

COMMITTEE ANNUAL REPORT

Office for Diversity, Literacy, and Outreach Services (ODLOS) Advisory Committee

Committee Activities from July 1, 2022 – February 28, 2023

Committee Name: Office for Diversity, Literacy and Outreach Services Advisory Committee
Conference Year: 2022-2023
Committee Chair: Jennifer Shimada and Suzan Alteri
Staff Liaison: Kevin Strowder
Committee Members: President ABOS-Outreach (ABOS Representative, January 1, 2022, to December 31, 2024)
 Vice President ABOS-Outreach (Member, January 1, 2022, to December 31, 2024)
 Rhonda K. Gould (Member, August 26, 2022, to June 30, 2024)
 Mr. Simon J.M. Healey (Member, August 26, 2022, to June 30, 2023)
 Conrado Saldivar (Member, August 26, 2022, to June 30, 2023)
 Sally Stieglitz (Member, August 26, 2022, to June 30, 2024)
 Emily A. Bergman (EMIERT Representative, July 1, 2022, to June 30, 2023)
 Nadia Mira Orozco-Sahi (RRT Representative, July 1, 2022, to June 30, 2023)
 LaJuan Pringle (SRRT Representative, July 1, 2022, to June 30, 2023)
 Mr. Sammie Johnson, II (Committee Associate, July 1, 2022, to June 30, 2024)
 Angela Steele (Committee Associate, July 1, 2021, to June 30, 2023)
 Vincci Wing Yee Kwong (CALA Representative, July 1, 2022, to June 30, 2023)
 Carrie Scott Banks (Ex-Officio Member, July 1, 2022, to June 30, 2023)
 Carla Y. Davis-Castro (Ex-Officio Member, July 1, 2022, to June 30, 2023)
 Anjelica T. Rufus-Barnes (Ex-Officio Member, July 1, 2022, to June 30, 2023)
 Gwendolyn N. Weaver (Ex-Officio Member, July 1, 2021, to June 30, 2023)
 Mr. Allan Martin Kleiman (Ex Officio, July 1, 2022, to June 30, 2023)
 Mrs. Shauntee Burns-Simpson (BCALA Representative, July 1, 2018, to June 30, 2023)
 Mrs. Cindy Hohl (AILA Representative, July 1, 2022, to June 30, 2023)
 Raymond Pun (APALA Representative, July 1, 2022, to June 30, 2023)

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
September 20, 2022	Virtual	17	N/A
<i>Notes:</i>			

- The EDI Assembly Working Group, comprised of 6 ODLOS Advisory Committee members, has met on the following dates:
 - November 11, 2022
 - December 14, 2022
 - January 17, 2023
- All ODLOS Advisory Committee Members are also asked to attend and provide updates at EDI Assembly meetings. As of February 28, 2022, two of these meetings have been held this year:
 - October 27, 2022
 - January 23, 2023
- 11 members of the ODLOS Advisory Committee provided virtual, asynchronous input on the Jean Coleman Lecturer selection.
- The Jean Coleman Lecture Task force, comprised of 6 ODLOS Advisory Committee members, met on January 11, 2023.

At least one more ODLOS Advisory Council meeting, three more EDI Assembly Working Group meetings, and two more EDI Assembly meetings are planned for the 2022-2023 year.

Committee Charge:

The Office for Diversity, Literacy and Outreach Services (ODLOS) Advisory Committee provides advice and support to the ODLOS on the areas of diversity, literacy and outreach. The Advisory Committee is comprised of member groups that represent diverse viewpoints and constituents and will provide a two way forum to communicate member needs to ODLOS and for the Office to share information with member groups. The Advisory Committee members will offer dynamic perspectives to help guide the strategic direction of ODLOS, will assess program effectiveness, encourage the exploration of new ideas and initiatives, and strengthen the growth of equity and inclusion within the American Library Association and the profession as a whole. Members are appointed to the ODLOS Advisory Committee through recommendations from the Presidents/Chairs of the stakeholder committees and organizations, with an additional three members appointed by the ALA President-elect.

