

ALA Committee/Taskforce Report Form to Council

TO: ALA Council

DATE: January 22nd, 2025

RE: (select one)

- ACTION REQUESTED
- INFORMATION
- REPORT

ACTION REQUESTED/INFORMATION/REPORT: *(add below)*

Action requested from Councilors is to cast their vote to: *(if applicable)*

<Add in the document link>

ACTION REQUESTED BY: *(add committee name)*

CONTACT PERSON: *(add chair information)*

Nichelle Hayes, Chair of ALA Committee on Diversity

STAFF LIAISON CONTACT:

Kevin Strowder, Director of ODLOS

BACKGROUND: *(add information)*

The ALA Committee on Diversity is looking to refine how formal programming and collaborative partnerships can uphold the expectations outlined in the charge. Members are reviewing each element of this charge (which many individuals see as too complex) to map out a plan of work for the next few years. So, they remain in discussion on a multi-year plan for engaging members, ALA Staff, and key partners around EDI initiatives. The needs of the field as it pertains to DEI supports using the committee developed DEI Scorecard is at the forefront. As series of anti-DEI legislation introduced to dismantle vital resources that support and protect BIPOC, Queer, and Disabled folks on a major level. They recognize that by developing programs and training on use of the DEI Scorecard, libraries can adequately audit their existing work and what initiatives lie ahead. The hope was to implement an education program during Annual 2024.

Additionally, members have requested an audit of the ALA member demographics to capture internal data that could inform programs and research on retention. ODLOS Director is working

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with MRS to identify what exists and how this information can justify the need for new initiatives.

The standing objectives of the committee for FY25 are:

Continuing Education: Members of the committee would like to bring attention to EDI as a foundational component to all new member onboarding and extended refresher options to those who are familiar with the work. To anchor this proposal, they determined that the ALA DEI Scorecard and Cultural Proficiencies for Racial Equity should serve as the main engagement tools for attendees and/or participants.

Collaboration: The Chair encourages a strategic bridge between the ALA committee and all other entities across the association that deliver EDI programs. This will in turn produce a cohesive reporting structure for ALA Leadership to better align plans.

Research: Members are being provided an update on the ODLOS longitudinal study produced in partnership with Gallup Inc. that highlights Diversity within Librarianship.

Ongoing responsibilities discussed by the Committee remain:

- DEI Legislation and collaboration with OIF and PPA for centralized messaging and action.
- Content development in relation to the DEI Scorecard for Annual 2025 events.
- Virtual Programming to highlight the identities of ALA members and how they intersect.

Meeting frequency will stay as a monthly commitment for all participants and has garnered 85% of the roster over the last few convenings.