groups and Violence
 - National Day of Healing
 - Natural Disaster
 - Protections for our Nation’s Transgender Students.
 - EDI 3.6
- ODLOS has participated in several continuing education opportunities across the association in the past year. In addition, the ODLOS staff have begun to provide in person workshops across the country. In addition, the Literacy Officer position has been promoted to become the Assistant Director for Literacy and Continuing Education. This role will have the responsibility to lead planning efforts for continuing education for members.
 - EDI 6.4

CONFERENCE PLANNING

- ODLOS sponsored a low cost pre-conference at Annual 2017 in Chicago, titled, “Everybody’s Everyday Work: Diversity and Inclusion Foundations. This pre-conference will examine the concepts of diversity and inclusion from a social justice framework. Join us for the day long-intensive workshop on the fundamentals of diversity and inclusion, including microaggressions, privilege, and inclusive communication strategies. The session will be led by Anne Phibbs, PhD from

Strategic Diversity Initiatives (<http://strategicdi.com>) Sponsored by the Office for Diversity, Literacy and Outreach Services.

- EDI 1.5
- Collaborated with Conference Services to identify and tag all programs under the subject headings of Diversity or Equity of Access. Send out instructions on how to find Diversity related events at the Annual and Midwinter conferences.
 - EDI 1.6
- Developing a diversity speaker's bureau. Worked with an Emerging Leaders group to develop a clearinghouse for EDI Speakers. A platform has been identified, as well as a process for soliciting speakers. Currently this project is on hold, but will be taken up by the ODLOS Advisory Committee. It is an ongoing project.
 - EDI 1.9
- With the Equity, Diversity, and Inclusion Implementation Working Group- have developed a microaggressions pre-conference to be hosted at the ALA Midwinter Meeting 2018 in Denver, CO. Will be facilitated by Dena Samuels, PHD.
 - EDI 1.12
- Since Annual 2016, ODLOS has created a resource for each city that highlights minority and women owned businesses.
 - EDI 2.1
- ODLOS hosted a Midwinter Town Hall at the 2017 Midwinter in Atlanta. This event was well attended, and the feedback from the discussions was used to help develop priorities for the office in the following year. Due to some unplanned staffing leaves, the Town Hall for Midwinter 2018 has been postponed until 2019.
 - EDI 5.1
- The EDI-IWG has updated the ALA Code of Conduct to address equity, diversity, and inclusion. Currently. The ALA Executive Board has supported the changes. Waiting on feedback from Executive Director. Should be in place for the Annual 2018 Conference.
 - EDI 2.2

ASSESSMENT

- EDI-IWG is working with ODLOS and the Office for Research and Evaluation to find ways to include questions that address EDI in conference. This is an ongoing project.
 - EDI 2.4

COMMUNITY PARTNERSHIPS

- A member of the Librarians Build Community (LBC) Member Interest Group was appointed to the EDI-IWG. ODLOS has been working with LBC to find ways to support group. LBC Member Interest Group opted to not renew their Member Interest Group Status. Many of their resources have moved over to the Libraries Respond (ala.org/librariesrespond) resources. The EDI-IWG hosted a discussion at Annual 2017 in Chicago to address how to best address ways for ALA to include local support and a presence in the cities that host the ALA Conferences. Staff from ODLOS and Chapter Relations will continue to take the initiative to develop programming for the various cities going forward.
 - EDI 3.1
 - EDI 3.2
- 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
- EDI-IWG is in the process of soliciting feedback from other national associations to share checklists, clearinghouse, information, etc. This is an ongoing project.
 - EDI 48

STAFF AND LEADERSHIP

- ODLOS and the Public Programs Office are working with the W.K. Kellogg Foundation to bring in opportunities for ALA staff and leaders in the association to participate in racial healing practices. This is part of the Truth, Racial Healing, and Transformation Great Stories Club Grant that was given to ALA by W.K. Kellogg.
 - EDI 4.13

PUBLIC PROGRAMS OFFICE

GRANT INITIATIVES

- In partnership with ODLOS, PPO launched the Truth, Racial Healing & Transformation Great Stories Club (TRHT GSC) in October 2017. The 30-month project will provide grants to up to 125 libraries to convene reading, discussion, and racial healing programming for young adults. The reading lists and supporting materials developed for the project will address issues of Narrative Change, Separation, and Racial Healing and Relationship Building.
 - EDI 4.6
 - EDI 4.9

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- ALA PPO and ODLOS are co-sponsoring racial healing sessions at ALA Annual Conference (2017 & 2018), offering attendees the opportunity to work with racial healing practitioners affiliated with the W.K. Kellogg Foundation's Truth, Racial Healing & Transformation process.
 - EDI 6.4
- A half-day racial healing session will be offered for the ALA Executive Board and senior managers in April 2018, with session moderators provided by the W.K. Kellogg Foundation
 - EDI 4.13
- As part of the Truth, Racial Healing & Transformation Great Stories Club, representatives from up to 125 libraries will participate in a 2-day 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
- ALA PPO co-sponsored a free preconference at the 2017 ALA Annual Conference with PLA. This workshop, attended by 100 public library professionals, was presented by Everyday Democracy as a part of Libraries Transforming Communities (LTC): Models for Change. Models for Change is an initiative of the American Library Association (ALA) and the National Coalition for Dialogue & Deliberation (NCDD) that seeks to strengthen libraries' roles as core community leaders and agents of change. Participants in this session learned the basic principles of Everyday Democracy's Dialogue to Change community engagement

process including organizing strategies for building strong community coalitions, trust and relationship-building, recruiting diverse dialogue participants, facilitator training, planning for sustainable action, and bringing an “equity lens” into community engagement work. LTC: Models for Change receives funding support from IMLS.

- EDI 4.6
- EDI 4.9

MEMBER PARTICIPATION

- Established the TRHT GSC Implementation Team and National Advisory Committee, working closely with ODLOS staff to recruit applicants and invite participants.
 - EDI 5.2a
 - EDI 5.2b

WASHINGTON OFFICE

- In October 2017 the Washington Office hosted ODLOS Director Jody Gray and Kristin Pekoll, who gave a presentation on the mission of ODLOS and ALA’s vision for EDI to all staff members. ALA President Jim Neal and Policy Director Alan Inouye briefed the ODLOS director on the ALA Policy Corps presidential initiative in advance of its October launch, requested that ODLOS publicize the announcement to solicit applicants from diversity-focused ALA committees and affiliate organizations, and provided advance notification of a selected cohort member who was from the American Indian Library Association. The Washington Office regularly reaches out to consult with ODLOS on draft legislation, including most recently the Museum & Library Services Act reauthorization bill introduced in December. During the process of writing the Tribal Connect Act with Senator Heinrich (D-NM) in November, the Washington Office sought and received feedback from the ODLOS director, who co-authored an American Libraries blog post highlighting the bill’s introduction in December. In addition, the Washington Office consults with ODLOS when working with its allies on diversity-related projects. During National Hispanic Heritage Month 2017 the Washington Office solicited input from the ODLOS director on a video script for ALA President-elect Loida Garcia Febo, who promoted the new Latino Cultures platform for longtime Washington Office collaborator Google, Inc. The Washington Office also requested and used recommendations from the ODLOS director for the initial advisory committee for Phase One of the Libraries Ready to Code project. ODLOS provided valuable recommendations on framing the grant proposal that funded subsequent stages of the project to ensure diverse audiences were included.
 - EDI 4.1

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