Objectives of the committee for this conference year, including any planned activities:

1. Provide a forum for represented member groups to provide updates and seek collaboration/feedback
2. Strengthen the structures of the Equity, Diversity, and Inclusion (EDI) Assembly and host four EDI Assembly meetings
3. Present the Jean E. Coleman Lecture
4. Update the ODLOS Advisory Committee Handbook
5. Create a rubric and process for adding additional members to the ODLOS Advisory Committee

Describe interactions with other units within ALA:

The ODLOS Advisory Committee has two subcommittees: The Spectrum Advisory Subcommittee, and The Services to Refugees, Immigrants, and Displaced Persons Subcommittee. Their reports are attached to this report below. The Diversity Research Grants Advisory Subcommittee currently lacks a chair and is on hiatus.

As the ODLOS Advisory Committee is almost exclusively composed of liaisons from other ALA and ALA-affiliated units, we serve an important role as a communication channel between ODLOS, the represented units, and the rest of the

association. Finally, the ODLOS Advisory Committee runs the EDI Assembly, which is composed of representatives from other units within ALA as well as interested individual members of ALA.

Synthesis of activities (summarize discussions, decision(s) or motion(s) reached, and note follow-up action(s) required:

1. This was the first year the ODLOS Advisory Committee put out a call for nominations for the Jean Coleman Lecture. Nine nominations were received, and the committee also added in the seven people nominated in 2020 by the committee. The ODLOS Advisory Committee ranked nominees, and the top nominee (Ady Huertas) was invited to give the Jean Coleman Lecture. This nominee has accepted, and is expected to provide a title, abstract, and biography to the committee by May 1st.
2. The EDI Assembly has been the major accomplishment of the ODLOS Advisory Council. With the assistance of ODLOS Advisory Committee members serving as the “EDI Assembly Working Group”, two meetings have been held thus far, and two more are planned. The feedback for the Assembly has been overwhelmingly positive from participants.
 - The first meeting, on October 27th, 2022, was an introductory meeting. After the co-chairs defined the goals of the assembly using the 3 C’s (an opportunity to *connect* with others to build networks, *collaborate* with others on EDI-related projects, or *copy* the EDI-related work that others are doing, members had the opportunity to reflect in breakout rooms about how they want to help ALA towards its strategic direction of EDI this year and how the EDI Assembly could help. Then, the ALA ODLOS Office provided an update on its activities, which a chance for members to ask questions and provide input. Finally, represented groups provided updates on their activities, and members were able to discuss in breakout rooms how they could connect, collaborate, and copy given those updates.
 - The second meeting, on January 23rd, 2023, was on the topic of accessibility. Again, represented groups provided updates, and members had the chance to discuss. Next, the ODLOS office’s new Program Manager of Accessibility Services, Hillary Pearson, introduced herself and her work, and members had the opportunity to ask her questions. Carrie Banks of the Accessibility Assembly and Adina Mulliken of the Association of College and Research Libraries (ACRL) Accessibility Interest Group also shared more about the work of their groups. Finally, members were able to discuss in breakout groups how they can work together to ensure that ALA becomes more accessible.
 - A third meeting is planned for March 14th, 2023 on the topic, The Intersection of Intellectual Freedom and Social Justice. This meeting is being planned in collaboration with the Intellectual Freedom Committee and the Intellectual Freedom Roundtable.
 - A fourth meeting is planned for June, with the topic still to be determined.
3. ODLOS Advisory Committee members have volunteered to represent the committee on the COLA Ecosystem Subcommittee and as a participant in the LibLeanX Dr. Martin Luther King, Jr. Sunrise Celebration

If unable to achieve desired committee outcomes, what hampered the ability to achieve stated goals (lack of resources, member participation, communication issues, procedural delays, etc.?)

It took longer than usual to identify committee members from the represented groups, as there was confusion about that process and timeline and about whether the ODLOS office or the co-chairs were responsible for that work. The co-chairs will work with the ODLOS office beginning in May to identify the members of the 2023-2024 committee.

