ALA OFFICE FOR DIVERSITY, LITERACY & OUTREACH SERVICES

Equity, Diversity and Inclusion at the American Library Association

Orientation Content

ROLE OF ODLOS

RECENT HISTORY

DEFINITIONS AND FRAMEWORKS

MEMBER GROUPS WITH EDI CHARGE

GUIDING PRINCIPLES

RESOURCES

ODLOS Mission

- Support libraries in creating responsible and all-inclusive spaces to serve and represent entire community
- Decenter power and privilege
- Facilitate conversations around access and identity
- Use a social justice framework
- Strive to create an association culture where this is everybody's everyday work.

Diversity
To create *understanding* and *appreciation* for cultural and social difference.

Cultural Competency
Effectively *interacting* with people of different backgrounds and cultures.

Social Justice
Focuses on *power dynamics* among different groups of people while acknowledging *historical* and *institutional inequities.*

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Social Justice

Goal: full and equitable participation of people from all social identity groups in a society that is mutually shaped to meet their needs.

A world in which the distribution of resources is equitable and sustainable, and all members are physically and psychologically safe, secure, recognized, and treated with respect.

Process: democratic and participatory; respectful and affirming of human agency; and builds capacity for working collaboratively with others to create change.

Must explore power and privilege within individuals, systems, and institutions.

Adapted from *Teaching for Diversity and Social Justice Third Edition*

History

Spring 2014:

- Concerns around 2016 Annual conference in Florida
- BCALA statement
- Barbara Stripling establishes ALA Task Force on Equity, Diversity and Inclusion (TF-EDI) and appoints its members
    - Co-Chairs: Trevor A. Dawes & Martin L. Garnar
- Define equity, diversity, and inclusion

Equity is not the same as formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups. (Adapted from National Association of Social Workers)

Equity
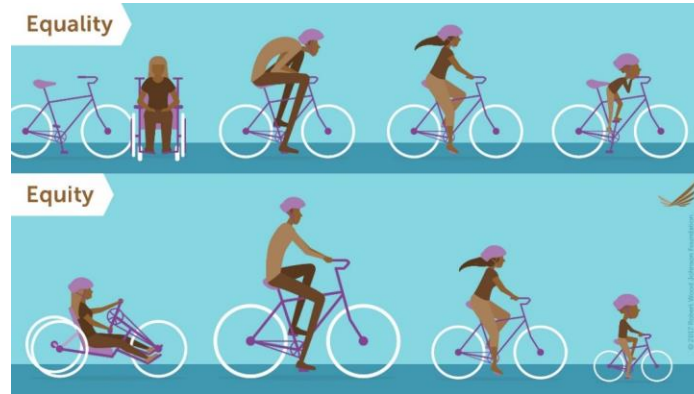
Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as 'invisible' diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual. (Adapted from National Education Association)
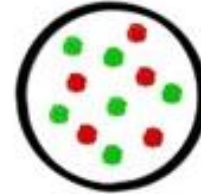
Diversity

Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success. (Adapted from Society for Human Resources Management, Hewlett Packard, and Ferris State University)
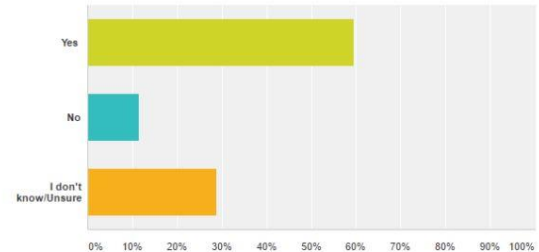
Inclusion

INTEGRATION

INCLUSION

History

June 2016:
- TF-EDI Final Report
- Data collection: surveys, conversations at conferences, feedback from represented groups

Survey 1. Question 2:
Based on the definitions of equity, diversity, and inclusion, do ALA events have a welcoming climate?

