Topic: Filling the Advocate Position for the YALSA Board

Background: As a result of the 2019 Midwinter Board Document #12, the Board discussed and accepted the creation of an advocacy seat for the YALSA Board. A By-Laws change was passed by a membership vote in the 2019 Elections so that this position would be Ex-Officio thereby decreasing the number of Board members. The Board must now decide how this position will be filled. This document is brought by Colleen Seisser, Trixie Dantis, and Ryan Moniz.

Action Required: Action

The YALSA Board voted to change the number of members at large from seven to six and to create an Ex-Officio Advocacy position. This position will be held by someone who is not yet a YALSA member but has an advocacy role for teens. The Board directed the Executive Director to work with staff to put the by-laws change on the 2019 ballot for member consideration and it was passed by the membership. The Board now needs to decide on a process to fill this position.

Proposal:
Option 1: The process to fill this seat is done by an application process followed by Board appointment, similar to that of the ALA Liaison and Board Fellow processes.

Option 2: With direction from the Board, the Board Development Committee identifies, vets, and recruits an Advocacy Member who brings relevant skills or knowledge from beyond the library community.

Option 1 Broad Logistics and Timeline:
July-Nov. 2019: Staff work out details, create application, letter of agreement, etc.
Mar-May 2020: YALSA board reviews applications and selects the best candidate. The candidate reviews, signs, and returns letter of agreement
July 2020: Advocate Position one year term begins
July 2020-July 2021: Advocate Position works to bring unique perspectives and resources to diversify the YALSA Board
May - June 2021: Advocate Position reports and/or works with the YALSA President to identify and implement an evaluation process to measure first year impact
July 2021: Advocate Position term ends

Option 2 Broad Logistics and Timeline:
July 2019: Board directs Board Development Committee based on identified skills or knowledge gaps or potential partnership area/organization.
July 2019-Feb. 2020: Board Development Committee identifies, vets, and recruits potential Advocate Members.
March 2020: Board reviews candidates and appoints Advocate Member
April-May 2020: Candidate reviews, signs, and returns letter of agreement.
July 2020: Advocate Member begins their one year term.
July 2020-July 2021: Advocate Member works to bring unique perspectives and resources to diversify the YALSA Board.
May-June 2021: Advocate Member reports and/or works with the YALSA President to identify and implement an evaluation process to measure first year impact.
July 2021: Advocate Member’s term ends unless renewed.

Rationale

An application will allow the individual applying for the position to be able to provide information on why their experience and skills make them they are the best fit for this advocate role. An application followed by the Board appointment will allow for the applicant to be vetted by various qualified individuals.

An application will allow the person applying for the position to be able to provide information on why they are the best fit for this advocate role. An application reviewed by the YALSA Board Development Committee will allow for the applicant to be vetted by various individuals. Placing individuals on the ballot will allow the membership to also weigh in on who they feel is the best fit for the Advocacy Board position.

By identifying desired skill set, knowledge base, or potential partnership area/organization, the Board can strategically leverage the Advocate Member position to implement projects or initiatives when skills, knowledge, or partnership would be favorable or useful.

Financial Implications

Staff or Member time to create the application, letter of agreement, etc.

Marketing related costs associated with advertising the advocate position through non-traditional library outlets. (If we’re looking to find someone that doesn't necessarily have a library background, then we need to consider how we promote the opportunity to ensure we reach our intended audience.)

Member time to review the applications

Evaluation/Measuring Impact
Whichever option is decided upon, those involved in the process will evaluate for the first year and then make any recommendations for improvements.

**Alignment to Equity, Diversity and Inclusion Goals**

Option 1: Filling this seat with an application process will give a level playing field to those applying as they will be able to share what skills, values, and accomplishments they hold that make them the best fit for this position.

Option 2: By recruiting a candidate, YALSA can reduce barriers to the Advocate Member position by not requiring a potential candidate be exposed to the call for applicants and also by reaching out to candidates with diverse backgrounds.

**Proposed Board Action**

Choose option one or option two, or develop another process.

**Additional Information**

2019 Midwinter Conference Board Document #12 “Board Seat for an Advocate”

2017 Midwinter Conference Board Document #27, “Broadening the Board’s Composition”


Dealing with Disruption and Competition to the Association Industry

2017 Midwinter Conference Board Document #41 “Proposal to Create ALA Liaison”