

TO: ALA Executive Board

RE: Equity, Diversity, and Inclusion Report

ACTION REQUESTED/INFORMATION/REPORT:

Information

ACTION REQUESTED BY:

Jody Gray, Director, Office for Diversity, Literacy and Outreach Services

CONTACT PERSON:

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DRAFT OF MOTION:

Consent

DATE: June 6, 2019

BACKGROUND:

Report will cover the period between Midwinter 2019 and Annual 2019. This is a summary of the efforts to address Equity, Diversity, and Inclusion across the association.

ATTACHMENTS:

SUMMARY

The period between Midwinter and Annual 2019 was extremely busy for ALA in terms of work happening in relations to Equity, Diversity, and Inclusion. The EDI Implementation Working Group has been working diligently on their final report to be submitted to the ALA Executive Board at Annual 2019. There was a period after the Midwinter Meeting in Seattle where members and council were reflecting on what it means to put EDI into practice after incidents in Seattle stirred some hard and complicated conversations in this area. As a result, ODLOS has worked with the Executive Board to develop opportunities for ALA Council and members to find space to have these conversations. This has included two webinars and one in-person facilitated conversation with Council. Details for these events are below.

ODLOS launched their EDICon which is a pre-conference on the foundations of equity, diversity, and inclusion. This was piloted at Midwinter and has been in demand. ODLOS has taken it to the Tennessee Library Association, Associated Colleges of the Midwest, and variations of it to Mount Prospect Public Library and Wilmette Public Library in Illinois. There are several opportunities booked between now and the end of the calendar year and there is already interest from groups around the country into 2020. There is an enormous amount of demand for training on EDI, demonstrated in the fact that between January and June of 2019 the Office for Diversity, Literacy, and Outreach Services has facilitated, hosted, or

delivered at least 14 webinars, trainings, workshops, and consultations. There were also numerous efforts from divisions to hold their own events.

There has been time spent with Council and the Executive Board to develop a common understanding of equity, diversity, and inclusion through a social justice lens. There will be efforts to provide more of this context readily available to all members of the association through the ALA website and future orientations and trainings.

Divisions continue to be active in their EDI efforts. Many have developed their own EDI task forces or member groups. Several have intentionally embedded it into their strategic plans. There has been progress in communicating across divisions, offices and other ALA units, but there remains a lack of consistency in this work. ODLOS has been meeting with PLA, ACRL, ALSC, and LITA on a more regular basis to discuss ways to collaborate and share resources.

There are many major events that are happening this year that have required an enormous amount of work from staff and members alike. The 50th anniversaries of the Coretta Scott King (CSK) Book Awards and the Social Responsibilities Round Table will have major events held at Annual Conference in DC. CSK has been and will continue to celebrate through the rest of 2019. They also published the last print version of the Coretta Scott King Awards book with ALA Editions. It is the 50th Anniversary edition and people attending the awards breakfast will get a copy, compliments of the CSK Book Awards Committee.

There continues to be a strong commitment to EDI among members and staff of ALA. The demand for resources is high. This continues to be the struggle in terms of being consistent in our messaging and expectations. There continues to be progress and support in this area, but much work still to be accomplished. Below is a list of some of the efforts made between January and June of 2019.

EQUITY, DIVERSITY, AND INCLUSION-IMPLEMENTATION WORKING GROUP

The EDI-IWG have spent the past year writing a reflection piece and final report to present to the Executive Board at Annual Conference 2019 in Washington, D.C. This document will mark the conclusion of this working group. The insights provided are intended to provide some insights into what the members have seen as barriers and assets in the efforts to address EDI through the Task Force on Equity, Diversity, and Inclusion Recommendations. The Co-Chairs, Martin Garnar and Melissa Cardenas-Dow, will present to the Executive Board on Monday, June 24, 2019.

ALA STAFF TRAINING

- There was a make-up session, in February, for ALA staff were unable to attend the required fall training, “Beyond Diversity 101: Micro-inequities, Implicit Bias, and Moving Towards Equity,” facilitated by Anne Phibbs, PhD, Strategic Diversity Initiatives, Consultant.
- ALA managers and supervisors attended a half day training, “Leading on Equity: How Leaders Take Risks, Model Inclusion, and Share Vision,” facilitated by Anne Phibbs, PhD, Strategic Diversity Initiatives Consultant.
- ODLOS hosted a session on how and why to do Land Acknowledgements at ALA events and conferences.

