

COMMITTEE ON DIVERSITY: REPORT OF ACTIVITIES

AMERICAN LIBRARY ASSOCIATION ANNUAL/MIDWINTER CONFERENCE
COVERS THE PERIOD BETWEEN ANNUAL CONFERENCE AND MIDWINTER MEETING

ROSTER

CHAIR

- Valerie Bell

MEMBERS

- Shauntee Burns-Simpson
- Megan Drake (stepped down December 2020)
- Orolando Duffus
- Jina Duvernay
- Dr. Kimberly Y. Franklin
- Natisha Nate Harper
- Carla Mason
- Louis Muñoz, Jr.
- Yumi Ohira
- Liladhar Ramchandra Pendse
- Dr. Raymond Pun
- Mitzi Townes
- Jamia Williams

ASSOCIATES

- Ping Fu
- Jeff D. Parsons

CHARGE

To provide a forum to research, monitor, discuss, and address national diversity issues and trends. To analyze and address the impact of diversity issues and trend on the profession, and the relevance and effectiveness of library leadership, library organizations and library services to an increasingly diverse society. To provide to council and ALA membership information, needed for the establishment of ALA policies, actions and initiatives related to national diversity issues and trends. To encourage and facilitate diversity in ALA membership and the recruitment and retention of a diverse workforce in the profession as a whole. To encourage and facilitate diversity in ALA leadership and leadership development. To facilitate a broad awareness of how and why diversity is unequivocally linked to all ALA areas of concern such as intellectual freedom, education and continual learning, literary and equity of access. To work collaboratively with the ALA president, ALA council, ALA divisions, ALA offices and units, ALA round tables, ALA committees, and ALA affiliates. To serve in an advisory capacity to the director of

the office for diversity to (1) support the role of the office for diversity as the clearinghouse for ALA's diversity resources, contacts, and information exchange, (2) monitor the implementation, progress and ongoing evaluation of ALA national diversity initiatives and programs, and (3) plan, support and encourage conference programs, activities and special events.

ACCOMPLISHMENTS

- The Committee has been meeting virtually on a monthly basis since September.
- The Committee has responded to multiple requests for COD liaisons to other groups and identified volunteers and/or has requested the group share milestones with all of the Committee on Diversity for feedback.
- The Committee spent its first couple of meetings on getting to know one another and community building as well as brainstorming ways in which the Committee could support ALA's EDI Strategic Direction by working on specific projects the members feel committed to accomplishing in the next year.
- After the brainstorm, the committee has identified three Working Groups/Projects and recruited volunteers for each project. The groups and volunteers are:
 1. Adding EDI accountability to ALA Grants Criteria Working Group: Jeff, Liladhar, Yumi, Orolando and Kimberly.
 2. Best Practices for Library Diversity Committees Working Group: Mitzi, Louis, Ray, Jamia, and Jina.
 3. Equity Scorecard for Library Administrators Working Group: Natisha, Jamia, and Kimberly.

EVENTS OR PROGRAMS

The Committee on Diversity in encouraged to actively participate in the quarterly EDI Assembly virtual forums. The EDI Assembly convened on August 4, 2020 and November 17, 2020.

PLANNED ACTIVITIES

In addition to continuing to respond to requests for Feedback/representatives and participating in the quarterly EDI Assemblies, the Committee will be primarily focused on its three projects:

1. Adding EDI accountability to ALA Grants Criteria Working Group – charge to come
2. Best Practices for Library Diversity Committees Working Group
This Working Group of the Committee on Diversity will develop a resource list, directory of groups, and best practices for institutional Equity, Diversity and Inclusion committees focused on organizational change within LIS. Working Group members will identify resources to include after reviewing recent publications, presentations and national conversations on this topic, develop a directory, and promote contributing to the resource page to ALA members through the EDI Assembly, the ODLOS Newsletter, etc. The resource list, directory and best practices will be shared on the ALA website (<http://www.ala.org/advocacy/diversity/workplace>)
3. Equity Scorecard for Library Administrators Working Group
Research and best practices will be the foundation for this tool that centers accountability and transparency, and that measures the effectiveness of diversity and equity in

recruitment, retention, and promotions in libraries. This scorecard, which will be shared with ALA members, provides administrators with actionable data for strengthening their commitment to equity, diversity, inclusion, and justice in alignment with ALA's commitment to diversity.

INTERACTIONS WITH OTHER UNITS WITHIN ALA

The ALA Committee on Diversity currently has representatives serving on the United for Libraries Literary Landmark Task Force (Ray) and the Committee on Professional Ethics Working Group on Social and Racial Justice (Liladhar). The Committee also participates in the EDI Assembly.

RELATIONSHIP OF THE COMMITTEE'S WORK TO THE ALA STRATEGIC DIRECTIONS

The Committee supports ALA's 4th Strategic Direction on Equity, Diversity, and Inclusion. Additionally, each of the current working groups map to the following specific goals/strategies.

1. Adding EDI accountability to ALA Grants Criteria Working Group:
 - a. Critically examine the way that equity, diversity, and inclusion are addressed and coordinated throughout the Association.
 - b. Review ALA alliances and coalitions to increase focus on equity, diversity, and inclusion.
2. Best Practices for Library Diversity Committees Working Group:
 - a. Establish resources and support so libraries and librarians can be effective advocates for the inclusion of all individuals in the life of their community.
 - b. Provide context and understanding of the concepts of equity, diversity, and inclusion and recognize their intersectional and complex nature.
3. Equity Scorecard for Library Administrators Working Group:
 - a. Commit to ameliorating marginalization and underrepresentation within the Association and the communities served by libraries through increased understanding of the effects of historical exclusion.
 - b. Expand the work of ALA and its allies in building a diverse and inclusive profession.
 - c. Gather, develop, and disseminate research documenting the value of equity, diversity, and inclusion.

COMMITTEES SELF-CHECK ON ITS VALUE AND VISIBILITY

The majority of committee members are involved in working groups and participate in monthly meetings. The Committee receives many requests for liaisons and is currently unable to fulfill all such requests as committee members have sufficient working responsibilities on the committee and are unable to attend additional groups' meetings. The Committee would like a clearer sense of how ALA Council does or does not drive its work and priorities.

ANY ADDITIONAL INFORMATION