Priorities/recommendations for the upcoming year:

N/A

Other comments/information you believe will help the Association in its work: In 2021-2022, the ODLOS Advisory Committee did not have enough capacity, particularly with the addition of the EDI Assembly to its responsibilities. That year, the committee was not able to come up with a Jean Coleman Lecture Task Force (the ODLOS office secured a lecturer on its own), and the EDI Assembly Working Group was comprised of unofficial volunteers from the EDI Assembly rather than members of the ODLOS Advisory Committee.

At ALA Annual in 2022, Council approved a second co-chair (each of the two co-chairs serving two year, staggered terms) and three additional members-at-large. This additional capacity has been key to the success of the committee so far this year. This year, the committee was able to select a Jean Coleman Lecturer, and the EDI Assembly Working Group is comprised of members from within the ODLOS Advisory Committee. The members-at-large are among the most active members of the committee, and the new co-chair (Suzan Alteri) will be much more prepared to continue the work of the committee with another co-chair in 2023-2024 after the term of the existing co-chair (Jennifer Shimada) ends.

Submitted by: Jennifer Shimada and Suzan Alteri

Date Submitted: February 28, 2023

Committee Information Update (CIU)

Appendix I: Revised Form

COMMITTEE ANNUAL REPORT

Committee Name: Spectrum Advisory Committee (SAC)

Conference Year: 2023

Committee Chair(s):
Anjelica Rufus-Barnes and Cindy Hohl

Staff Liaison: Kevin Strowder

Committee Members: Ivonne Cintron, Orolando Duffus, Kenneth Redd, Isabel Soto-Luna (Giving Back Circle subcommittee co-chair), Jasmine Sykes-Kunk, Marikit Fain (Giving Back Circle subcommittee co-chair), Mimosa Shah, Emma N. De Vera, Monique Jeanee Christian-Long, Kaypounyers Maye, Mihoko Hosoi, & Nia Lam (Ex officio: Spectrum Jury chair). SAC member Monica Boyer resigned due to family obligations in January 2023.

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
August 24, 2022	Virtual	6	Nathalie DeFelice and Heather Van Dyne, 2021-22 SAC Co-Chairs
September 28, 2022	Virtual	7	
October 28, 2022	Virtual	10	
January 25, 2023	Virtual	5	

Committee Charge: "To oversee, coordinate, and support activities of the Spectrum Scholarship Program and related diversity pre-professional development activities; to appoint potential award jurors for the Spectrum selection process; to plan and execute the Spectrum Institute; to advocate for and advise on all Spectrum fundraising and marketing initiatives; and to ensure community building amongst Spectrum recipients through activities designed to (1) increase the participation of Spectrum Scholars in ALA Committees and leadership; and (2) promote the interests and concerns of the Spectrum Scholars throughout the Association." (ALA website)

Objectives of the committee for this conference year, including any planned activities:

1. Plan the 2023 Spectrum Leadership Institute (SLI)
 2. Host a webinar about obtaining a first library job
 3. Acclimate the 2022 Spectrum Scholars within the community (orientation, surveys)
 4. Support the Spectrum Jury Chair with the application evaluation and selection of the 2023 cohort, including a January 2023 information session about applying for the scholarship (122 participants registered, of which 50 attended)
 5. Re-establish the Giving Back Circle
 6. Host virtual happy hours for Spectrum Alumni
 7. Gather information and create a guide of Spectrum Scholars who are running for ALA offices
 8. Interview the 2024-25 ALA Presidential candidates
 9. Establish a directory of past and present Spectrum Scholars
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Describe interactions with other units within ALA: To-date, SAC had only directly interacted with ODLOS. Anjelica attended the September 2022 ODLOS Advisory Committee meeting as the SAC rep and sent updates to the EDI Assembly October 2022 and January 2023. Meanwhile, the following divisions support one or more Annual Spectrum Scholarships: AASL, ACRL, ALSC and YALSA. All ODLOS affiliates and round tables offer free memberships to new Scholars. _____

Synthesis of activities (summarize discussions, decision(s) or motion(s) reached, and note follow-up action(s) required:

