

YALSA Board of Directors Meeting
ALA Midwinter Meeting, New Orleans
June 22 - 26, 2018

Topic: Advancing EDI Priorities: Next Steps

Background: In the spring of 2018 YALSA’s Board of Directors discussed the recommendations from the Advancing Diversity Taskforce and prioritized them based on factors such as need, capacity and Organizational Plan alignment. The recommendations have been reorganized by priority and include summary comments from the Board and staff discussions. Sandra Hughes-Hassell and Beth Yoke have provided the document below. The Board will want to review them and vote on whether to adopt them as-is or make further changes.

Action Required: Action

Proposal

Adopt the recommendations as prioritized as well as next steps for implementation.

Rationale

- Addressing the recommendations in priority order and as resources are identified and allocated helps YALSA make progress around EDI issues but within its capacity

Next Steps

- The five items ranked below as high priority have already begun implementation.
- Those ranked as medium priority will be implemented in 2018 - 2019 as resources and capacity allow.
- It is recommended that the board revisits low priority items in the spring of 2019 to determine if implementing these items are still desirable and feasible, taking into consideration developments in YALSA and the library community from the past year, and any changes to YALSA’s capacity. For those that the Board opts to move forward with, they should be incorporated into YALSA’s 2019 – 2020 Implementation Plan.
- In 2019 the Board should also revisit those items labeled “N/A, not applicable” and which are dependent on ALA level decisions and practices , as ALA could make changes that could lead to the ability for YALSA to implement some of these recommendations.

Fiscal Implications

Resources, in some cases financial resources, will need to be directed toward activities in this document. The Executive Committee will want to work with the Executive Director to ensure that resources are allocated during the budget planning process.

Evaluation

When the EDI Plan is completed, it will include a section with recommendations for measuring the impact of these activities.

Proposed Action

The Board adopts the implementation of the Advancing Diversity Taskforce recommendations as prioritized in this document, and directs the in-coming President to 1) inform the membership about this work that is moving forward and why, and 2) work with the in-Coming Executive Director on implementation oversight.

Additional Resources

- Advancing Diversity Taskforce Report,
www.ala.org/yalsa/sites/ala.org.yalsa/files/content/AdvancingDiversityReport_AN18.pdf

Recommendations from Advancing Diversity Taskforce Report

Report Recommendation	Report Page	Board & Staff Comments	Priority Level
articulate why YALSA is committed to EDI	3	There was general agreement that this was necessary	High
create an EDI plan	3	A draft plan will be submitted for the board's consideration at Annual 2018	High
revisit YALSA's mission statement to ensure it's inclusive of EDI	6	An ad-hoc board group has completed this task and will be submitting a recommendation for the board's consideration at Annual 2018	High
recruitment materials should prominently feature YALSA's EDI commitment	7	Staff have completed this task and will be submitting a report for the board's information at Annual 2018	High
provide professional development support staff	6	Our 2018 Competencies webinar series is free to everyone, and that all types of library staff will be encouraged to participate in learning experiences provided by the trainers we produce from our 2018 – 2021 Train the Trainer program	High
develop a mentoring program	4	YALSA's mentoring program has been on hiatus while we wait for ALA to launch the Mentor Match Module in ALA Connect.	Medium
conduct a yearly focus-group	5	This is a low-cost effort which is visible to our members and shows that we are committed to continuing to learn how to make us a more inclusive organization. Focus groups could also allow members from traditionally marginalized communities to take a leadership role.	Medium
partner w/ other organizations to recruit diverse members	6	Our initial outreach to ethnic Affiliates wasn't very successful. The specific request was to rent their mailing lists, which they all	Medium

