American Library Association

Equity, Diversity, and Inclusion Recommendations Report

June – December 2016

Submitted by Jody Gray, Director
1-12-2017

ALA OFFICE FOR DIVERSITY, LITERACY
& OUTREACH SERVICES

Contents

EDI Recommendations TIMELINE

June 2016, ALA Annual Conference, Orlando, FL

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

1. Conference Programming Planning
2. ALA Actions for All Annual Conferences
3. Working with the 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 the 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.

Roster

- Co-Chair - Melissa Cardenas Dow
- Co-Chair and Committee on Diversity Representative - Martin Garnar
- Conference Committee Representative - Hannah Lee
- Member at Large - Max Macias
- Executive Board Representative - Mike Marlin
- Committee on Education Representative - Shannon McClintock Miller
- Office for Diversity, Literacy and Outreach Services Advisory Committee Representative- Lessa Pelayo-Lozada
- Member at Large- LaJuan Pringle
- Training, Orientation, and Leadership Development Committee Representative- Leslie Scott
- Librarians Build Communities MIG Representative - Sara Zettervall
- ALA Staff Liaison- Jody Gray, Office for Diversity, Literacy and Outreach Services

Summer 2016, American Library Association 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. A few changes were made to the list of referrals. One example of referral changes is the 21 recommendations assigned to the Committee on Diversity (COD). 15 of the recommendations fit better with the Office for Diversity, Literacy and Outreach Services (ODLOS) Advisory Committee. The Advisory Committee did not exist when the recommendations were being developed. Overall, there were few changes to the referrals.

The original timeline in the TF-EDI Final Report reflected a 3-year turnaround. It is recommended that the time frame change to a scale (easy, medium, and hard) to reflect the complexity of the variables that impact each of the recommendations. For example, more than half of the recommendations were referred to the Office for Diversity, Literacy and Outreach Services (ODLOS). Logistically, it was not reasonable to implement that many recommendations in the three-year time period for one office. In addition, recommendations might be impacted by one another. We also want to make sure that the Association can be responsive to new initiatives and issues that may arise.

The recommendations were then shared and accepted with the ALA unit managers in August 2016. From this point, the units began to address various parts of the recommendations. This report will provide the progress that has been made from the period of June 2016 through December 2016.

NOTE

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.

Task Force on Equity, Diversity, and Inclusion Recommendations

Conference Programming Planning

Rec #	Recommendation	Groups	Notes
1.1	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	ODLOS & ODLOS-AC	See Appendix C ODLOS Advisory Committee (ODLOS-AC) Report
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.	ALCTS	See Equity, Diversity, and Inclusion: Creating a New Future for Library Collections
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.	ALCTS	See ALCTS Virtual Preconference 2017: Call for Proposals on the Topic or Diverse, Inclusive, and Equitable Metadata
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.	ODLOS & ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report
1.7	Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.	ODLOS, ACRL & ALCTS	In conversation, no action at this time.
1.8	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	ODLOS & ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report

Rec #	Recommendation	Groups	Notes
1.9	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	ODLOS, ODLOS-AC, & Emerging Leaders	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report
1.10	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	ODLOS & ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report
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.	ODLOS & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report
1.13	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	ODLOS & ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report
1.14	Conduct a session on archival projects that provide context on the history of local areas	ALCTS PARS & ACRL RBMS	See Giving Voice to Diverse Collections Through Digitization

ALA Actions for All Annual Conferences

Rec #	Recommendation	Groups	Notes
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	ODLOS & Chapter Relations Office	See List of local minority owned businesses and cultural institutions
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	ODLOS & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report
2.3	Make wifi hotspots available to committees and other groups to enable virtual participation.		

Rec #	Recommendation	Groups	Notes	
2.4	Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	ODLOS, ORS & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report	
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).	ODLOS &EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report	
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.	ODLOS & COD	See Appendix A: Committee on Diversity (COD) Report	
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	Groups	Notes	
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.	ODLOS, CRO, & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report	See Librarians Build Communities Member Interest Group
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.	ODLOS, CRO, & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report	See Librarians Build Communities Member Interest Group
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			

Rec #	Recommendation	Groups	Notes
	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	ODLOS	#LibrariesRespond
3.7	Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,	ODLOS	For Midwinter 2017 http://www.ala.org/offices/muscogee-and-cherokee-tribes-georgia

Association Priorities and Planning

Rec #	Recommendation	Groups	Notes			
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.	ODLOS & COD	See Appendix A: Committee on Diversity (COD) Report			
4.2a	Add the definition of EDI developed by the TF to the ALA Policy Manual.	ODLOS & COD	See Appendix A: Committee on Diversity (COD) Report			
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.	ODLOS & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report			
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.	Center for the Future of Libraries	See Trends illustrating equity, diversity, and inclusiveness			
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.	ASCLA, LITA, YALSA, ALSC	See Library and Information Technology Association (LITA)	See Young Adult Library Services Association (YALSA)	See Association for Librarian Service to Children (ALSC)	See Association of Specialized and Cooperative Library Agencies (ASCLA)
4.5	Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.					