1. SAC members have volunteered for activities throughout, including the fall happy hour, the scholarship information session, Giving Back Circle, the directory, and Spectrum Leadership Institute planning
 2. The Giving Back Circle is in the early stages of its revamp. Isabel informed SAC in August that the platform originally used for donations (CrowdRise) was bought by Go Fund Me. _____
 3. The directory has run into logistical problems, such as how to obtain a master list of the 1,400 scholars and safety and privacy of the directory.
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If unable to achieve desired committee outcomes, what hampered the ability to achieve stated goals (lack of resources, member participation, communication issues, procedural delays, etc.?)

Deduction of ODLOS staff and available resources have caused the Giving Back Circle and the directory to take a back seat the last couple of months. Additionally, there was a miscommunication between SAC and ODLOS over which entity should create marketing for the 2023 Spectrum Scholarship information session. The session, which was originally scheduled for December 9, 2022 was moved to January 20, 2023 after receiving no registrations. _____

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Priorities/recommendations for the upcoming year:

Continue to build community for the Spectrum Alumni.

Other comments/information you believe will help the Association in its work: Hire more in-house people for ODLOS, especially a dedicated staff member for Spectrum. Kevin is only one person and can't do it all!

Submitted by: Anjelica Rufus-Barnes _

Date Submitted: 2/17/23 _____

Committee Information Update (CIU)

Appendix I: Revised Form

COMMITTEE ANNUAL REPORT

Committee Name: Services to Refugees, Immigrants, and Displaced Persons (SRIDP) subcommittee
Conference Year: 2022 to 2023
Committee Chair: Anna Kozłowska and Shayna Ross (co-chair)
Staff Liaison: Kevin Strowder and Hillary Pearson
Committee Members: Ziba Perez, Julie Ann Robinson, Celina Tirona, Dr. Farzaneh Razzaghi (resigned)

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
Sept. 9th	Virtual	5	
Oct. 14 th	Virtual	4	
Nov. 18 th	Virtual	4	Erin Anderson (grad student, potential capstone project discussion)
Dec. 9 th	Virtual	5	
Jan. 13 th	Virtual	5	
Feb. 10 th	Virtual	5	Hillary Pearson (new ALA ODLOS liaison)

Committee Charge:

The Services to Refugees, Immigrants, and Displaced Persons (SRIDP) Sub-Committee of the ODLOS Advisory Committee supports and promotes ALA, libraries and communities to ensure that libraries provide the best possible services to support refugees, immigrants and displaced persons.

Objectives of the committee for this conference year, including any planned activities:

1. Welcome Week Toolkit Overhaul
2. Support voluntary group - Equitable Immigrant Subject Headings Cooperative (EISHC)
3. Develop a toolkit for library staff on how to identify and work with local organizations and groups that center their work on supporting immigrants and refugees in the community

Describe interactions with other units within ALA: Attends ODLOS Advisory Committee meeting

Synthesis of activities (summarize discussions, decision(s) or motion(s) reached, and note follow-up action(s) required:

1. Welcoming/onboarding new members to the committee, providing an overview of ODLLOS, and reviewing past projects of the committee; also watched and discussed the "Change the Subject" documentary and how that will influence our work as a committee
2. Sharing current projects, conferences, and work that current members are engaged in at their individual workplaces that ties back to the mission of the subcommittee
3. Brainstormed a list of potential projects based on current membership and workload capacity with a decision to focus on overhauling the Welcome Week Toolkit with updated information, reflection on the post-pandemic environment, include more reflection on multiculturalism, and work on ways to promote across libraries outside the subcommittee

If unable to achieve desired committee outcomes, what hampered the ability to achieve stated goals (lack of resources, member participation, communication issues, procedural delays, etc.?)

Lack of members and dedicated participation has been the most difficult issue we faced

Priorities/recommendations for the upcoming year:

Recruit new members and plan targeted work activities as a larger team.

Other comments/information you believe will help the Association in its work: No comments

Submitted by: Shayna Ross Date Submitted: 2/25/2023