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 trend 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.

Committee Members:

Alanna Aiko Moore (Chair, July 1, 2014, to June 30, 2015)
Sandy Avila (Member, December 19, 2014, to June 30, 2015)
Cassandra G. Barnett (Member, July 1, 2013, to June 30, 2015)
Matthew P. Ciszek (Member, July 1, 2014, to June 30, 2016)
Eboni Dickerson (Member, July 1, 2013, to June 30, 2015)
Ed Garcia (Member, December 19, 2014, to June 30, 2016)
Esther L. Gil (Member, July 1, 2014, to June 30, 2016)
April Grey (Member, July 1, 2014, to June 30, 2015)
Binh P. Le (Member, July 1, 2013, to June 30, 2015)
Sam Leif (Member, July 1, 2014, to June 30, 2016)
Mike L. Marlin (Member, July 1, 2013, to June 30, 2015)
Dale K. McNeill (Member, July 1, 2014, to June 30, 2015)
Lori S. Mestre (Member, July 1, 2013, to June 30, 2015)
Lessa Kanani‘opua Pelayo-Lozada (Member, July 1, 2014, to June 30, 2016)
Steven D. Yates (Member, July 1, 2013, to June 30, 2015)
Todd Deck (Intern, July 1, 2013, to June 30, 2015)
Jose Miguel Ruiz (Intern, July 1, 2014, to June 30, 2016)
Gwendolyn Prellwitz (Staff Liaison)
Accomplishments from June 2014 through January 2015 (6 months):

- At the 2014 ALA Annual meeting in Las Vegas, COD members expressed interest in being engaged in projects throughout the year (between Midwinter and Annual meetings) and suggested the creation of an annual work plan. The work plan will allow COD to track progress on projects, engage committee members and also serve as a historical document that could be passed on to the next slate of members each year. In order to increase communication on the project progress, the COD began holding monthly meetings via conference call.
- Per work plan, a small working group has been following up with past recipients of ALA’s Diversity Research Grants for the past 12 years to locate findings, presentations, publications and additional research undertaken after the life of the grant.
- Per work plan, a small working group is developing recommendations for improving the visibility of diversity programming at ALA conferences. COD has also agreed to co-sponsor AC2015 program on leadership development with the Chinese American Library Association.
- COD discussed ALA Strategic Planning, and will continue to monitor the evolving plan to ensure diversity is represented strongly
- COD reviewed available Council resolutions that pertain to diversity issues to determine if there was a need for COD support of feedback.
- COD has been monitoring the growth of community within the Diversity Member Interest Group (MIG) (http://connect.ala.org/node/229994) and is interested in how the work of the Diversity MIG may intersect with other diversity committees, including COD.
- COD has a representative on the Task Force for Equity, Diversity and Inclusion and at Midwinter discussed how to strengthen ties and build communication between the two groups so that COD can assist the Task Force in its current work, and in the future, when the work of the Task Force concludes, offer COD as a standing committee that is available to continue the momentum and work.
- COD has three representatives on the Committee on Education/Committee on Diversity Working Group, which is pursuing a research study of diversity best practices in LIS Education.

COD oversees three subcommittees: Diversity Council, Diversity Research Grant Advisory Committee, and Spectrum Advisory Committee to assist with carrying out the charge of COD. Please see attached Report on the Spectrum Scholarship Program inclusive of all activities undertaken by the Spectrum Advisory Committee.

Diversity Council:
Members are recommending that Diversity Council be dissolved and that Diversity Council representatives be folded into the membership of COD. Diversity Council is made up of two representatives from each ethnic caucus, and two representatives from GLBTRT and ASCLA for a total of 14 members. Diversity Council’s charge is to “provide a forum to communicate the needs and concerns of the above groups to COD, and thus to the ALA Council.” The rationale for the proposal is that Diversity Council has been fairly inactive the last few years, and that Diversity Council representatives would be better served by having a voice on COD. This would mean that in the future, COD members would be partially Presidentially-appointed and partially Diversity Council representatives. COD is in the process of reviewing the details of the Diversity Council proposal and will provide feedback to Diversity Council. When COD receives the final proposal it will be sent to the Committee on Organizations (COO) for review.

Diversity Research Grants (DRG) Advisory Committee:


- Gerald Holmes, reference librarian and diversity coordinator, University Libraries, University of North Carolina at Greensboro (UNCG) selected as the 2014 Achievement in Library Diversity Honoree; Mr. Holmes was presented with the honor during the News You Can Use Diversity Research Update at ALA MW2015.

Planned activities for the coming year:

- Diversity Research: market and display online working group’s findings from historical analysis of past grant winners; make recommendations to DRG Advisory to monitor and regularly update online information about past grants
- Conference: create centralized location of all diversity programming for AC2015 as prototype for future efforts
- Strategic planning: in April, COD will review the Information Policy and Professional Leadership Development draft documents as they become available.

Issues that affect the committee’s work and their implications for the future:
• The proposal to disband Diversity Council and incorporate members into COD will change the membership, numbers, and representation on COD. It is unclear at this time what the implications will be, but COD members support the proposal and believe it is a positive change.

Interaction with other units within ALA:
• COD continues to 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).

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.”

Current Level of Committee Members Involvement
• COD is an active committee, and all current members are engaged in the work and committed to working on one or more projects.