Rec #	Recommendation	Groups	Notes	
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.	ODLOS & ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report	
4.8	Work with other national associations to share checklists, clearinghouse information, etc.	ODLOS, EDI-IWG, and ODLOS-AC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report
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.	ODLOS & COD	See Appendix A: Committee on Diversity (COD) Report	
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.	ODLOS, ODLOS-AC, & ALSC	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report	See Booklist today, titled "Unity. Kindness. Peace."
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.	YALSA, ALSC	See ALSC Membership Survey	See YALSA Strategic Planning
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	Groups	Notes	
5.1	Revive the Diversity Town Hall at Midwinter Meetings	ODLOS & YALSA	See YALSA Strategic Planning	
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.	ODLOS & EDI-IWG	See Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report	
5.2c	Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group			
5.3	Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps	YALSA	See YALSA Membership Goals	
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		See Membership Committee Report	
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.	YALSA & Membership Committee	See YALSA Membership Goals See Membership Committee Report	
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.	ASCLA, ALCTS	See ASCLA Resolution to council: Accessibility at Conferences	See ALCTS Exchange: Embracing the Past, Building the Future
5.7	Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.		See Membership Committee Report	

Recruitment, Education, and Retention

Rec #	Recommendation	Groups	Notes	
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	ODLOS/Spectrum, ACRL, & YALSA	See YALSA Spectrum Scholarship Support	See ACRL Diversity Alliance
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	ODLOS, ODLOS-AC, & ASCLA	See ASCLA Online Tutorial: AccessAbilityAcademy	See Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report
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			

Association for Library Collections & Technical Services (ALCTS)

- [Equity, Diversity, and Inclusion: Creating a New Future for Library Collections](#)

  ○ Symposium at Midwinter 2017, Atlanta, GA

  ○ Equity, Diversity and Inclusion are ideals librarians espouse. Whether in acquisitions, access, management or preservation, library collections are evolving to support these ideals. Furthering discussions on metadata, open access, and preserving diverse voices in collections are critical as libraries face challenges in a changing society. This symposium explores work underway and what the future brings. Join your colleagues for these important conversations about the intersection of collections and equity, diversity and inclusion. Librarians in academic, public, and special libraries will benefit from attending this symposium.

  ○ EDI 1.3

- ALCTS Virtual Preconference 2017: Call for Proposals on the Topic of Diverse, Inclusive, and Equitable Metadata!

  ○ Virtual Preconference: ALA Annual 2017, Will take place the week of June 5th, with each session starting at 1:00pm CST

  ○ How are metadata creators developing methods to encourage the creation of metadata that represents diverse points of view? How does using sources of authority control such as LCSH contribute to misrepresentation of cultural heritage materials? Are our digital libraries equitable? This virtual program provides a venue for sharing ideas to promote cultural competencies and inclusivity in the metadata process.

  ○ EDI 1.5

- ALCTS Exchange: Embracing the Past, Building the Future
  - The Association for Library Collections and Technical Services (ALCTS) is hosting its first-ever fully online virtual conference in 2017, the ALCTS Exchange. Part of the upcoming 60th anniversary of ALCTS, the ALCTS Exchange celebrates the excellence at the intersections of libraries, collection management, acquisitions, metadata and cataloging, preservation and technology with four days of interactive synchronous and asynchronous learning opportunities. Attendees will engage with an array of presenters facilitating valuable discussions on stimulating themes and topics from various segments of the library sphere.
  - Due to the inclusive and diverse nature of the event, ALCTS encourages participation from those involved in a variety of areas of the profession, as well as presenters with diverse backgrounds and viewpoints. We'd like to reach out to members of your community and invite them to participate either as a presenter or attendee. The call for proposals is open through December 2. Please let us know if you are able to send a message to your members on our behalf or if we can include them in the email messages we send regarding the ALCTS Exchange.
  - EDI 5.6

