

**YALSA Board of Directors Meeting
ALA Annual Meeting
June 22-26, 2018**

Topic: Evaluation of YALSA Statements for EDI Inclusivity

Background: In board document #4, the Advancing Diversity Taskforce identified several top priorities including a review of YALSA’s current mission, vision, and intended impact statements to ensure alignment with equity, diversity, and inclusion (EDI) principles. Jane Gov and Kate Denier have provided the following review and recommendations for the Board’s consideration.

Action Required: Action

Current YALSA Mission

Our mission is to support library staff in alleviating the challenges teens face, and in putting all teens – especially those with the greatest needs – on the path to successful and fulfilling lives.

Current YALSA Vision Statement

Our vision is that all teens have access to quality library programs and services – no matter where they occur – that link them to resources, connected learning opportunities, coaching, and mentoring that are tailored to the unique circumstances of the community and that create new opportunities for all teens’ personal growth, academic success, and career development.

Current YALSA Intended Impact Statement

To meaningfully address the challenges teens face today and to put more teens on the path to a successful and fulfilling life, YALSA will support library staff who work for and with teens in the transformation of teen library services so that:

- Libraries reach out to and serve ALL teens in the community no matter what their backgrounds, interests, needs, or abilities, and whether or not they frequent the library space.
- The library “space” is at once both physical and virtual. It connects teens to other people, printed materials, technology, and digital content, not limiting teens to a designated teen area but rather inviting them into the full scope of the library’s assets and offerings.
- Teens co-create, co-evaluate, and co-evolve library programs and activities with library staff and skilled volunteers (including mentors and coaches) based on their passions and interests. These programs and activities are connected to teens’ personal, work, or academic interests across multiple literacies; generate measurable outcomes for teens’ skills and knowledge; and are tailored to the unique circumstances of the community.

It will be essential for the YALSA Board, staff, and members to use this intended impact statement to determine whether or not proposed initiatives are appropriate for YALSA to pursue with its time, energy, and financial resources. If YALSA is not thoughtful about what it will and will not do, then it may continue to see its efforts spread so thin as to dilute its actual impact on the issues that matter most.

Current YALSA Statement on Diversity:

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.

Please note: Kafi Kumasi has submitted a draft EDI statement that would expand this current statement.

ALA Policy Statements

YALSA's statements do not contradict ALA's EDI policies, however, while the word "equity" is not used in YALSA's statements, it is used often in ALA's Policy Manual, particularly because there's a chapter on Equity and Access (B.4). YALSA's Statement on Diversity balances this somewhat by linking to ALA's Policy on Diversity and ALA's Policy on Equity and Access.

YALSA's Mission, Vision & Impact Statements complement ALA's EDI policies; here is some content from the ALA Policy Manual that stand out:

- Efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.
- Promoting the incorporation of programs and services designed for diverse populations into the budgets of all types of libraries
- Seek to facilitate equitable participation of all people within decision-making processes in the Association and will strive to create an environment where all are welcome and where diversity is a collective goal.
- To ensure the development and enhancement of library services to diverse populations
- (ALA) promotes equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve.

Evaluation

YALSA's statements do not contradict EDI principles, and while they do not use the words equity, diversity, and inclusion, the use of "all teens" is aligned to EDI principles. "All teens" is derived to mean being inclusive of all teens from diverse backgrounds and populations. The mission statement affirms YALSA's commitment to equity by highlighting services to "those with the greatest needs," and the vision statement helps conceptualize services to all teens will be "tailored to [their] unique circumstances." The impact statement further addresses diversity and inclusion in its first bullet point: "YALSA will support library staff who work for and with teens in the transformation of teen library services so that... Libraries reach out to and serve ALL teens

in the community no matter what their backgrounds, interests, needs, or abilities, and whether or not they frequent the library space.”

While YALSA’s existing statements don’t contradict EDI principles, small changes in the wording would better align YALSA statements to EDI principles. Therefore, we recommend:

- Leave the Mission Statement as-is
- Changing the language in the Vision Statement to read “Our vision is that all teens, **regardless of ability, class, gender identity, race and religion**, have access to quality library programs and services – no matter where they occur – that link them to resources, connected learning opportunities, coaching, and mentoring that are tailored to the unique circumstances of the community and that create new opportunities for all teens’ personal growth, academic success, and career development.”
- Changing the first bullet point in the Intended Impact Statement by adding the following language “Libraries reach out to and **equitably** serve ALL teens in the community no matter what their backgrounds, interests, needs, **race, gender identity, religion, class** or abilities, and whether or not they frequent the library space.”
- Expand the Statement on Diversity as recommended by Kafi Kumasi.

Rationale

- By making small but meaningful changes to the language, YALSA will be sending a stronger message to members and the library community about its commitment to EDI principles.
- These small changes in language will better align these statements with the proposed expanded statement on diversity submitted by Kafi Kumasi.

Fiscal Implications

- Member leader time for disseminating information about the updated statements and staff time for updating the statements online.

Measuring Impact

- Member and library community feedback on the updated statement.

Recommended Board Action:

Adopt the changes as outlined in this document and direct the Executive Director to work with staff to update the statements online by no later than July 15; and further direct the in-coming President to create a YALSAblog post that promotes the updated statement and the rationale behind it.

Additional Resources

- 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
- YALSA Mission, Vision & Impact Statements
www.ala.org/yalsa/aboutyalsa/mission%26vision/yalsamission
- YALSA Statement on Diversity www.ala.org/yalsa/statement-diversity