

TO: ALA Executive Board

RE: Office for Diversity, Literacy and Outreach Services

ACTION REQUESTED/INFORMATION/REPORT:

Update on activities of the Office for Diversity, Literacy and Outreach Services and EDI at ALA

ACTION REQUESTED BY:

Kristin Lahurd, Interim Director, Office for Diversity, Literacy and Outreach Services

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DRAFT OF MOTION:

No motion proposed – informational only

DATE: October 4, 2019

BACKGROUND:

The report details activities related to equity, diversity, and inclusion within and beyond the Office for Diversity, Literacy and Outreach services, from Annual Conference 2019 through fall 2019.

Equity, Diversity, and Inclusion Updates

Fall 2019 Executive Board Meeting

EDI Implementation Working Group Final Report

In 2016, the ALA Equity, Diversity, and Inclusion Implementation Working Group (ED-IWG), co-chaired by Melissa Cardenas Dow and Martin Garnar, began the process of implementing and monitoring the recommendations of the Task Force on Equity, Diversity, and Inclusion (TF-EDI). At the conclusion of three years of work, the group submitted their final report at ALA Annual 2019. With the Board's approval of the report, the Office for Diversity, Literacy and Outreach Services (ODLOS) shared the report with all ALA staff, encouraging staff to use the guiding principles to inform their work with colleagues, members, and the library community at large. ODLOS will work with the ODLOS Advisory Committee and Committee on Diversity on ways to use the report and its guiding principles, and we invite the Board's input on this as well.

http://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/EB12.47_EDI-IWG_REPORT_FINAL.pdf

EDI at Annual Conference 2019

Annual Conference included an extensive offering of equity, diversity, and inclusion resources and opportunities.

Open Sessions

The schedule included three open sessions on Implicit Bias and Microaggressions, each attended by 50-75 people:

- Saturday, June 22, 2019 from 10:30am -12PM - Facilitated by Anne Phibbs
- Saturday, June 22, 2019 from 1:00pm-2:30pm - Facilitated by Mee Moua and Mike Wenger
- Sunday, June 23, 2019 from 2:00-3:30pm - Facilitated by Mee Moua and Mike Wenger

Two-Part EDI Session for Councilors, facilitated by DeEtta Jones

- 1) Webinar on June 11: "The Role of ALA Leaders in Living Out Our Values, Shaping Our Culture" (archive: http://bit.ly/Role_of_ALA_Leaders)
- 2) Facilitated Conversation: Two-hour discussion with the ALA Council during Council 1 Session

Conference Website

Annual Conference 2019 marked the first time ALA had a designated space on the conference website specifically for EDI issues, events, and resources. The page fell under "What's Happening" / "Equity, Diversity, and Inclusion" on the Annual website.

Equity, Diversity, and Inclusion Updates

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ODLOS curated this list for conference attendees who may be interested in sessions related to equity, diversity and inclusion. The sessions are grouped by session type with definitions to guide attendees through the selections.

<https://2019.alaannual.org/equitydiversityandinclusion>

Proposed EDI Orientation for Member Leaders

Developed by ODLOS

Our recommendation is to institutionalize an EDI orientation for ALA member leaders, in the form of an archived webinar, to be ready for Councilors as an orientation prior to Midwinter 2020. The webinar would be used as orientation for new ALA staff as well.

ODLOS would develop the webinar in partnership with the ALA Council Orientation Committee.

Orientation Objectives

Member leaders will:

- Gain familiarity with the Council-approved definitions for equity, diversity, and inclusion
- Become familiar with/review the strategic direction on equity, diversity, and inclusion
- Be able to identify the various committees and round tables that directly address EDI in their charge:
 - Committee on Diversity
 - ODLOS Advisory Committee
 - Rural Native and Tribal Libraries of All Kinds Committee
 - Ethnic and Multicultural Information Exchange Round Table
 - Gay, Lesbian, Bisexual, and Transgender Round Table
 - Social Responsibilities Round Table
- Understand the distinct and unique relationship between ALA and the five ethnic affiliates, plus JCLC
 - 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: The National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking
 - Joint Council of Librarians of Color (JCLC) - made up of representatives from all five of the ethnic affiliates
- Have a common definition of social justice as it relates to ALA
- Gain familiarity with ALA's Office for Diversity, Literacy and Outreach Services, its mission, and its role in leading efforts around EDI, literacy, outreach, recruitment, and retention through a social justice framework

Equity, Diversity, and Inclusion Updates

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Spectrum

The 2019 Spectrum Leadership Institute, held June 20-23, 2019 at ALA Annual in Washington, D.C., included participation of 62 Scholars, more than fifteen alumni volunteers, and more than twenty ALA and affiliate member-leaders, culminating in a weekend of leadership development, introduction to ALA conferences, and relationship-building. Scholars participated in three panels created based on their feedback and curated by the Spectrum Advisory Committee, as well as social events such a luncheon and opening and closing receptions to connect with alumni from the program and leadership at all levels of the association. The Spectrum Advisory Committee also hosted a “Chair’s Program” focused on imposter syndrome open to all conference attendees, with attendance of approximately 50.

