

Equity, Diversity and Inclusion Updates

June 2021 Executive Board Meeting

EBD # 12.33
2020-2021

TO: ALA Executive Board

RE: Equity, Diversity and Inclusion updates from the Office for Diversity, Literacy and Outreach Services

ACTION REQUESTED/INFORMATION/REPORT:

Update on equity, diversity and inclusion (EDI) initiatives of the Office for Diversity, Literacy and Outreach Services (ODLOS) and other key stakeholders

ACTION REQUESTED BY:

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DRAFT OF MOTION:

No motion proposed – informational only

DATE: June 7, 2021

BACKGROUND:

The report details key initiatives and efforts related to equity, diversity and inclusion within and beyond the Office for Diversity, Literacy and Outreach Services.

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Key Initiatives

EDI Assembly

Established at the direction of the ALA Executive Board at the 2020 Midwinter Meeting, ALA's EDI Assembly has held quarterly meetings since August 2020. The charge of the Assembly is to provide a forum for all groups within ALA and ALA-affiliated organizations working on initiatives related to equity, diversity, and inclusion to discuss their activities, identify opportunities for collaboration and coordination, and explore new initiatives related to the association's strategic direction on equity, diversity, and inclusion.

In keeping with this charge, the Assembly is holding an information-sharing forum during the virtual ALA Annual Conference. The [event](#), scheduled for Saturday, June 26, 1:30pm - 2:30pm (all times Central), is an opportunity for groups represented on the Assembly to provide updates on their activities and initiatives.

Cultural Competencies for Racial Equity Task Force

The [Building Cultural Proficiencies for Racial Equity Framework Task Force](#), a joint initiative of ALA (the Association of College and Research Libraries, the Public Library Association, and ODLOS) and the Association of Research Libraries, continues the work of its charge: to create a framework for cultural proficiencies in racial equity that can be used in public and academic libraries through: scanning the environment, including review of relevant documents to identify literature and similar statements and frameworks related to racial equity; drafting the framework; seeking comment from stakeholders and the library community on the draft, and revising as needed.

The task force includes four working groups: the Survey group, which released a "Racial Equity Task Force Survey" to assess public and academic libraries' racial equity efforts, employees' perceptions of those efforts, and employees' experience with racial equity and inequity within their library; the Data and Competencies Groups, which compiled data on racial equity trainings and current standards and guidelines for library audiences; the Glossary group, which is determining key terms and definitions to accompany the Framework; and the Framework Development group, which is in the process of drafting the framework and is led by member leader Christina Fuller-Gregory. The plan is to share the draft framework for public feedback by late summer or early fall 2021. During ALA Annual Virtual, members of the task force will present information about the process and status of the task force and share a first look at the framework. The [session](#) will be on Sunday, June 27, 10:30am – 11:30am.

Spectrum Scholarship Program

In April and May, 24 Spectrum Jurors reviewed 226 applications for 2021-22 Spectrum Scholarships and are in the process of finalizing their decisions. Recent engagement activities for the Spectrum community include [monthly Twitter chats](#) and a [webinar](#) hosted by Spectrum Scholar Andrea Lemoins on using Emergent Strategy to organize workers and shift power in institutions.

Continuing Education

The Office for Diversity, Literacy and Outreach Services continues to see a high demand for equity, diversity and inclusion trainings for library audiences. We are averaging six trainings per month, with hundreds of participants, across a diversity of library systems, institutions and associations. Trainings in May included our flagship series, "EDIcon: Foundations of Equity, Diversity and Inclusion," for the Dorchester (MD) Public Library, the Boards of Cooperative Educational Services of New York State and

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the Utah Library Association conference. We also presented “Uncovering Privilege and Addressing Microaggressions” as a keynote for the Utah Library Association conference and as a staff training for the Whatcom County (WA) Library System. June trainings include “Cultural Competence,” as part of the virtual institute “Developing Responsive Library Leaders” held by the University of Oklahoma School of Library and Information Studies, and our “EDI Elements” series for the Northeast (PA) Library System.

The evaluation feedback from these recent trainings has been very positive, and some themes have emerged around sensitivity and new perspectives. For example, as one participant shared, “I have read and thought a lot about these topics, but this training approached them in a new way that gave me new understandings.” Others shared, “Very well done with sensitivity, good resources, good pace and very engaging,” and “the facilitators did an excellent job treating these topics with sensitivity.” Finally, one participant left this feedback: “Thank you for a well-crafted presentation. [The presenters] were engaging, thoughtful, respectful, kind, and compassionate. I appreciated learning of your personal stories; thank you for being vulnerable in sharing with us.”

