

COMMITTEE ANNUAL REPORT

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

Committee Activities from July 1, 2021 – February 28, 2022

Committee Name: Office for Diversity, Literacy and Outreach Services Advisory Committee
Conference Year: 2021-2022
Committee Chair: Jennifer Shimada
Staff Liaison: Kevin Strowder
Committee Members: David Kelsey (Member, July 1, 2018, to June 30, 2022)
Denice C. Adkins (REFORMA Representative, July 1, 2020, to June 30, 2022)
Mrs. Cindy Hohl (AILA Representative, July 8, 2020, to June 30, 2022)
Dr. Grace M. Jackson-Brown (Member, July 1, 2020, to June 30, 2022)
Ms. Lisa Eichholtz (SRRT Representative, July 1, 2021, to June 30, 2022)
Rae-Anne Montague (GLBTRT Representative, July 1, 2021, to June 30, 2022)
Ms. Tinamarie Vella (EMIERT Representative, July 1, 2020, to June 30, 2022)
Ms. Jaena Rae Cabrera (Committee Associate, September 1, 2020, to June 30, 2022)
Angela Steele (Committee Associate, July 1, 2021, to June 30, 2023)
Dr. Raymond Pun (CALA Representative, July 1, 2021, to June 30, 2022)
Nathalie DeFelice (Ex-Officio Member, July 1, 2020, to June 30, 2022)
Dr. LaVerne Gray (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Ms. Chelsea Jordan-Makely (Ex-Officio Member, September 9, 2021, to June 30, 2022)
Anna Kozlowska (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Lettycia Terrones (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Ms. Kiera O'Shea Vargas (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Leslie A. Warren (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Gwendolyn N. Weaver (Ex-Officio Member, July 1, 2021, to June 30, 2022)
Mrs. Shauntee Burns-Simpson (BCALA Representative, July 1, 2018, to June 30, 2022)
Candice (Wing-yee) Mack (APALA Representative, July 1, 2021, to June 30, 2022)

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
August 26, 2021	Virtual	13	N/A
November 16, 2021	Virtual	9	N/A
February 22, 2022	Virtual	5	N/A

Note: ODLOS Advisory Council Members are also asked to attend and provide updates at EDI Assembly meetings. As of February 27, 2021, two of these meetings have been held this year:

- October 4, 2021
- January 19, 2022

At least one more ODLOS Advisory Council meeting and two more EDI Assembly meetings are planned for the 2021-2022 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. Present the Jean E. Coleman Lecture
3. Present the Diversity and Outreach fair
4. Organize and provide updates at the EDI Assembly

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. Represented member groups have presented updates at both ODLOS Advisory Council meetings and EDI Assembly Meetings.
2. The Jean E. Coleman Lecture was postponed for this year
3. The EDI Assembly has been the major accomplishment of the ODLOS Advisory Council. With a group of unofficial volunteers from the EDI Assembly comprising 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 4th, 2021, had the theme of “Breaking Down Barriers”. After represented groups provided updates on their activities, EDI Assembly Working Group members hosted four breakout rooms with different themes, each having a suggested pre-reading to ensure that attendees with less context had background in order to more effectively participate:
 - Barriers to Intellectual Freedom and Social Justice
 - Barriers to Participation in ALA for Marginalized Groups
 - Barriers to Advancement/Retention in the Field for Marginalized Groups
 - Barriers to Recognition of BIPOC Labor
- The second meeting, on January 19th, 2022, had the theme “Out of the Margins.” Again, represented groups provided updates, and then EDI Assembly Working Group members hosted breakout rooms with suggested pre-readings:
 - Vocational Awe
 - “A Good Fit?” Code Switching/Passing
 - Intersections in Libraries
 - Liberatory Design
- A third meeting is planned for March 28th, 2022, where a panel of speakers will be invited to speak on EDI-related topics. A fourth meeting is planned for June.

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.?)

A significant barrier this year was a lack of member participation, due to burnout from the pandemic and other commitments. The committee was unable to secure participants for the Jean Coleman Lecture Task Force, and decided to postpone it for a year. Further, the committee was unable to find participants within the ODLOS Advisory Committee to run the EDI Assembly, and therefore, an informal EDI Assembly Working Group was created. Another barrier was staff turnover within ALA and a committee chair who had little previous experience or context providing leadership for an ALA-level committee.

Priorities/recommendations for the upcoming year: The EDI Assembly represents a significant amount of work. Members of the ODLOS Advisory Council, most of whom have significant responsibilities towards the groups they represent, do not have capacity to run the EDI Assembly in an effective manner. Further, a new chair for the committee every year creates a lack of continuity. The present ODLOS Advisory Committee chair recommends that there are two co-chairs (or a chair and vice-chair) appointed for staggered two year terms. This will make the workload more manageable and provide more continuity. The committee will work with governance and the Committee on Organization to explore options for making changes to the committee structure. The committee is also working with the staff liaison to determine the best way to manage the EDI Assembly.

