The DEI Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA’s Core Values of Librarianship and ACRL’s commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries.

Scorecard measures:

- Embeddedness of DEI into the Culture and Climate of the Organization: Integration of diversity, equity, and inclusion into the organization which ensures that DEI is a priority.

- Training and Education: The organization provides training that keeps staff current on topics related to racism and on ways to assess the organization’s current racial climate to create a more equitable workplace.

- Recruitment, Hiring, Retention, and Promotion: Effectiveness in reaching out to candidates of color for recruitment and in hiring them. Examining the consistency of retention and promotion of persons of color.

- Budget Priorities for DEI: Funding that demonstrates investment in diversity, equity, and inclusion in the organization and community, including staff, collections, programs, and services.

- Data Practices: Plans and procedures for acquiring or collecting, analyzing, disseminating, and applying data to monitor and achieve organizational DEI goals and objectives.

The DEI Scorecard can be used as is or adapted to accommodate local context.
## DEI Scorecard for Library and Information Organizations

<table>
<thead>
<tr>
<th>Level of Performance</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>3</td>
</tr>
<tr>
<td>Improved</td>
<td>2</td>
</tr>
<tr>
<td>Developing</td>
<td>1</td>
</tr>
<tr>
<td>Insufficient</td>
<td>0</td>
</tr>
</tbody>
</table>

### Embeddedness of DEI into the Culture and Climate of the Organization
- The library has created, outlined, and implemented DEI within its strategic plan (3)
- The library has developed but not implemented DEI goals within the strategic plan (2)
- The library is in the process of developing DEI goals within its strategic plan (1)
- No plan is in place or created to include DEI in the strategic plan (0)

### Training and Education
- The library provides at least twice-yearly mandatory DEI trainings on current and systemic issues that impact equity in the organization and the greater community (3)
- The library provides annual DEI training on current and systemic issues in libraries, but staff attendance is voluntary (2)
- The library is developing but has not yet implemented DEI training (1)
- The library does not offer DEI trainings (0)

### Recruitment, Hiring, Retention, and Promotion
- The library has a plan with measurable goals to attract, retain, hire, and promote BIPOC personnel—including librarians—with clear timelines (3)
- The library has a plan for the recruitment, retention and promotion of BIPOC personnel (2)
- The library has a plan to recruit BIPOC personnel, but it does not include retention or promotion (1)
- No plan in place for recruitment, hiring, retention, and promotion of BIPOC personnel (0)

### Budget Priorities for DEI
- Funding for DEI initiatives is consistently built into the annual budget (3)
- Funding within the budget is not specifically allocated to DEI initiatives, but can be used for these initiatives (2)
- Requests for funds related to DEI initiatives is in process (1)
- DEI efforts are not outlined in the budget (0)

### Data Practices
- The organization regularly uses DEI data for decision making and monitoring progress towards achieving DEI goals (3)
- The organization has a protocol and system for collecting, analyzing, and disseminating DEI data (2)
- The organization has begun to consider developing protocols and systems for collecting, analyzing, and disseminating DEI data (1)
- The organization has no protocols or systems in place for collecting, analyzing, and disseminating DEI data (0)

### Total Score
Supplemental Questions

These questions can be used to provide context for reflection on the concepts in the Scorecard. The list is not exhaustive but is representative of factors that can be taken into consideration when assessing performance on DEI measures.

Embeddedness of DEI into the Culture and Climate of the Organization

1. Does the library's mission, vision, and value statements identify diversity, equity, and inclusion as central to the organization’s success and wellbeing?

2. Has the library established a committee to create initiatives to address DEI issues?

3. Does the director develop an annual plan that includes all departments to create best practices for anti-racism? This is not education efforts or theory, but actual anti-racist changes in practice.

4. Is there a committee to investigate and reconcile with colonialism and racism? Does the committee meet regularly to address concerns and develop protocols, policies, and procedures to address problems in the organization and recommend solutions?

Training and Education

1. Does the director and administrative staff of the organization continuously identify needs for training in critical topics such as anti-racism? Is the training and education used to implement change?

2. Do employees at all levels of the organization have an opportunity for leadership in developing anti-racist best practices for DEI training and education?

3. Does the organization seek out persons inside/outside the organization who have expertise in delivering DEI training and education programs? Are programs generic or do they meet the specific needs of the organization?

Recruitment, Hiring, Retention, and Promotion

1. Are candidates asked about their involvement or achievements in DEI on employment applications and during the interview process?

2. Does the institution provide candidates with information about its involvement or achievements in DEI on employment applications and during the interview process?

3. Has the director implemented a process for increasing BIPOC representation in management and administration, which includes transparent pathways to promotion for staff?

4. Are there additional processes to attract a more diverse workforce, including advertising relevant jobs in more geographically and demographically diverse venues and on listservs and job boards within POC library organizations?
5. Does the director ensure that there is pay equity for BIPOC personnel?

**Budget Priorities for DEI**

1. Does the library’s budget include funding for diversifying the collections to include resources written by or about BIPOC?

2. Does the library identify and purchase from local and online BIPOC booksellers/bookstores and vendors?

**Data Practices**

1. To what extent has the organization built capacity for obtaining, archiving, using, and applying data toward developing an inclusive work environment?

2. What are the organization's plans for continuous assessment of DEI?

3. How are the data that the library collects used to effect positive change?
Sources Consulted

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