Recommendations

- 58 initial recommendations; now 62
- Six areas

1. Conference Program 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

Sample 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.
- ODLOS workshops and webinars
- Truth, Racial Healing & Transformation Great Stories Club 2-day training

Illustration: Ronna Alexander, commissioned by WK Kellogg Foundation

History

July 2016	Equity, Diversity, and Inclusion Implementation Working Group forms (EDI-IWG)
	Co-Chairs: Melissa Cardenas-Dow & Martin Garnar
	Charge: to implement the recommendations of the Task Force on EDI with the respective units

ALA Strategic Plan

Midwinter 2017

ALA Executive Board recommends amending Strategic Plan to include EDI

ALA Council adopts Equity, Diversity, and Inclusion as fourth strategic direction

Strategic Direction: Equity, Diversity, and Inclusion

- ➢ 7 Goals
- ➢ 10 Strategies
- ➢ Implementation Plan

- EDI impacts all aspects of work
- Addressing, dismantling, and transforming policies, structures and biases
- Instrumental in creating a more equitable, diverse, and inclusive society

Member Groups

- Committee on Diversity
- ODLOS Advisory Committee and subcommittees
- Rural, Native, and Tribal Libraries of All Kinds
- Committee on Literacy and Assembly
- Committee on Education and Assembly
- ACRL Diversity Alliance and ACRL Diversity Committee
- ALSC Library Service to Underserved Children and Their Caregivers Committee
- ASGCLA Interest Groups
- LITA Diversity & Inclusion Committee
- LLAMA Equity, Diversity, and Inclusion Task Force
- PLA Task Force on Equity, Diversity, Inclusion and Social Justice
- RUSA Reference Services Section Library Services to the Spanish Speaking Committee

Roundtables

- EMIERT
- Rainbow
- SRRT

Affiliates

- American Indian Library Association (AILA)
- Asian/Pacific American Librarians Association (APALA)
- Black Caucus of the American Library Association (BCALA)
- Chinese American Librarians Association (CALA)
- REFORMA
- Joint Council of Librarians of Color (JCLC)
- Association of Bookmobile and Outreach Services (ABOS)
- Association for Small and Rural Libraries (ARSL)

EDI-IWG
Final Report
Guiding
Principles

Melissa Cardenas-Dow
EDI-IWG Co-Chair

Cultural Competency/Humility

- Acknowledge that our ability to be of best service to our patrons and coworkers is strengthened by our quest to understand our differences.
- Recognize that cultural competence must be understood as never complete and must continually adapt to situations and circumstances.
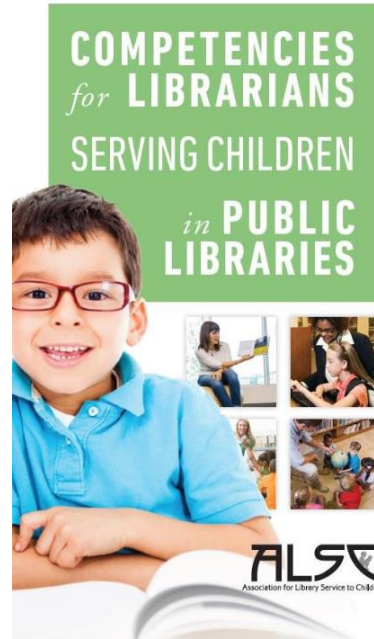
Resources for Further Exploration

Group Agreements

- Be Present. Bring all of yourself to the discussion. Set aside distractions.
- Everyone is INVITED to speak.
- Practice self-awareness.
- Only share what you can carry.
- Everyone is responsible for this space.
- Trust people's lived experiences.

Questions for Reflection

- How am I taking space? How am I making space for other voices?
- How am I using my privilege to speak out in situations that might be riskier for others?
- What kind of risk will I be taking if I speak up?
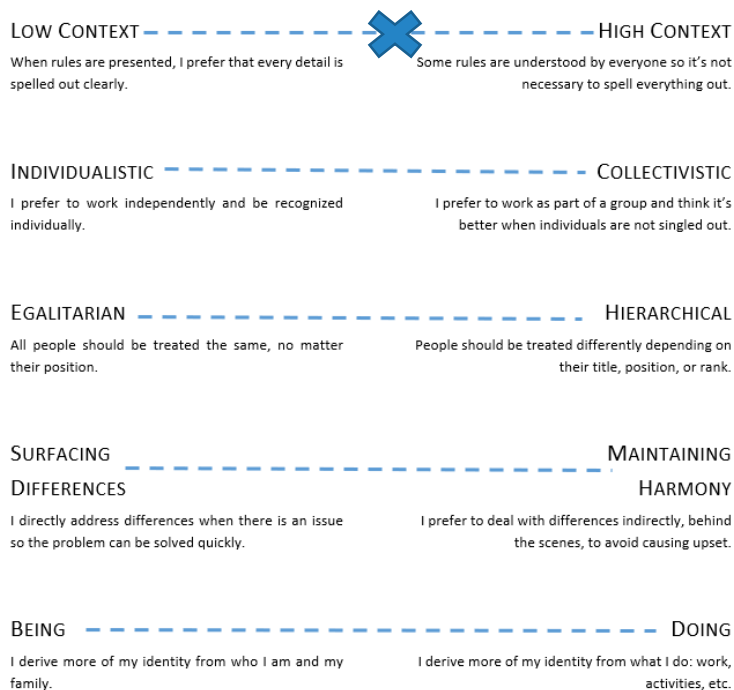- Do I have a sense of what I want to achieve if I speak up?

