YALSA Board of Directors Meeting
ALA Annual Meeting, Las Vegas
June 26 – July 1, 2014

Topic: **Establish a Cultural Competencies Taskforce**

Background: **In March 2014, YALSA President Shannon Peterson moderated a webinar featuring panelists Kafi Kumasi and Vanessa Irvin Morris to discuss recommendations from *The Future of Library Services for and with Teens: A Call to Action* report to improve cultural competencies in libraries. Together, they explored and discussed the role that cultural competencies are playing and will continue to play in the future of teen library services. A recording of the webinar may be found here: https://www.youtube.com/watch?v=_a7izSpU3oU. The board may want to think about the role YALSA can play in helping library staff build cultural competencies. Candice Mack and Carrie Kausch have created a proposal for the board's consideration.**

Action Required: Action
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Proposal:
• Establish a new taskforce to provide resources to members in support of cultural competence and develop competencies that best support diversities.
• Direct existing YALSA groups to incorporate cultural competence into their activities, as outlined below.

Rationale:
The Future of Library Services for and with Teens: A Call to Action includes data from the 2010 census that reveals the growing diversity in our child population. Our teen patrons are coming from homes with diverse ethnicities, sexualities, cultures, income and education levels. They face a wide range of social issues including immigration, homelessness, abuse, pregnancy, and bullying. Many have mental health needs or have a disability. Libraries need to be a place where teens feel welcome and respected no matter who they are. Teens need to see themselves reflected in library collections, programming, space and staffing and be able to find support and resources. In order to support our members in moving forward with the *Call to Action*, a task force should be established to create and provide resources to members in support of cultural competence and develop competencies that best support diversities.

How YALSA can support the members as they build cultural competence:
• In order to help school and public library workers develop cultural competencies in their libraries, YALSA would develop a cultural competencies toolkit for

library staff working for and with young adults in school and public libraries. The toolkit would include:

- o An overview of what cultural competencies are
- o Information on why it is important for librarians to develop cultural competence
- o Examples of best practices
- o How to develop collections that support cultural competencies
- o How to integrate cultural competencies into programs for young adults
- o Information on cultural competencies and the school curriculum
- o How to conduct outreach to connect with community groups that can help libraries strengthen cultural competencies
- o Talking points on the role the public and school libraries play in supporting cultural competencies
- o A list of useful resources
- o Illustrate how cultural competencies are integral to connected learning values

- Offer more cultural competency-focused CE (e.g. webinar, YALSA Academy video, etc) as appropriate
- Incorporate cultural competencies into summer reading/learning efforts, Teen Read Week™, and Teen Tech Week™
- Determine the viability of an infographic relating to cultural competence, and create one if feasible for member use
- Write content for YALSA publications, such as the YALSAblog and *YALS*, about cultural competencies and libraries
- Build out the diversity page on the wiki:
  http://wikis.ala.org/yalsa/index.php/Serving_Diverse_Teens_@_Your_Library
    - o Create and disseminate a list of recommended professional reading, viewing, etc.
- Highlight ALA cultural competence resources to YALSA members
- Encourage conversations that promote cultural competencies for libraries, via tweet-ups and other appropriate methods
- Other?

Proposed Taskforce Charge:
Adapt existing exemplary resources, and as needed, create new ones to help members learn how to incorporate cultural competencies into their everyday work and how libraries can strengthen competencies in order to increase their relevance and value as a partner in their community. Activities include: creating a cultural competencies toolkit; maintaining the diversity page on YALSA's public wiki and encouraging members to contribute to the content there; creating a cultural competence self-assessment; as

requested by the YALSAblog Manager & *YALS* Editor, identify individuals to create cultural competence-focused content; and increase member awareness of existing cultural competency resources from the ALA Office for Diversity and ALA Affiliates. Taskforce size: 5-7 virtual members, including the chair. Term of appointment: September 1, 2014 through August 31, 2015.

Recommended Board Action
The Board moves to establish a Cultural Competencies Taskforce as outlined above and direct the president to appoint members to serve on the taskforce as well as work with appropriate existing member groups to incorporate the topic into their work.

Additional Resources
- The Future of Library Services For and With Teens: A Call to Action
www.ala.org/yaforum/sites/ala.org.yaforum/files/content/YALSA_nationalforum_final.pdf
- "Developing Cultural Competence to Create Multicultural Libraries: by Patricia Montiel-Overall, Ph.D.
www.ala.org/irrt/sites/ala.org.irrt/files/content/irrtcommittees/irrtintlpapers/Patricia_Montiel-Ove.pdf
- "Cultural Competence: A Conceptual Framework for Library and Information Science Professionals" by Patricia Montiel-Overall
http://knowledgeriver.sites.arizona.edu/sites/knowledgeriver.sites.arizona.edu/files/MontielOverall2009Cultural%20competence%20a%20conceptual%20framework%20for%20LIS%20professionals.pdf
- Nursing education in cultural competencies toolkit:
www.aacn.nche.edu/education-resources/toolkit.pdf
- Competencies and Objectives for Counselors:
www.counseling.org/docs/competencies/crosscultural_competencies_and_objectives.pdf?sfvrsn=3
- NEA's Diversity Toolkit: http://www.nea.org/tools/30402.htm
- National Center for Cultural Competence: http://nccc.georgetown.edu/ has self-assessments like
http://nccc.georgetown.edu/documents/Final%20LGBTQ%20Checklist.pdf
- Social Work Standards for Cultural Competence:
www.naswdc.org/practice/standards/NASWculturalstandards.pdf