Chapter Relations Office

- List of local minority owned businesses and cultural institutions
  - Solicited help from the Georgia Library Association's Valdosta ALA Student Chapter, Atlanta Emerging Librarians, and the Metro-Atlanta Library Association. None could assist.
  - The Office for Diversity, Literacy and Outreach Services created the list for Midwinter 2017 http://www.ala.org/offices/minority-and-women-owned-businesses-atlanta
  - ODLOS is working with Karen Muller, ALA Librarian, to compile a list for Annual 2017.
  - EDI 2.1

- Librarians Build Communities Member Interest Group
  - The ALA Task Force on Equity, Diversity, and Inclusion (EDI), asks that ALA provide additional staff support for the Librarians Build Communities Member Interest

Group (LBC) to enable them to carry out the work being suggested in the TF report. The Chapter Relations Office (CRO) shared documents related to the founding of LBC with the Office for Diversity, Literacy and Outreach Services (ODLOS). CRO also discussed LBC with ODLOS, as well as participated in a CRO/ODLOS and LBC conference call prior to the 2017 ALA Midwinter Meeting to discuss the future of LBC. This is an ongoing project.

○ EDI Recommendation 3.1

Library Leadership and Management Association (LLAMA)

● Preconference: ALA Annual 2017, Chicago, IL
  ○ "Cultural Proficiency for Library Leaders"
  ○ This preconference will explore cultural proficiency, creating a shared language, applying cultural dexterity, and the impact of unconscious Bias
  ○ EDI 1.5

Center for the Future of Libraries

● Trends illustrating equity, diversity, and inclusiveness
  ○ The Center includes demographics trends – often exploring issues of equity, diversity, and inclusion – in the broad categories it scans. Demographic trends are included in the Center's trend collection and trend entries, including those from categories other than demographics, often address diversity, equity, and inclusion implications to illustrate how each trend might matter for libraries. The Center's Read for Later e-newsletter regularly includes a section for news stories related to demographic trends that explore issues of equity, diversity, and inclusion. The Center's public presentations highlight the importance of considering professional values – including diversity, equity, and inclusion – when scanning for, considering, and using trends to drive library innovation.
  ○ NOTE: most of the center's work explores trends outside of the profession applicable to the work of library professionals, not trends within the profession as noted by the recommendation.
  ○ EDI 4.3

The Association of Specialized and Cooperative Library Agencies (ASCLA)

- ●ASCLA Online Tutorial: AccessAbility Academy
  - ○ This tutorial guides library staff (or anyone really) about how to best interact with people with disabilities. It's perfect for training staff and boards. It is for sale.
  - ○ The second module is coming out in 2017 and is aimed at providing services and interacting with library users who are mentally ill. Purchase the first module here: http://www.ala.org/ascla/online-learning/accessibility-academy. It will also be part of the ALA Essentials package coming out soon.
  - ○ EDI 4.4, 6.4

- ●ASCLA Resolution to Council: Accessibility at Conferences
  - ○ submitted a resolution to Council on making the conferences more accessible in terms of physical accessibility. A task force resulted from this.
  - ○ http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/council/council_documents/2016_annual_council_documents/cd_37_C
  - ○ TF_Rpt_61516_INF.pdf.
  - ○ EDI 4.4, 5.6

- ●ASCLA Universal Access Interest Group
  - ○ http://www.ala.org/ascla/interest-groups/list
  - ○ EDI 4.4

Library and Information Technology Association (LITA)

- ●LITA Diversity & Inclusion Committee definition of diversity
  - ○ The Diversity & Inclusion Committee was tasked with creating a definition of Diversity as a starting point for their work. Their final draft has been posted and they are soliciting our feedback and comments. Once it is finalized, it will be posted publicly on the LITA website.
  - ○ EDI 4.4

Young Adult Library Services Association (YALSA)

- ●YALSA Strategic Planning
  - ○ YALSA's Executive Committee reviewed the EDI report and noted where it intersected with YALSA's work. The following items were of particular interest to the Executive Committee, as they felt that these were the areas most closely aligned with YALSA's work. They would be interested in pursuing ways that YALSA could contribute to these efforts:
    - ■ item 1.5 (offering a preconference)
    - ■ item 1.9 (speakers bureau)
    - ■ item 4.15 (survey)
    - ■ item 5.1 (diversity town hall)
  - ○ The Executive Committee has reached out to ODLOS Director to continue this discussion
  - ○ EDI 4.4