Privilege in Libraries Activity

	Yes	No	NA
I can, if I wish, arrange to be in the company of people of my same gender identity most of the time.			
If I should need to change jobs, I can be pretty sure of working in a position in a library professionally staffed primarily, if not exclusively, with people with my ethnicity.			
I can examine the majority of materials in my library, print or media, and see people of my race widely and positively represented.			
When conducting collection development, I can easily find materials featuring people of my race.			
I can criticize my library or my profession and talk about how much I fear its policies and behavior without being seen as an outsider.			
I can enter library spaces without taking into account physical accessibility.			
I can speak in public to a board or council made up primarily of cisgender men without feeling that my gender identity is working against me.			
I am never asked to speak for all the people of my racial group.			
I can be pretty sure that the person in charge will be a person of my race.			
In my professional life and in my library activities, I feel welcomed and "normal" in the areas of public life, institutional life, and social life.			
I can go home from most professional meetings or conferences feeling included, rather than isolated, out-of-place, outnumbered, unheard, held at a distance or feared.			
I can speak out about LGBTQIA+ issues regarding library concerns without being seen as self-interested or self-seeking.			

Mapping Your Cultural Orientation

- Place an "X" on each continuum at the spot that most accurately reflects your values.

- There are no right or wrong responses.

LOW CONTEXT – – – – – – – – – – ✖ – – – – – HIGH CONTEXT

When rules are presented, I prefer that every detail is spelled out clearly.

Some rules are understood by everyone so it's not necessary to spell everything out.

INDIVIDUALISTIC – – – – – – – – – – – – COLLECTIVISTIC

I prefer to work independently and be recognized individually.

I prefer to work as part of a group and think it's better when individuals are not singled out.

EGALITARIAN – – – – – – – – – – – – HIERARCHICAL

All people should be treated the same, no matter their position.

People should be treated differently depending on their title, position, or rank.

SURFACING – – – – – – – – – – – – MAINTAINING
DIFFERENCES HARMONY

I directly address differences when there is an issue so the problem can be solved quickly.

I prefer to deal with differences indirectly, behind the scenes, to avoid causing upset.

BEING – – – – – – – – – – – – – – – – DOING

I derive more of my identity from who I am and my family.

I derive more of my identity from what I do: work, activities, etc.

The Role of ALA Leaders in
Living our Values, Shaping our Culture

The Role of ALA Leaders in Living Out Our Values, Shaping Our Culture Webinar

DeEtta Jones, DeEtta Jones and Associates
June 11, 2019

www.DeEttaJones.com

DeEtta Jones

ALA American Library Association

Our Leadership Journey

1. Understand the lenses through which you see and interact with others.
2. Actively seek opportunities to be model inclusive leadership and be an ally.
3. Be willing to be uncomfortable.
4. Focus at personal, practitioner, library and association levels.
5. Continue to invest, learn, challenge, support, act.

http://bit.ly/Role_of_ALA_Leaders

EDI in Our Libraries Video Series

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

- Portland is one of the whitest cities

- Emerging Leaders Project – 2017
- Database of over 50 speakers on EDI and libraries

https://edispeakers.ala.org/

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

Thank you!

ala.org/diversity

http://bit.ly/ALA_EDI

diversity@ala.org

EQUITY · DIVERSITY · INCLUSION