		<p>declined to do. We have sent recruitment messages to the ethnic Affiliate listservs, without success. Derek Ivie is working on a proposal to designate one YALSA Board Member to serve as liaison to Affiliates, which the Board will consider at their meeting at Annual 2018.</p>	
<p>Address concerns about actively pursuing EDI Reach out to library schools and support staff Actively campaign for creating a more diverse workforce Offer ongoing opportunities to discuss EDI and what it means Moderate current webinars and listserv discussion items in terms of diversity & being all-inclusive and step in when inappropriate content is shared Keep the conversation going--always, everywhere Create a toolkit to address the lack of diversity in YALSA, barriers that exist, suggestions for overcoming barriers, and resources for all library staff to actively and meaningfully take action to help staff build skills to better serve diverse youth and to build collective action to diversify the profession</p>	<p>16</p>	<p>According to existing YALSA policy, “posting of defamatory and/or offensive material is strictly prohibited, including but not limited to hate-speech, name-calling and personal insults.” YALSA does not have the capacity to moderate its listserv discussions and there is a concern that taking on a policing role could put YALSA in an awkward position and also create free speech problems. The toolkit as described by the Taskforce is seems to be too broadly focused on different topics and differing audiences. A toolkit with a narrower focus can be explored. YALSA is a partner with PLA on their grant project to diversify the workforce through the recruitment of teens from diverse backgrounds to library internships. Further work on this issue could be an opportunity to connect with HRDR or ALA-APA.</p>	<p>Medium</p>

Address concerns about feeling excluded or ignored Actively recruit diverse candidates for committees & presentations	16	When the call for committee/jury/taskforce/advisory board/bloggers team volunteers go out, we work with ODLOS to share the info w/ the ethnic Affiliates & also Tweet the info at them. We work w/ the Affiliates because we only collect information about the diversity status of YALSA members anonymously for privacy reasons	Medium
Create more inclusive networking experiences at conferences	19	This is at least partly a matter of messaging to ensure that all feel welcome, but things like ADA issues will definitely be taken into consideration	Medium
Promptly respond to volunteers who submit the volunteer form	19	President-Elects, who oversee appointments, must make a strong commitment to contacting members promptly to inform them about the status of their volunteer form. Staff can connect with IT to see if anything can be done regarding the automated messages that go out immediately after a form is submitted.	Medium
Create a webinar for new or potential members	4	We have this existing free video that was created in 2017: https://youtu.be/TaGJr5CCKXg	Low
Implement a member referral program aimed at members from diverse backgrounds	4	We tried this exact strategy in 2016 - 2017 without much success. It takes staff time to identify members to participate, contact them, and follow up with them (because most don't respond to the initial outreach). Staff time is also needed to track participation and determine if the referral efforts actually led to obtaining new members.	Low
Offer "conference buddies" for first-timers	4	Staff suggest taking this a step further and doing this in partnership with ethnic Affiliates and Round Tables.	Low
Conduct a yearly open-ended questionnaire	5	Instead of creating a separate survey, we can integrate open-ended questions into the member survey	Low
Gain buy-in from YALSA leadership	6	There was general consensus among board members that a	Low

the EDI commitment		healthy buy-in existed, but that there was a need to raise awareness of the fact.	
consider creating a “Diversity committee”	6	Board members expressed a concern that a “diversity committee” was an unhelpful approach that framed EDI issues as separate or other. Board members preferred embedding EDI issues throughout the organization and creating ad-hoc groups as needed which focused on a specific set of outcomes and related tasks. Further, board members felt that a dual focus on POC,needs along with a critical examination of whiteness in the profession and organization was desirable.	Low
work w/ library schools to encourage diverse enrollment	6	Most schools are already focusing on this as a goal, so this is more of a matter of how to support them.	Low
create a “Get to Know” series	18	We do this via our Member Spotlight . Any member is welcome to be YALSA’s weekly Spotlight; however, Letitia specifically invites members from diverse backgrounds to be spotlighted. Members have not shown much interest in participating in this.	Low
give a year of dues for all potential members who identify as diverse or from an otherwise marginalized group	18	While the board was supportive of the idea of trial memberships, concern was shared about capacity, including where the funds would come from to support this. YALSA can waive Division dues; however, YALSA would have to pick up the cost of ALA dues (\$69 per person) for potentially hundreds or thousands of individuals. Eligibility parameters and/or a limit on the number of memberships YALSA gave out would need to be put in place. Staff also pointed out that capacity is needed in the care and feeding of these members, as the goal would be do cultivate them during the first year so that they got enough value out of membership that they would choose to renew it.	Low
conduct user experience testing for web site	19	This might be something that YALSA could do with the focus group suggested above.	Low