- ●YALSA developed a new mission statement with a focus on EDI
  - ○ http://www.ala.org/yalsa/aboutyalsa/mission%26vision/yalsamission
  - ○ EDI 4.4

- ●YALSA: Cultural Competence
  - ○ Down the road, YALSA will be digging deeply into cultural competence—the vision right now is that this will be a continuing education-focused effort aimed at our members
  - ○ EDI 6.4

- ●YALSA: Spectrum Scholarship Support
  - ○ Actively looking for ways to fund a second Spectrum Scholar
  - ○ EDI 6.1

- ●YALSA Membership Goals
  - ○ three year goal of diversifying our membership by 20%
  - ○ EDI 5.3, 5.5

Association for Librarian Service to Children (ALSC)

- ●ALSC Membership Survey
  - ○ Diversity within ALSC Task Force conducting a survey to gain a better understanding of the current ALSC membership as well as other youth services providers outside the membership. The purpose of this survey is to discern where we stand with diversity within the children's library services profession, and to determine barriers to joining ALSC. It is our hope that by discovering barriers we can work to break them down to create a more inclusive, diverse membership, and eventually, profession.
  - ○ This survey is voluntary, confidential, and anonymous. No personally identifiable information is captured and all responses will be aggregated and summarized into a report.

o   EDI 4.4, 4.15, 5.5

●Booklist today titled, "Unity. Kindness. Peace"
   o   Meant to help members and parents find books to help find positive ways to have conversations with children asking difficult questions about the election and also post-election incidents
   o   http://www.ala.org/news/press-releases/2016/11/unity-kindness-peace-new-booklist-alsc
   o   EDI 4.12

Association of College & Research Libraries (ACRL)

●ACRL Diversity Alliance http://www.ala.org/acrl/diversityalliance

   o   The ACRL Diversity Alliance program unites academic libraries who share a commitment to increase the hiring pipeline of qualified, talented individuals from underrepresented racial and ethnic groups. By thinking bigger and broader, across all academic libraries, we will introduce and welcome to the job market underrepresented racial and ethnic groups with work experiences that advance academic/research libraries.

   o   The commitment of each library leader to create one or more residency positions will increase the numbers of opportunities for professionally underrepresented racial and ethnic groups to gain the knowledge, skills and competencies to thrive in an academic context. Participation in the ACRL Diversity Alliance requires a deep commitment on the part of library leaders to open doors, share their networks, connect people at conferences, etc., to facilitate deeper understanding of the profession and prepare them to participate in the wider higher education community and for success in scholarship, professional service, and leadership. In addition to the network of library leaders, residents will have access to a cohort and/or network that allows for sharing of ideas, resources, best practices, etc.

   o   EDI 6.1

Office for Diversity, Literacy and Outreach Services (ODLOS) Report

- ODLOS Recommendation Strategic Planning
  - ○ ODLOS staff have been working with the Committee on Diversity, ODLOS Advisory Committee and the EDI Implementation Working Group to rank and begin planning on the recommendations that were referred to these groups. Reports created by staff from ODLOS for COD, ODLOS-AC, and EDI-IWG are found in the following Appendixes.
    - ■ See Appendix A: Committee on Diversity (COD Report)
    - ■ See Appendix B: Office for Diversity, Literacy and Outreach Services Advisory Committee (ODLOS-AC) Report
    - ■ See Appendix C: Equity, Diversity, and Inclusion Implementation Working Group Report

- 2017 Emerging Leaders Team G: Speaker Clearinghouse Project
  - ○ EDI 1.9

Membership Committee Report

- Membership Infographic
  - ○ The Membership Committee is finalizing an infographic and will develop a marketing campaign to support the message. They will collaborate with the Emerging Leaders and Spectrum as needed.
  - ○ EDI 5.4

- Members from underrepresented groups
  - ○ The Membership Committee will review a research analysis report at Midwinter. Following this the committee will consult with the Committee on Diversity and recommend membership related actions.
  - ○ EDI 5.5

- Dues Structure
  - ○ Significant exploration has already occurred, both Membership Committee and Divisions. Membership Committee has determined that ALA offers a wide variety of dues options to meet many, many member's budgets. An infographic and marketing/communication plan will be developed.
  - ○ EDI 5.7