ALA COUNCIL TRAINING

Equity, Diversity, and Inclusion through a Social Justice Lens: The role of the ALA Council (Webinar)

- Wednesday, May 22, 2019
- Introduction by ALA President Loida Garcia-Febo

Webinar Facilitators:

- Jody Gray, Director of the Office for Diversity, Literacy and Outreach Services
- Maureen Sullivan, ALA Past-President

Councilors were invited to participate in this 90 minute webinar. This webinar is intended to be the first coordinated effort to discuss what it means for ALA member leaders to address equity, diversity, and inclusion within the association. DeEtta Jones will be facilitating further dialogue at the ALA Annual Conference during Council I. The webinar transcript and recording is now available!

<http://bit.ly/2Me2tYU>.

Two-Part Session with DeEtta Jones

Date: Tuesday, June 11

Title: The Role of ALA Leaders in Living Out Our Values, Shaping Our Culture

Description: This session will build on the May 22nd webinar, Equity, Diversity and Inclusion Through a Social Justice Lens. Council members will explore the path for moving from reflecting on shifting mindsets and behaviors to integrative and sustainable practices that reflect ALA's values of equity and inclusion.

Facilitated Conversation with DeEtta Jones

DeEtta Jones will be facilitating a two-hour discussion with the ALA Council during Council 1 Session at the Annual Conference 2019 in Washington, DC. This session will build upon the previous webinars.

ODLOS TRAININGS, WEBINARS, AND RESOURCES

ODLOS has facilitated or hosted several trainings and webinars between January-June 2019. Below is a summary:

1. Launched EDI-Con, our foundations of Equity, Diversity, and Inclusion pre-conference at Midwinter 2019 in Seattle, WA
 - a. Hosted ½ day pre-conference of EDI-Con at the Tennessee Library Association Conference in April
2. Facilitated Truth, Racial Healing, and Transformation Racial Healing Circles for the Great Stories Club Workshops in Chicago, IL. Event hosted by Public Programs Office. Two dates in February and March 2019
3. Piloted a "Cultural Competence" and "Implicit Bias" webinars for ACRL presenters
4. Cultural Competence workshop for Wilmette Public Library in IL
5. Two one-hour sessions, "Advocating for Social Justice: The Role of the Ally" as part of the Chair's Choice programs at the ACRL Conference in Cleveland, OH
6. Half-day training, "Uncovering Privilege" for speakers and presenters at the ACRL Conference in Cleveland, OH

7. Full-day staff training at the Mt. Prospect Public Library, IL, on implicit bias and cultural competence
8. Full-day planning session with Mt. Prospect Public Library, IL, consulting on developing a strategy for addressing equity, diversity, and inclusion within the libraries strategic plan
9. Half-Day training on cultural competence and microaggressions for the Associated Colleges of the Midwest in Chicago, IL
10. Microaggressions webinar for Emerging Leaders
11. Hosted webinar, "Examining Privilege in Classifications: Connecting Critical Information Literacy to Conversations on 'Latinx'," presented by Catherine Fonseca, Sonoma State University
12. Updated the "Literacy for All: Adult Literacy through Libraries" toolkit with the Committee on Literacy
13. Hosted webinar, "Conversing with the Ethnic Affiliates of the American Library Association" as part of ALA President Loida Garcia-Febo efforts on EDI
14. Facilitated a one hour webinar, "Uncovering Privilege and Addressing Microaggressions" for South Carolina State Library

COALITION ON ADULT BASIC EDUCATION (COABE) CONFERENCE

Kristin Lahurd attend the annual conference of the Coalition on Adult Basic Education (COABE), from March 21-April 2, in New Orleans, Louisiana. Kristin presented on a panel called "Census 2020—Important Ways to Get You and Your Program Ready," sharing the key role of libraries in the Census and highlighting ALA's report, Libraries and the 2020 Census. Kristin also led a panel on "The Power of Partnerships: Adult Literacy and Libraries," with ALA member leader Gwenn Weaver and ProLiteracy's (an ALA affiliate) Alicia Suskin.

YOUTH MEDIA AWARDS 2019 WITH AFFILIATE PARTICIPATION

The 2019 Youth Media Awards was the first year that ALA included three of the affiliates that offer youth media awards into the program.

