Committee on Diversity

Summary of activities Midwinter and ALA 2014

**Charge:** To provide a forum to research, monitor, discuss, and address national diversity issues and trends. To analyze and address the impact of diversity issues and trends on the profession, and the relevance and effectiveness of library leadership, library organizations and library services to an increasingly diverse society. To provide to council and ALA membership information, needed for the establishment of ALA policies, actions and initiatives related to national diversity issues and trends. To encourage and facilitate diversity in ALA membership and the recruitment and retention of a diverse workforce in the profession as a whole. To encourage and facilitate diversity in ALA leadership and leadership development. To facilitate a broad awareness of how and why diversity is unequivocally linked to all ALA areas of concern such as intellectual freedom, education and continual learning, literary and equity of access. To work collaboratively with the ALA president, ALA council, ALA divisions, ALA offices and units, ALA round tables, ALA committees, and ALA affiliates. To serve in an advisory capacity to the director of the office for diversity to (1) support the role of the office for diversity as the clearinghouse for ALA's diversity resources, contacts, and information exchange, (2) monitor the implementation, progress and ongoing evaluation of ALA national diversity initiatives and programs, and (3) plan, support and encourage conference programs, activities and special events.

**Accomplishments:** The Committee works with its three subcommittees (Diversity Council, Diversity Research Grant Advisory Committee, and Spectrum Advisory Committee) to carry out the charge above. We worked together on a statement regarding the 2016 Conference in Orlando ([http://connect.ala.org/node/220500](http://connect.ala.org/node/220500)). A new cohort of Spectrum Scholars was selected. Diversity Council collated Council candidates affiliated with the constituent members of the Council.

**Planned activities:** The Committee on Diversity, working with the Office for Diversity, is planning a portal or resource page of diversity resources. We are looking at various ways to highlight the 12 years of Diversity Research grants. We are also looking at ways to highlight research by members of the ethnic caucuses and of other constituent groups.

**Issues that affect the committee’s work:** The charge of the Committee is large and complex. It is challenging to address all the dimensions of the charge.

**Relationship of committee’s work to ALA’s strategic plan:** ALA’s strategic plan identifies diversity as a Key Action Item (page 3): “Diversity is a fundamental value of the association and its members, and is reflected in its commitment to recruiting people of color and people with disabilities to the profession and to the promotion and development of library collections and services for all people.”

Diversity is called out in the Goal Area “Building the Profession” (page 5): “ALA promotes excellence and diversity in the library field.”

**Interaction with other units within ALA:** The Committee on Education and the Committee on Diversity formed a new joint Diversity Working Group (DWG) comprised of members of both committees. The goal of the DWG is to assess diversity components of IMLS funded graduate library programs and to collect
both quantitative and qualitative data on best practices. A survey tool will be created, as well as phone interviews. DWG follows up on the work of a previous committee that administered a survey on a similar topic. ALA Offices for Accreditation, Diversity, and Research & Statistics were consulted. We work closely with the American Indian Library association (AILA), the Asian Pacific American Librarians Association (APALA), the Black Caucus of the American Library Association (BCALA), the Chinese American Librarians Association (CALA), REFORMA: The National Association To Promote Library And Information Services To Latinos And The Spanish Speaking, the Gay, Lesbian, Bisexual, Transgender Round Table (GLBTRT), and Association of Specialized and Cooperative Library Agencies (ASCLA).

Committee members:

Dale K. McNeill (Chair, July 1, 2013, to June 30, 2014) Attended Midwinter and Annual
Ms. Cassandra G. Barnett (Member, July 1, 2013, to June 30, 2015) Attended Annual
Vivian Bordeaux (Member, July 1, 2012, to June 30, 2014) Attended Midwinter and Annual
Ms. Tiffany Lanette Bradford-Oldham (Member, July 1, 2013, to June 30, 2015)
Pat M. Couts (Member, July 1, 2012, to June 30, 2014) Attended Midwinter
Eboni Dickerson (Member, July 1, 2013, to June 30, 2015) Attended Midwinter
Mr. Sol Antonio Gomez (Member, July 1, 2012, to June 30, 2014)
Todd Krueger (Member, July 1, 2012, to June 30, 2014) Attended Midwinter and Annual
Binh P. Le (Member, July 1, 2013, to June 30, 2015) Attended Midwinter
Mr. Mike L. Marlin (Member, July 1, 2013, to June 30, 2015) Attended Midwinter
Mrs. Silvana M. Mazo (Member, July 1, 2012, to June 30, 2014)
Dr. Lori S. Mestre (Member, July 1, 2013, to June 30, 2015) Attended Midwinter and Annual
Alanna Aiko Moore (Member, July 1, 2013, to June 30, 2015) Attended Midwinter and Annual
Lessa K. Pelayo-Lozada (Member, July 1, 2012, to June 30, 2014) Attended Midwinter and Annual
Mr. Steven D. Yates (Member, July 1, 2013, to June 30, 2015) Attended Midwinter and Annual
Todd Deck (Intern, July 1, 2013, to June 30, 2015)
Mrs. April Grey (Intern, July 1, 2012, to June 30, 2014) Attended Annual

I would like to give special thanks to Lessa Pelayo-Lozada, who graciously, accurately, and quickly took the notes at the two meetings in 2014. And I would like to give a special word of thanks to Michelle Harrell Washington and Gwendolyn Prellwitz, the staff liaisons to the Committee. They inspired and assisted us in our work.

Committee self-check on value: At the Annual Meeting in Las Vegas, the Committee spent some time in discussion related to the value of the committee and the subcommittees. All present felt strongly that the committee, the subcommittees, and their work is valuable to the association. As chair, I expressed my concern that the one year term is challenging.

Respectfully submitted,

Dale McNeill, Chair 2013-2014