

**YALSA Board of Directors Meeting  
ALA Midwinter Meeting, Denver  
February 9 – 12, 2018**

**Topic:** Advancing Diversity  
**Background:** Increasing the number of YALSA members with diverse backgrounds is one component of YALSA’s 3-Year Implementation Plan. Sandra Hughes-Hassell, Mega Subramaniam, and Candace Mack have presented the proposal below for the Board’s consideration. This proposal was presented for the board’s consideration via virtual discussion in July 2017. In order to be entered into the official record of the organization, this document is presented as a consent item for the Board’s 2018 Midwinter Meeting.

**Action Required:** Consent

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**Proposal**

Assemble a taskforce to explore the challenges and opportunities library staff of diverse backgrounds face when connecting with YALSA, including barriers (real or perceived) to YALSA membership, and to submit findings and recommendations to the Board for decision making.

**Rationale**

One of the listed outcomes of YALSA’s 3-year Implementation Plan is to increase the number of YALSA members with diverse backgrounds, as defined by ALA, by 20%. The Year 2 Implementation Plan contains a number of activities for the 2017-2018 year that are designed to help YALSA meet this goal. While a number of these activities can be undertaken by YALSA Standing Board committees or other existing committees, one of the planned activities specifically calls for the creation of a member group to explore the challenges and opportunities library staff of diverse backgrounds face when connecting with YALSA and to submit findings to the board. Collecting this information is critical to another of the planned activities - conducting outreach to library staff with diverse backgrounds who are working with teens in libraries and to recruiting a more diverse membership.

**Proposed Taskforce Name and Charge**

***Advancing Diversity Taskforce***

Explore and identify the challenges and opportunities library staff of diverse backgrounds face when connecting with YALSA by seeking feedback from both members and nonmembers via online surveys, focus groups, and other viable means. Research industry best practices in diversity, equity and inclusion to identify viable strategies for YALSA to adopt. Submit findings and recommendations for alleviating challenges and

leveraging opportunities to the board by January 9, 2018. Size: 5-7 virtual members, including the chair. Term: September 1, 2017 – February 9, 2018

### **Minimum Expectations for the Taskforce**

- By January 1, 2018, seek and analyze information from members and nonmembers exploring the challenges and opportunities library staff of diverse background, both YALSA members and non- YALSA members, face when connecting with YALSA (strategies should include working with YALSA staff on at least two of the following: developing and administering an online survey, interviewing ethnic affiliate members and leaders and members and leaders of GLBTRT, EMERT, and other relevant ALA round table members and leaders, holding focus groups at the YALSA symposium, holding online focus groups which will allow for greater participation, etc.)
- By January 1, 2018 review industry best practices in diversity, equity and inclusion efforts in membership associations, including such reports as ASAE’s 2011 report, Enhancing Diversity and Inclusion in Membership Associations, to identify feasible strategies for YALSA
- By January 9, 2018, submit findings and recommendations to the YALSA Board that outline both recommendations for overcoming challenges and for leveraging opportunities. Recommendations should be supported by a strong rationale, data, etc.

### **Financial Impact**

- Cost of staff and member time to develop and implement the data gathering strategy
- Cost of incentives to recruit focus group participants

### **Measuring Impact**

Number of viable recommendations from the taskforce that the Board selects for implementation

### **Recommended Action**

The Board directs the 2017 – 2018 President to assemble a task force no later than August 15, 2017 to carry out the work mentioned in this board document.

### **Additional Resources**

- Enhancing Diversity and Inclusion in Membership Associations, [https://www.asaecenter.org/resources/articles/an\\_magazine/2011/november/study-reveals-what-works-for-diversity-and-inclusion-initiatives](https://www.asaecenter.org/resources/articles/an_magazine/2011/november/study-reveals-what-works-for-diversity-and-inclusion-initiatives)
- YALSA Organizational Plan, <http://www.ala.org/yalsa/aboutyalsa/strategicplan>

- ALA Diversity Statement, <http://www.ala.org/aboutala/governance/policymanual/updatedpolicymanual/section2/diversity>
- List of ALA Affiliates, <http://www.ala.org/groups/affiliates/affiliates/current>