

**YALSA Board of Directors Meeting
ALA Annual Conference
New Orleans
June 21-26, 2018**

Topic: Equity, Diversity and Inclusion Statement

Background: One of the key recommendations of YALSA’s Advancing Diversity Taskforce was for the association to make our reasons for pursuing equity, diversity and inclusion explicit. Therefore, YALSA board member Kafi Kumasi drafted an equity, diversity and inclusion (EDI) statement for the board’s consideration.

Action Required: Action

Proposed Action

Add the following content to the end of YALSA’s existing [diversity statement](#), which currently reads, “YALSA strives to be inclusive of a range of libraries and youth-serving organizations within a variety of geographic locations. YALSA further commits to being inclusive of representation from diverse cultural, ethnic and racial backgrounds, professional skill and experience levels, economic statuses, ages, ideologies, gender, sexual orientations, and abilities.”

Proposed EDI Statement

Equity, diversity and inclusion (EDI) are ideals that the Young Adult Library Services Association (YALSA) seeks to affirm in all facets of the organization. As a professional organization dedicated to enhancing library services for and with teens, YALSA recognizes that all teens, and particularly teens of color and those from other groups that have been historically oppressed based on factors including but not limited to ability, class, gender identity, race, and religion, need and deserve to see themselves reflected in the library staffing, policies, signage, web site content and much more. Therefore, YALSA seeks to address the cultural mismatch between today’s increasingly diverse teen population and the librarian workforce, which remains overwhelmingly white and female.

Although achieving greater representational diversity is an important component of YALSA’s EDI goals, there are two equally important issues that the YALSA is committed to redressing on an institutional level: equity and inclusion. Attending to issues of equity and inclusion are important because they help move the organization away from mere platitudes about diversity and demand measurable actions to redress the systemic power asymmetries that have kept certain groups of people on the periphery of the organization. When YALSA attends to inequities in the organization, there is a direct benefit to all of the nation’s teens library staff are charged with serving who are more apt to feel included and empowered in library and information spaces, both physically and virtually.

Further, YALSA affirms and supports the American Library Association's (ALA) EDI related policies, as outlined in the ALA Policy Manual, sections B3 through B8.

Rationale

- YALSA's current policy inadequately articulates the organization's commitment to EDI, as it only mentions diversity.
- By providing a more detailed statement members and others will gain a better understanding of the reasons behind YALSA's commitment to EDI.

Fiscal Implications

- Member leader time for disseminating information about the expanded statement and staff time for updating the statement online.
- Although this EDI statement does not require direct fiscal support, it will be necessary to earmark fiscal resources to support some of the specific strategies outlined in the Advancing Diversity Taskforce report.

Measuring Impact

- Member and library community feedback on the updated statement.

Recommended Board Action

Approve the revised EDI statement and direct the Executive Director to work with staff to update the statement online by no later than July 15, 2018; and further direct the in-coming President to create a YALSAblog post that promotes the updated statement and the rationale behind it.

Additional Information/Resources Consulted

- ALA Policy Manual, www.ala.org/aboutala/b3-diversity-old-number-60
- YALSA Advancing Diversity Task Force Report, www.ala.org/yalsa/sites/ala.org.yalsa/files/content/AdvancingDiversityReport_AN18.pdf