<p>conduct a yearly demographic survey</p>	5	<p>This is part of the Implementation Plan, so we are doing this. While we are doing this, I'd like to see us be more transparent in the way we report on any shifts in our demographics (Kafi)</p>	<p>N/A, as YALSA already does this</p>
<p>Address concerns about membership:</p> <ul style="list-style-type: none"> ● Members have to join ALA to join YALSA ● People have to be members to watch webinars ● A sliding scale ● Consider creating local chapters of YALSA, so traveling isn't necessary 	16	<ul style="list-style-type: none"> ● Since YALSA is a Division of ALA, we are subject to ALA's policy manual, which states that members must be a member of ALA to join a Division (Article 4.3.4.2) ● People don't have to be a member to watch webinars. Third Thursday Webinars are offered live only to members, but others can buy the recording for \$19. Also, we're running a 10-part webinar series this year that is free to everyone ● YALSA could make all webinars free to everyone, however, we would lose a key member benefit, which could negatively impact member numbers ● Since we are tied to ALA's membership structure, member database, and financial system, we cannot have a sliding scale membership unless ALA does this ● ALA is working w/ a consultant to review ALA's membership model, so eventually changes could be coming ● Travel is not necessary to be a YALSA member. The only travel requirements are for members who serve on YALSA's Board of Directors and one of YALSA's five book award committees. Local chapters would not change the travel requirements for these groups ● Helping potential members understand some or all of the above could be beneficial 	<p>N/A, because ALA dictates membership structures</p>
<p>Offer discounted joint memberships</p>	7	<p>Since we are tied to ALA's membership structure, member database, and financial system, we cannot do this unless ALA does this. ALA is working w/ a consultant to review ALA's membership model, so eventually changes could be coming.</p>	<p>N/A, as ALA dictates membership models</p>
<p>Require a presence at state</p>	19	<p>We go to 10 state conferences per year</p>	<p>N/A, because</p>

ferences			already do this
Members receive a discount on their membership for presenting a webinar or a conference session	18	Webinar presenters receive an honorarium of \$100. Symposium presenters get to register at a rate of \$59 instead of \$199 and up	N/A, because they already get an honorarium and/or a disco

Other ideas staff talked about:

- Make EDI a factor when considering Annual and symposium session presenters and provide them with info and resources to ensure their presentations are inclusive. Have someone monitor sessions and give feedback as to how well the content and session was inclusive
- Create member grants just for people from diverse backgrounds, e.g. a symposium travel stipend
- On page 15 of the report a survey respondent is quoted as saying “Ya’ll know we’re busy and underpaid. Meet us where we are.” --this could basically be our recruitment messaging
- Our communications should include more visual elements. For example, include photos of members in the eNews and in press releases. We should more frequently leverage the photos of members that we take at events.
- To support diversity on the Board, explore ways to provide travel funds for board members who demonstrate a financial need so they can attend in-person board meetings. ALA does this for their Executive Board.
- An easy win would be to create a listserv, ALA Connect space, Slack channel and/or Interest Group where members w/ diverse backgrounds could connect w/ each other and discuss issues of interest
- YALSA could probably offer free trial memberships, or free memberships w/ limited benefits (like [NAA’s model](#)). Doing this will take time and resources, so we’d need to free up some existing resources and redirect them toward this

Planned activities in-progress

- Training for appointees/volunteers is being re-worked to include more emphasis on YALSA’s Ethical Behavior Policy as well as information to help committee members build cultural competence skills and promote a welcoming, inclusive environment
- Policies and procedures are being updated, like the Ethical Behavior Policy and specific committee procedures
- Franklin Escobedo is working on a board proposal around the issues discussed during the March board chat relating to member engagement and maintaining a welcoming, inclusive environment in YALSA and YALSA groups
- We’ve added a note on the web site’s webinar page that says our webinars are closed captioned and how to turn that tool on