Partnership Initiatives

Rural Libraries Summit

The Rural, Native and Tribal Libraries of All Kinds Committee hosted the inaugural Rural Libraries Summit in partnership with the Association of Bookmobile and Outreach Services, the American Indian Library Association and the Association for Small and Rural Libraries. The Summit responded to the need for greater visibility and focus on rural libraries while also prioritizing outreach, equity of access and partnerships. More than 100 rural and tribal library workers attended the two days of sessions, which included supporting staff and the community during the pandemic, opportunities to increase library revenue through unique funding and sharing initiatives from attendees’ libraries. The Summit opened with a welcome by ALA President Julius C. Jefferson, Jr. and closed with a presentation by ALA President-Elect Patty Wong.

World Refugee Day

Sunday, June 20, marks [World Refugee Day](#), an international observance honoring the courage, strength and determination of women, men and children who are forced to flee their homeland under threat of persecution, conflict and violence. This year’s theme is “Together we heal, learn and shine.” ODLOS recognizes this day through a partnership with the International Relations Office and the Mortensen Center at the University of Illinois Urbana-Champaign Library. Our event for 2021 is a June 18 [webinar](#) on “Library Services to Refugees during the COVID-19 Pandemic,” featuring speakers from Toronto Public Library, The Kansas City Public Library and the Daniel F. Cracchiolo Law Library at the University of Arizona.

Annual Events

For the 2021 ALA Annual Virtual, ODLOS is coordinating and/or highlighting a number of events across our committees, interest groups, round tables and affiliates.

Book Awards Programs

On Sunday, June 27, 10:00am – 11:00 am, the Coretta Scott King Book Awards will celebrate their 52nd annual awards with a [virtual ceremony](#) on ALA’s YouTube channel. The ceremony honors the 2021 Book Award winners with speeches from 2021 CSK Author Winner Jacqueline Woodson (*Before the Ever After*), 2021 CSK Illustrator Winner Frank Morrison (*R-E-S-P-E-C-T: Aretha Franklin, The Queen of Soul*),

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John Steptoe Award for New Talent Author Winner Tracy Deonn (*Legendborn*), Virginia Hamilton Award for Lifetime Achievement recipient Dorothy Guthrie and many more.

On Monday, June 28, 2:00pm – 3:00pm, the Stonewall Book Awards will celebrate the 2021 winners with a [virtual ceremony](#) on ALA's YouTube Channel. This year marks the 50th anniversary of the Stonewall Book Awards, the first and most enduring award for LGBTQIA+ books. The ceremony will include speeches from authors Aliza Layne, Kacen Callender, Bonnie Ruberg, Bryan Washington, Molly Wizenberg and Leah Johnson.

Round Table Chairs Programs

On Friday, June 25, 11:15am – 12:15pm, the Ethnic & Multicultural Information Exchange Round Table (EMIERT) is hosting a panel discussion on "[The Future of Children's Literature: A Discussion About Where We've Been and Where We're Going](#)." Dr. Andrea Jamison, EMIERT's 2020-21 Chair, will moderate a panel discussion with four esteemed diversity advocates about children's literature, with special emphasis on past and current efforts to diversify children's literature and the momentum needed to sustain change. The session will recognize this year's winner of the Distinguished Librarian Award, K.C. Boyd. EMIERT is also hosting a [Virtual Taste of the Town](#), an online cooking party, on Friday, June 25, 7:00pm – 8:00pm, featuring several chefs and a culinary tour of the world.

Rainbow Round Table is hosting an on-demand session on "[Celebrating Fifty Years of Stonewall Book Awards](#)." In 1971, the Stonewall Book Awards were established under the ALA Task Force on Gay Liberation, now the Rainbow Round Table. Over time, the Round Table and the Awards have expanded and evolved to reflect emergent understanding based on the needs, interests, and lived realities of librarians and the diverse community members they serve. The Stonewall Book Awards currently include: the Barbara Gittings Literature Award, the Israel Fishman Non-Fiction Award and the Mike Morgan and Larry Romans Children's and Young Adult Literature Award. In this program, panelists review key milestones of the most enduring awards for LGBTQIA+ books, reflect on trends, discuss implications for collection development, share features of their favorites and look ahead toward exciting future possibilities.

Rainbow Round Table is also sponsoring the session "[What's in a name?: LGBTQ+ and Latinx perspectives on access terminology—challenges and solutions](#)" on Saturday, June 26, 4:00pm – 5:00pm. The session will cover key issues and challenges related to subject headings, metadata and cultural sensitivity; explore the power of words in librarianship and the need to be vigilant and strategic in addressing inequity; and identify problems with controlled vocabularies that affect access to materials, by, for and about people in marginalized communities.