- American Indian Library Association (AILA)
- Asian/Pacific American Librarians Association (APALA)
- Association of Jewish Libraries (AJL)

Overall, this was a very positive experience. There were some logistical issues that needed to be addressed and we will continue to work with these groups to make these improvements. The affiliates have expressed gratitude for the opportunity and all three have noted an uptick in interest in their awards and seal sales that they attribute to being involved with the YMA's.

NATIONAL COALITION FOR LITERACY (NCL) MAY MEETING

Kristin Lahurd participated in the National Coalition for Literacy Board of Directors and Member meetings at ALA's Washington Office on May 8-9. The agenda for the member meeting included a discussion of the 2020 Census led by Gavin Baker, ALA's Assistant Director, Government Relations.

SPECTRUM SCHOLARSHIP PROGRAM

The Spectrum Advisory Committee (SAC) and ODLOS staff have developed the curriculum and materials for the 2019 Spectrum Leadership Institute at ALA Annual. SAC has identified panel themes including time

management as self-care, navigating oppression, and creating leadership narratives, and are working with librarians/library workers of color in and outside of the Spectrum community to identify speakers.

On February 12, the Spectrum Advisory Committee hosted its fourth Twitter Chat on the topic of creative works and the creative process as it relates to professional and personal works. The chat included participation from Scholars and other library folks of color.

The announcement of the 2019-2020 cohort of Spectrum Scholars has not been announced at the time of this report but will be announced by Annual 2019. There are 60 new scholars for the coming year.

SPONSORSHIPS

Preparation Workshop for New Racial Healing Circle Practitioners

ODLOS co-sponsored a two-day workshop with the Public Programs Office and in cooperation with the Association of American Colleges & Universities (AAC&U). Forty-two library workers and educators came to Chicago on March 21 & 22, 2019 to participate in this training. This workshop is being offered as part of Truth, Racial Healing & Transformation (TRHT), the Kellogg Foundation's comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism. TRHT seeks to unearth and jettison the deeply held, and often unconscious, beliefs created by racism – the main one being the belief in a “hierarchy of human value.”

ALA is one of the 100 voluntary National Partner Organizations, along with 44 scholars, that participated in the 2016 TRHT design phase. More information about the Kellogg Foundation's TRHT efforts and a downloadable copy of the TRHT Implementation Guidebook are available online at <https://healourcommunities.org/>.

Defeating the Bullies and Trolls in the Library

ODLOS co-sponsored an all-day symposium at Skokie Public Library called “Defeating the Bullies and Trolls in the Library”. This event was co-hosted by Dr. Nicole Cooke (University of Illinois) and Amy Koester (Skokie Public Library). The structure was two panels featuring library workers who experienced bullying and doxxing as well as an opportunity for the audience to consider hypothetical situations and how to create a culture that protects colleagues. Resources and more information can be found at the [Defeating Bullies website](#).

Cross Cultural Communicators in Libraries (IMLS Grant)

The New Jersey State Library and its partners are thrilled to call for registration for Cross Cultural Communicators in Libraries, a groundbreaking pilot program aimed at increasing cultural and linguistic competence and effectiveness in communication among English/Spanish speaking bilingual individuals working in public libraries.

Funded by the Institute of Museum and Library Services Laura Bush 21st Century Librarian Program, this two-year project offers a comprehensive training on cultural competence and interpretation/translation skills in order to address significant challenges faced by front-line librarians and library support staff in an increasingly multicultural and multilingual society we live in. How do we communicate with and provide desired library services to our communities when substantial portions of our residents do not speak English? How do we develop engagements that are culturally responsive and effective?

EVENTS AT ANNUAL CONFERENCE 2019: EQUITY, DIVERSITY, AND INCLUSION

These sessions have been coordinated by the Office for Diversity, Literacy and Outreach Services. There are many other EDI programs happening. In the coming weeks, we will have a website resource that breaks down the various juried programs, celebrations, meetings, discussion groups, etc.

Introduction to Implicit Bias and Microaggressions (TRAINING)

The American Library Association commits to ameliorating marginalization and underrepresentation within the Association and the communities served by libraries through increased understanding of the effects of historical exclusion. This introductory training will explore implicit bias and microaggressions. Participants will be able to identify how these concepts create barriers and begin to explore ways to disrupt our biases and respond to microaggressions. This training will be presented three times throughout Annual Conference and is open to all conference attendees.

No registration required. Rooms set up for 100 per session.