Programs at Annual 2017, Chicago, IL

ALA *Annual* **CHICAGO** CONFERENCE & EXHIBITION JUNE 22–27, 2017

- **Giving Voice to Diverse Collections Through Digitization**
  - Co-sponsors: ALCTS PARS & ACRL RBMS
  - This program seeks to highlight how libraries can give underrepresented groups voice through digitization of primary source material, in addition to innovative ways of sharing those digital surrogates. Each panelist's project highlights a different group, and will share a variety of methods for sharing culturally significant and sensitive materials in ways that respect the creators of those materials. Panelists will present their projects, then participate in a moderated discussion.
  - EDI 1.14

- **ASCLA Programs at Annual 2017**
  - Topics include:
    - service dog and children's literacy program
    - Audiobooks
    - dementia friendly libraries
    - libraries and autism
    - library users with print impairments
    - early literacy outreach to vulnerable populations
  - EDI 4.4

Appendix A: Committee on Diversity (COD) Report

Originally, the Task Force on Equity, Diversity, and Inclusion (TF-EDI) identified 21 recommendations for the Committee on Diversity. After reviewing the recommendations with ALA Staff (Executive Director, Associate Executive Director, Director of the Office for Diversity, Literacy and Outreach Services (ODLOS) and staff of (ODLOS)) the list was reduced to six different areas.

Many of the recommendations that were assigned to COD would really fit better going to the ODLOS Advisory Committee. This committee did not exist when the recommendations were being developed. The ODLOS Advisory Committee works directly with the ODLOS and it also has representation from affiliate groups. We also wanted to be conscious of the fact that the Committee on Diversity is a Committee of the Council. The role of COD is to be more nimble and respond to events that are occurring in real time (i.e. the gun resolution) and be the voice of advocacy for EDI to the Council.

The six items do not live in a vacuum and do relate to some other recommendations on the list or may need collaboration with other groups that have not been identified. That being said, we will be doing all we can to make sure that the progress is shared and the chair of COD has a spot on the ODLOS Advisory Committee. I feel confident that this is a good place for the COD to begin their work.

Below are two tables. The first is the six areas of focus for COD. The second is a list of the original recommendations (with the six highlighted in green). We can discuss if you feel that there should be any from the original that COD should take the lead on.

Six Areas of Focus

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
2.5	2.6	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	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy

		policy on equity, diversity and inclusion (B.3).			
2.6	2.5	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Hard
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.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium
4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with Implementation Team	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium
4.2b		Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible	COD; ODLOS; Implementation Team		Medium

		understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.			
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.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium

Original 21 Recommendations

Arranged by Difficulty

Rec. #	Relates to #	Recommendation	Original **Refer To**	Notes	Difficulty
1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	COD; ODLOS	ODLOS Advisory Committee; ODLOS	Easy
1.12		Create a scenario-based session on micro-aggessions that addresses how allies of	COD; ODLOS	ODLOS; EDI-IWG – need to create clear objectives	Easy

		targeted people can use the situations as teaching moments to help change behavior.			
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	COD; ODLOS - working with local libraries, host chapter(s)	Chapter Relations, Local Arrangements, and Conference Services (with ODLOS advising if necessary)	Easy
2.5	2.6	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).	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
4.8		Work with other national associations to share checklists, clearinghouse information, etc.	COD; ODLOS	ODLOS; ODLOS Advisory Committee	Easy
5.1		Revive the Diversity Town Hall at Midwinter Meetings	COD, ODLOS	ODLOS	Easy

1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	COD; ODLOS	ODLOS Advisory Committee, ODLOS	Medium
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	COD; ODLOS	ODLOS Advisory Committee; Start, then talk with Conference Committee; Conference Services	Medium
1.5		Offer a free preconference on diversity issues.	COD; ODLOS	ODLOS; Explore costs, options	Medium
1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	COD; ODLOS	Start with ODLOS Advisory Committee, then work with Conference Committee.	Medium
1.9	1.10	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	COD; ODLOS	ODLOS; ODLOS Advisory Committee; Emerging Leaders	Medium
2.2		Create EDI statement that is included in the registration process, similar to the Code of	COD; ODLOS	ODLOS; EDI-IWG; Look at Code of Conduct & consider approach. Work with	Medium

		Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct		Conference Services on conference dissemination.	
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.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium
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.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium
4.9		Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.	COD; ODLOS	ODLOS; Membership Committee; Membership Office	Medium