On Friday, June 25, 1:00pm – 2:00pm, the Social Responsibilities Round Table (SRRT) is hosting the [Martin Luther King, Jr. Holiday Multi-Cultural Ideal Exchange](#). Panelists representing public, academic, school, and special libraries will exchange ideas about their acclaimed activities, including how they used virtual presentations to keep the celebrations going despite the pandemic.

Committee on Education Forum

On Sunday, June 27, 1:30-2:30pm, the ALA Committee on Education will hold a [Public Forum on the 2021 Revision to ALA's Core Competences](#). Since 2017, the Committee on Education (COE) has been updating the 2009 Statement of ALA's Core Competences in response to multiple recommendations

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from the Task Force on the Context of Future Accreditation and an action request from the ALA Executive Board. After multiple years of revision, COE is pleased to invite the library and information science (LIS) community to provide feedback on the 2021 draft.

Committee on Literacy Discussion Group

Under the leadership and pledge of financial support from ALA President-Elect Patty Wong, the ALA Committee on Literacy has begun a strategic planning process to highlight and advance the work on and role of literacy in the Association. President-Elect Wong and members of the Committee on Literacy and Literacy Assembly will facilitate an [interactive session](#) on Friday, June 25, 2:30pm – 3:30pm, that includes a SWOT analysis, planned survey and breakout conversations focused on literacy across the Association.

Interest Group Discussion Groups

Two of the ODLOS interest groups, Library Services for Dementia/Alzheimer's (LSDA) and Library Services to the Justice-Involved (LSJI), are holding Discussion Groups at Annual. LSDA's [session](#) on Thursday, June 24, 12:15pm – 1:15pm, will be an open discussion about programs and services that libraries can provide to those living with dementia, as well as for their caregivers. LSJI's [session](#) on Thursday, June 24, 2:15pm – 3:15pm, will be an opportunity to share what's happening in libraries and hear how others are reaching the underserved. LSJI is a place for public and correctional librarians who serve adults and youth who are incarcerated (jail or prison), detained, recently released, paroled, or living under supervision.

Jean Coleman Lecture

The invited speaker for the 2021 Jean Coleman Lecture is Aaron LaFromboise. Aaron is Director of Library Services at Medicine Spring Library, the academic library for Blackfeet Community College and the community library/archives for the Blackfeet Nation. Through her leadership, Medicine Spring Library received the 2018 Association of Tribal Archives, Libraries, and Museums Institutional Excellence Award for creating a safe and enjoyable environment within the Blackfeet Tribal community. Aaron is a 2014 ALA Emerging Leader, sponsored by the American Indian Library Association, a former commissioner for the Montana State Library (2014-2020), serves on the ALA Presidential Committee for Julius C. Jefferson Jr., and is the American Indian Library Association President-Elect. The lecture, "[Mirroring Community in the Library: Growing Momentum for Tribal Libraries and Tribal Librarianship](#)," will be available on demand.

Affiliate Programs and Additional EDI Sessions

The Association of Bookmobile and Outreach Services (ABOS) is hosting a session on Friday, June 25, 10:00am – 11:00 am, on "[Reimagining Your Library's Outreach Program to Successfully Expand Your Library's Reach into Your Community](#)."

The Asian/Pacific American Librarians Association (APALA) is hosting their President's Program on Saturday, June 26, 2:45pm – 3:45pm, on "[Community Driven Justice in Our Work: Library and Archival Workers of Color Advocating for Self-Preservation, Solidarity, Change and Justice in Communities, Workplace and in the Profession at Large](#)." The program is co-sponsored by the Black Caucus of the

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American Library Association (BCALA), the Social Responsibilities Round Table (SRRT) and the Ethnic & Multicultural Information Exchange Round Table (EMIERT).

The Association for Rural and Small Libraries (ARSL) is hosting a session on Thursday, June 24, 12:15pm – 1:15pm, on “[Small & Rural Libraries Navigating Post-Covid Times: a candid discussion.](#)”

The Black Caucus of the American Library Association (BCALA) is hosting their President’s Program on Saturday, June 26, 10:30am – 11:30am, on “[Racial Justice in Librarianship.](#)”

The Chinese American Librarians Association (CALA) is hosting a session on Friday, June 25, 1:00pm – 2:00pm, on “[Libraries as Catalysts for Serving Diverse Communities.](#)”

Additional sessions with an equity, diversity and inclusion focus are featured on the conference [Equity, Diversity, and Inclusion page.](#)