

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

Topic: Building Stronger Ties with Spectrum Scholars

Background: Through the Spectrum Scholarship Program, ALA affirms its commitment to diversity and inclusion by seeking the broadest participation of new generations of racially and ethnically diverse librarians to position ALA to provide leadership in the transformation of libraries and library services. Since 2009 YALSA has sponsored 10 spectrum scholars. However, the board will want to explore how best to get these scholars more involved in YALSA's activities, and in taking leadership roles in the field. Kafi Kumasi and Mega Subramaniam have presented the information below for the board's consideration. The purpose of this document is to begin discussion on the possible tangible steps that YALSA can take to engage current and future spectrum scholars who are already YALSA members, especially those who are sponsored by YALSA.

Action Required: Discussion

Tasks already completed or in progress include:

- Each year, with support from Friends of YALSA donations, YALSA sponsors two Spectrum Scholars. There is a donation webpage to allow prospective donors to give to YALSAs. See here
- Letitia Smith is preparing a message to go out to all Spectrum Scholars highlighting YALSA engagement and membership opportunities.
- The President or President-Elect reaches out to the scholars to congratulate them and encourage them to get involved
- The YALSA Office sends the list of current and past Spectrum Scholars to the President-Elect so they can reach out to them during the appointments process
- The YALSAblog interviews YALSA Spectrum Scholars
- FAC engages YALSA Spectrum Scholars in fundraising efforts

Next Steps (in order of priority)

- Direct the Executive Director to work with staff to develop a YALSA Spectrum contact list using information that YALSA office already have.
- Direct the Executive Director to work with staff to draft a MOU for the next cohort of Spectrum Scholars sponsored by YALSA that includes the following criteria:
 - a. Contribute to the YALSA blog about their efforts to make connections to YALSA's strategic initiatives.
 - b. Commit to making contact with all previous YALSA sponsored Spectrum Scholars (with assistance from YALSA Staff) and sending information on how

Scholars can engage with the YALSA community and support its strategic plan and national research agenda

- c. Commit to an act of activism that relates to supporting teens and libraries. YALSA's Advocacy Toolkit is a recommended resource for actionable ideas. Ideas about acts of activism require a higher threshold of risk-taking than advocacy but are still encouraged.
 - d. Commit to mentoring at least one YALSA current member to apply to become Spectrum Scholar in the following year.
 - e. Commit to taking on at least one volunteer activity for YALSA in the year after their scholarship
 - f. Commit to sharing news of their progress on activities (a) through (e) above with the YALSA Board of Directors
 - g. Attend a YALSA social event/mixer at ALA Midwinter or Annual.
- Direct the Executive Director to work with staff to compile information regarding engagement in YALSA of current and past YALSA-sponsored Spectrum Scholars to determine what the participation rate is and use the data to make recommendations for improved engagement moving forward.
 - Leverage the new Board Development Committee to regularly connect with Spectrum Scholars to see which have the most interest and potential in entering YALSA's leadership pipeline
Take advantage of opportunities to connect with Spectrum Scholars, such as at events at ALA conferences
 - Other? What other ideas do Board members have?

Questions to explore:

- Can we engage current YALSA-sponsored Spectrum Scholars to be mentors to other YALSA members who are aspiring to apply for Spectrum scholars? How do we do this?
- How might Spectrum Scholars be engaged in help us implement YALSA's Organizational Plan, especially EDI related activities, such as our goal of diversifying the membership by 20% over three years?
- Across the association industry, what are other organizations doing to support and engage scholarship recipients?

Financial Implications

Member and staff time will be needed to develop and implement the next steps

Measuring Success/Impact

Success will be in the form of visible participation of ALL Spectrum scholars that have been sponsored by YALSA according to the areas outlined in the memo of understanding.

Additional Resources

- ALA Spectrum Scholar site, www.ala.org/advocacy/spectrum
- List of YALSA Spectrum Scholars, www.ala.org/yalsa/spectrum-scholars-emerging-leaders