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	COD, ODLOS	Collaborate with ethnic affiliates and ALA Divisions; ODLOS Advisory Committee	Medium
4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with Implementation Team	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium
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.	COD; ODLOS; Implementation Team		Medium
2.6	2.5	Identify and implement an incentive program	COD; ODLOS; ERT	Meet with ERT to discuss & solicit	Hard

		for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.		ideas; work with ERT, Conference Services to implement	
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.	ODLOS, ORS, COD	ODLOS; ODLOS Advisory Committee; Divisions	Hard
4.14		Increase the capacity of the Diversity Research Grants program.	COD, ODLOS	ODLOS	Hard

Appendix B: Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG) Report

After reviewing the recommendations from the Task Force on Equity, Diversity, and Inclusion (TF-EDI), a small group of ALA staff (Executive Director, Senior Associate Executive Director, and Director of the Office for Diversity, Literacy and Outreach Services (ODLOS)) have identified the following recommendations be explored further with the Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG).

This is not an exhaustive list, as all areas begin to work on the TF-EDI recommendations, the EDI-IWG may be called upon for further clarity or advice.

	Relates to #	Recommendation	Refer To	Notes	Difficulty
2.4		Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	EDI-IWG; ORS	Develop questions to add to current post-conference survey; work with Conference Services.	Hard
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.	ODLOS; EDI-IWG	Originally assigned to COD; need to clarify objectives and reassess where to refer (JG)	Easy
2.2		Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's	ODLOS; EDI-IWG	Originally assigned to COD (JG); Look at Code of Conduct & consider approach. Work with Conference Services on	Medium

		commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct		conference dissemination.	
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.	COD; ODLOS; Implementation Team	TF-EDI already did some of this work; there are documents with this laid out that ODLOS has access to; need to determine objectives and process for maintaining (JG)	Medium
2.5	2.6	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).	ODLOS; EDI-IWG, ERT	Originally referred to COD (JG); Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
5.2b		Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.	ODLOS; EDI-IWG	clarify intent and look at alternatives; offices have advisory groups or a committee which functions in that role	Easy

| 3.2 | 3.1 | 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. | ODLOS; EDI-IWG | Clarify intent. Work with Conference Services, Chapter Relations, MIG or other groups as appropriate for specific situations. | Medium |
| 4.8 | | Work with other national associations to share checklists, clearinghouse information, etc. | ODLOS | Originally referred to COD; Need to clarify objectives and come up with a process. | Easy |

Appendix C: ODLOS Advisory Committee (ODLOS-AC) Report

Originally, the Task Force on Equity, Diversity, and Inclusion (TF-EDI) identified 21 recommendations for the Committee on Diversity (COD). After reviewing the recommendations with ALA staff (Executive Director, Senior Associate Executive Director, and Director of the Office for Diversity, Literacy and Outreach Services (ODLOS)) the list was reduced to six different areas.

Many of the recommendations that were assigned to COD would really fit better going ot the ODLOS Advisory Committee. This committee did not exist when the recommendations were being developed. The ODLOS Advisory committee works directly with the ODLOS and it also has representation from affiliate groups. The ALA staff recommends that 9 of these recommendations be referred to the ODLOS Advisory Committee.

These recommendations do not live in a vacuum and some relate to other recommendations or may need collaboration with other groups. We will be doing all that we can to ensure the progress is shared widely.

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	ODLOS, ODLOS Advisory Committee	Originally referred to COD (JG)	Easy
1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	ODLOS, ODLOS Advisory Committee	Originally referred to COD (JG); work with Conference Committee.	Medium

1.9	1.10	Create a clearinghouse (speaker's bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	ODLOS, ODLOS Advisory Committee	Originally referred to COD; Submit as an Emerging Leaders Project	Medium
1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	ODLOS, ODLOS Advisory Committee	Originally referred to COD (JG)	Medium
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	ODLOS, ODLOS Advisory Committee	Originally referred to COD (JG); Start, then talk with Conference Committee; Conference Services	Medium
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.	ODLOS, ODLOS Advisory Committee	develop News You Can Use presentation for each MW	Easy
4.8		Work with other national associations to share checklists, clearinghouse information, etc.	ODLOS, ODLOS Advisory Committee	Originally referred to COD (JG)	Easy
4.12		Design a research agenda for equity, diversity, and inclusion that could include diverse collection	ODLOS, ORS, ODLOS Advisory Committee	Originally referred to COD (JG)	Hard

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	ODLOS; ODLOS Advisory Committee	Originally referred to COD (JG); Collaborate with ethnic affiliates and ALA Divisions	Medium
		development, models for delivery of reference services in general, as well as specific to individual minorities.			