• It has been difficult however, to get COD members to liaison to other committees like the Advocacy Coordinating Committee and Legislative Assembly, since they often are committed to other tasks and projects.

Committee self-check on value and viability:
Now, more than ever, COD members feel that the committee is vital and needed. Our work supporting the Office for Diversity and diversity initiatives throughout the Association are timely and necessary. COD and its subcommittees and their work is valuable to the association.

Respectfully submitted,

Alanna Aiko Moore, Chair, Committee on Diversity
Report on the Spectrum Scholarship Program
Activities undertaken by Spectrum Advisory Committee June 2014 through January 2015 (6 months), submitted by Chair Holly A. Smith

Accomplishments since last meeting, a concise account:
• Committee helped Office for Diversity develop a sponsorship kit and broaden ProQuest’s support for the Spectrum Scholarship Program securing $52,000 of annual support for the next three years directly to Spectrum. See http://www.ala.org/news/press-releases/2014/06/proquest-broadens-commitment-spectrum-scholarship-program. As part of this direct relationship, ProQuest now spotlights its Spectrum recipients at http://www.proquest.com/search/?searchKeyword=spectrum.
• Committee (in conjunction with Spectrum Doctoral Fellows) solicited, reviewed and selected the winner of ALISE/ALA Travel to ALISE 2015 Conference, SAC’s own Nik Dragovic; see https://ali.memberclicks.net/alise-awards---2015---winners
• Committee developed application system and selected winner of the Ellen Fader/ALSC Crossing the Finish Line Scholarship (to be announced February 2015), see http://www.ala.org/offices/2015-alsc-spectrum-crossing-finish-line-scholarship
• Committee members helped promote Giving Tuesday alumni fundraising effort; please join the committee in recognizing the current Spectrum Leadership Circle and all donors; see more at http://www.ala.org/offices/spectrum-leadership-circle
• Committee held a social at ALA Midwinter, see http://alamw15.ala.org/node/28759
• Committee is actively working on branding and marketing activities (redesigned and expanded website; new print materials; etc) that support its community building, marketing/recruitment and fundraising goals – the committee is actively engaging Spectrum recipients to be featured across these efforts

Planned activities for upcoming six months, a concise account:
• Promote Spectrum Scholarship and encourage applicants -- deadline is March 1, 2015
• Launch expanded Spectrum website and promote new print Spectrum recruitment materials
• Create community to support local hosts/organizers in a Spring series of regional Spectrum fundraisers branded as “One City, One Scholarship”
• Review proposals and select alumni-led Spectrum Institute/ALA Annual conference programs
• Identify alumni to serve as conference mentors onsite @ ALA Annual 2015
• Review applications for the Lillian Lewis travel grant to ALA Annual Conference (for alumni only) sponsored by Carla Hayden and select recipient.
• Monitor subcommittee (Spectrum Jury) as they complete their review and selection of 2015 Spectrum Scholars
• Organize social in conjunction with ACRL 2015 Conference
• Organize social in conjunction with ethnic caucus for Annual 2015
• Coordinate alumni fundraising week focused on friends and family appeals and local Spectrum fundraising events

Other comments/information you believe will help the Association in its work:
The Spectrum Advisory Committee also closely monitors and supports the Knowledge Alliance recruitment initiative (http://knowledgealliance.org/) and will continue to assist the Office for Diversity in completing grant goals through the project end (March 30, 2015) and help develop strategies to sustain this project after IMLS funding.

Summary of Spectrum-related grant projects
IMLS Grant—Spectrum Doctoral Fellowships: Building Change
Spectrum Doctoral Fellowships were awarded to RaShauna Brannon at the University of Illinois at Urbana-Champaign; LaVerne Gray at the University of Tennessee Knoxville; Miraida Morales at Rutgers University; Myrna Morales at the University of Illinois at Urbana-Champaign; Mario Ramirez at the University of California – Los Angeles; and Elnora Tayag at the University of North Carolina at Chapel Hill. More information about each Fellow can be found at http://www.ala.org/offices/diversity/spectrum/phd.

ALISE President Dr. Clara Chu has engaged the Spectrum Doctoral Fellows in working together on an extension of her presidential initiatives – the development of a resource to infuse social justice into LIS research and teaching. The resulting The Social Justice Collaboratorium (SJC) is currently under development and has been featured at multiple presentations, including IFLA 2014, ALISE 2015 and the ALA Midwinter Meeting 2015. For more information about past and upcoming presentations please visit http://www.ala.org/offices/diversity/spectrum/phd.

Additionally, five past Spectrum Doctoral Fellows, joined the current Fellows for a retreat in conjunction with ALISE 2015. Additionally four past Fellows who are all now new faculty (Dr. Janet Ceja, Dr. Monica Colon- Aguirre, Dr. Nicole A. Cooke, and Dr. J. Brenton Stewart) discussed their experiences as scholars and professionals of color in library and information science at two ALISE 2015 sessions:
• http://alise2015.sched.org/event/1966359b99847b002379c9db8aedbed0#.VMgjn2jF928
• http://alise2015.sched.org/event/f03647fa1ce978e74e871ae817388f#.VMgkwWjF928

Respectfully submitted,

Holly Smith, Chair, Spectrum Advisory Committee