Session 1

Date: Saturday, June 22, 2019

Time: 10:30 AM – 12:00 PM

Location: Washington Convention Center, 202B

Facilitator: Anne Phibbs, PhD; Strategic Diversity Initiatives

Session 2

Date: Saturday, June 22, 2019

Time: 1:00 PM – 2:30 PM

Location: Washington Convention Center, 202B

Facilitator: Mee Moua; Racial Healing Practitioner; W.K. Kellogg Foundation

Facilitator: Mike Wenger; Racial Healing Practitioner; W.K. Kellogg Foundation

Session 3

Date: Sunday, June 23, 2019

Time: 2:00 PM – 3:00 PM

Location: Washington Convention Center, 202B

Facilitator: Mee Moua; Racial Healing Practitioner; W.K. Kellogg Foundation

Facilitator: Mike Wenger; Racial Healing Practitioner; W.K. Kellogg Foundation

Now More than Ever: Why Leadership on Diversity & Inclusion Requires Emotional Intelligence (PRE-CONFERENCE/TICKETED EVENT)

For many who care about advancing equity and social justice in all areas of their lives, this past year has brought tremendous challenges. While U.S. society grows increasingly diverse and complex, our social and political discourse grows more polarized, less nuanced, and frighteningly hostile. Whether it's another leader being accused of sexual harassment/assault, a new challenge to rights we thought secure, or the reemergence of organized white supremacy, we are living through a profound social and cultural moment. Continuing to build an inclusive and equitable society, in the face of so many challenges, will require not just allies and advocates, but leaders and risk-takers. And these leaders must come to the work prepared, not just intellectually but emotionally as well. In this practically-focused presentation, we will explore how the framework of "emotional intelligence" has much to offer those of us doing the work of diversity, inclusion, and social justice.

Session

Date: Friday, June 21, 2019

Time: 9:00 AM - 12:00 PM

Location: Washington Convention Center, 206

Facilitator: Anne Phibbs, PhD; Strategic Diversity Initiatives

Beyond the Racial Stalemate (TICKETED EVENT)

In his 2008 speech on race, titled "A More Perfect Union," then-candidate Barack Obama described a "racial stalemate we've been stuck in for years." He suggested that, if we don't do something different, "nothing will change." A decade later, we're still stuck. How do we move forward? Using an approach known as "racial healing," facilitators will lead participants through a process that invites story-telling, vulnerability, and deep listening. The goal is to provide leaders with a tool currently used by hundreds of organizations to help uproot the flawed belief in a racial hierarchy. A publication from the W.K. Kellogg Foundation entitled "Restoring to Wholeness (hyperlink: <https://www.wkkf.org/resource-directory/resource/2018/02/restoring-to-wholeness--racial-healing-for-ourselves-our-relationships-and-our-communities>) " can help you understand more about what racial healing is and what racial healing circles can help you achieve. PLEASE ONLY REGISTER FOR ONE SESSION, AS THEY ARE IDENTICAL.

Session 1

Date: Friday, June 21, 2019

Time: 8:30 AM - 12:00 PM

Location: Washington Convention Center, 102A

Facilitator: Mee Moua; Racial Healing Practitioner; W.K. Kellogg Foundation & **Dushaw Hockett;** Executive Director; SPACES – Safe Places for the Advancement of Community and Equity

Session 2

Date: Friday, June 21, 2019

Time: 1:00 PM – 4:00 PM

Location: Washington Convention Center, 102A

Facilitator: Mee Moua; Racial Healing Practitioner; W.K. Kellogg Foundation & **Dushaw Hockett;** Executive Director; SPACES – Safe Places for the Advancement of Community and Equity

Equity, Diversity, and Inclusion on the Conference Website

Annual Conference 2019 marks the first year that ALA has designated a space on the conference website specifically for EDI issues, events, and resources. The page falls under the "What's Happening" / "Equity, Diversity, and Inclusion.

ALA's Office for Diversity, Literacy and Outreach Services (ODLOS) curated this list for conference attendees who may be interested in sessions targeting equity, diversity and inclusion (EDI). The sessions are grouped by session type with definitions to guide attendees through the selections. Please note that this information was curated by ODLOS specifically, there may be some flexibility in each session's categorization and/or level of understanding.

This page will also host the Recognitions of Indigenous History of Washington D.C. and the Diversely Owned Businesses created for conference.

<https://2019.alaannual.org/equitydiversityandinclusion>