The Spectrum Advisory Committee (SAC) voted unanimously to approve the 2019 jury’s recommendations to amend the Spectrum application criteria and change the personal essay prompt to focus more holistically on applicants’ commitment to social justice and community-building. These changes went into effect on September 1, 2019 to coincide with the opening of the 2020 scholarship application.

SAC hosted a Twitter Chat in August on people of color and careers in the Galleries, Libraries, Archives, and Museum fields. SAC is also partnering with the Art Libraries Society of North America (ARLIS/NA) on an upcoming webinar focused on the experiences of people of color in art librarianship. Finally, SAC has rolled out personalized, individual communications to each of the 2019 selected Scholars in order to establish an alumni-Scholar connection earlier in the cohort year.

The Association for Rural and Small Libraries (ARSL) is the seventh and final affiliate that ODLOS liaises with that will now offer free membership to interested, current Spectrum Scholars. As of fall 2019, Scholars now have access to a free year of membership with ABOS, ARSL, CALA, REFORMA, AILA, BCALA, and APALA, as well as all ALA divisions and several round tables.

EDI Consultations and Continuing Education

This fall ODLOS staff, in partnership with the staff of the Chapter Relations Office (CRO), are leading several workshops and webinars. To expand our capacity and allow us to reach a wider library audience, Kristin Lahurd and Jody Gray created a facilitator training for ALA staff, which could be expanded to include ALA members interested in leading EDI workshops at their libraries and at chapter and other conferences.

In early August we trained Briana Jarnagin (ODLOS), Mariel Colbert (CRO), and Michael Dowling (CRO) to facilitate our half-day workshop, “EDIcon: Foundations of Equity, Diversity, and Inclusion,” and to provide support for our other workshops and webinars.

Equity, Diversity, and Inclusion Updates

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In September, Jody Gray and Kristin Lahurd facilitated two sessions of “EDIcon” for the New Jersey Library Association (NJLA). The first day was for NJLA leadership (35 people), and the second day was open to any interested library workers (approximately 100 people participated).

In November, Kristin Lahurd, Briana Jarnagin, and Mariel Colbert will facilitate a full-day preconference at the New York Library Association conference. We will lead the EDIcon workshop in the morning and build on the workshop concepts in the afternoon through a framework for creating an EDI action plan that participants can implement at their libraries. The following day, we will keynote a lunch program on “Uncovering Privilege & Addressing Microaggressions.” Also in November, ODLOS staff will facilitate a workshop on Implicit Bias for the staff in-service day at Waukegan Public Library in Waukegan, Illinois.

In addition to our in-person workshops, ODLOS and CRO staff are leading the following webinars this fall:

- “EDI Elements” series for Fairfax County Public Library in Fairfax, Virginia: This series of three webinars provides a foundational framework for equity, diversity, and inclusion and includes the topics “Cultural Competence,” “Implicit Bias,” and “Microaggressions.” We are facilitating one webinar each month, from September through November.
- “Identifying Microaggressions” webinar presented in September for the current cohort of the Truth, Racial Healing & Transformation Great Stories Club

For details on the continuing education offerings from ODLOS:

<http://www.ala.org/aboutala/offices/diversity/continuinged/workshops>

Mount Prospect Public Library Equity, Diversity, and Inclusion Strategic Planning Pilot

In September Jody Gray and Kristin Lahurd concluded an EDI strategic planning project with Mount Prospect Public Library in Mount Prospect, Illinois. Our consulting process involved several in-person meetings with library leadership, including asset-based assessment and other foundational work, such as support in defining equity, diversity, and inclusion at their library. We also facilitated a full-day in-service in May for the library’s staff of 135, on “Cultural Competency and Implicit Bias.” This in-service launched the library’s Cultural Competencies Initiative. Finally, we concluded our strategic planning consultation by submitting an “Assessment and Capacity Building” report, which includes reflections and recommendations to assist the library in creating an EDI action plan, and meeting with the library’s Executive Director to discuss the report and next steps.

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ODLOS Staffing Update

Jody Gray's last day at ALA was September 6th. She has taken a position as Director of the Office of Diversity and Inclusion in the College of Food, Agricultural and Natural Resource Sciences at the University of Minnesota. Kristin Lahurd, Assistant Director, Literacy and Continuing Education, is serving as Interim Director.

Gwendolyn Prellwitz, Assistant Director, Recruitment and Retention, is on sabbatical until January 2020.

Submitted by Kristin Lahurd, Interim Director,
ALA Office for Diversity, Literacy and Outreach Services