Other comments/information you believe will help the Association in its work: N/A

Submitted by: Jennifer Shimada

Date Submitted: February 28, 2022

Committee Information Update (CIU)

Appendix I: Revised Form

COMMITTEE ANNUAL REPORT

Committee Name: Spectrum Advisory Committee
Conference Year: 2022
Committee Chair: Nathalie DeFelice & Heather VanDyne
Staff Liaison: Kristin LaHurd and Kevin Strowder
Committee Members: Cynthia J. Hohl (Member, July 2020-June 2022)
Orolanda Duffus (Member, July 2021-June 2023)
Kenneth Redd (Member, July 2021-June 2023)
Anjeclica T. Rufus-Barnes (Member, July 2021-June 2023)
Isabel Soto-Luna (Member, July 2021-June 2023)
Ivonne Cintron (Member, July 2021-June 2023)
Jasmine Sykes-Kunk
Michelle Pantoja McKinney
Kristin Lansdown

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
08/12/2021	Virtual	4	
09/22/2021	Virtual	9	
10/27/2021	Virtual	6	
11/17/2021	Virtual	6	
1/21/2022	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.

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

1. Notifying Spectrum Scholarship Award recipients and orienting them into the Spectrum Scholarship Program.

2. Attending any ODLOS events, promoting the Spectrum Scholarship Program.
3. Informal planning for upcoming meetings with the Spectrum Advisory Committee

Describe interactions with other units within ALA:

3. Informal planning for upcoming meetings with the Spectrum Advisory Committee.

Describe interactions with other units within ALA:

- Currently AASL, ACRL, ALSC, LITA, YALSA and LIRT support one or more annual Spectrum Scholarships.
- All ALA Divisions, all ODLOS affiliates (REFORMA, BCALA, CALA, APALA, AILA, ABOS, and ARSL), and all ODLOS round tables (EMIERT, RainbowRT, and SRRT) offer free membership to current Scholars.
- ACRL sponsored four Spectrum Scholar Travel Grants consisting of complimentary registration for the ACRL 2021 Virtual Conference, as well as providing complimentary registration for the 2019 and 2020 ACRL Spectrum Scholars. Recipients will be announced in January 2021.

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

1. A welcome orientation for 2021 Spectrum Scholars and a graduation celebration/virtual happy hour was held via Zoom in January after LibLearn X.
2. Isabel discussed reviving the Giving Back Circle, which had efforts delayed due to the pandemic, to help acknowledge donors and promote fundraising to the Spectrum Scholarship Program
3. Actively looking for ways to engage current and past Spectrum cohorts through different social media types (possibly opening a Discord channel)
4. Past events: September 2021 (2020 Spectrum Cohort Virtual event & Spectrum Happy Hour)

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.?)

There's been a bit of turnover within ALA that has left the Spectrum Advisory Committee working to try and make sure we're meeting as many needs as we can with the guidance that we have. We appreciate the help we've received from Kevin Strowder, Kristin Lahurd.

Priorities/recommendations for the upcoming year: Finding the best direction for the Spectrum Advisory Committee to focus its work. We're dedicated to helping connect BIPOC LIS students to resources that can benefit them as they pursue their degrees as well as beyond.

Other comments/information you believe will help the Association in its work: _____

Submitted by: Natalie DeFelice & Heather VanDyne_____

Date Submitted: 2/23/2022

Committee Information Update (CIU)

Appendix I: Revised Form

COMMITTEE ANNUAL REPORT

Committee Name: Serving Refugees, Immigrants, and Displaced Persons (SRIDP)
Conference Year: 2021/2022
Committee Chair: Anna Kozlowska-Barrios
Staff Liaison: Amber Hayes (until November)/ Kristin Lahurd (current)
Committee Members: Rachel Gut, Anna Kozlowska-Barrios, Kristin Lahurd, Heather Lowe, Shabnam Mahmood, Julie Robinson, Shayna Ross, Connie Siebold, Marina Valenzuela

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
September 3rd	Zoom	5	
October 1st	Zoom		
November 5th	Zoom	7	
December 3 rd	Zoom		Jaime Eastman
January 14th	Zoom		

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. Complete revision of the “How to Serve the World@Your Library” toolkit
2. 7 in 7 Video Series
3. Libraries Respond webpage update
4. Immigrant Information Resolution
5. Library of Congress Subject Line "Illegal Aliens" Heading Resolution
6. Listserv of immigrant outreach librarians, trainers, and researchers throughout the country

Describe interactions with other units within ALA: ODLOS, REFORMA

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

1. **Revision of the toolkit:** SRIDP current and former members (Anna Kozłowska-Barrios, Ana Ndumu, Shayna Ross, Connie Siebold, Rachel Gut, Adriana Blancarte-Hayward, Helen Chou, Natalia Bowdoin, and Amber Hayes) revised the 2007 version of the "How the Serve the World @ Your Library: Serving Non-English Speakers in U.S. Public Libraries" to the new "Engaging Multilingual Communities and English Language Learners in U.S. Libraries": https://www.ala.org/advocacy/sites/ala.org/advocacy/files/content/Engaging%20Multilingual%20Communities%20and%20English%20Language%20Learners%20in%20U.S.%20Libraries%20%20Toolkit_0.pdf The goal of this toolkit is to provide ideas for public and academic libraries on how to best address the needs of multilingual communities and those who wish to improve their English language skills. We recognize that libraries play an important role in providing free English language classes and citizenship preparation courses. Still, we also argue that hundreds of other languages spoken in the United States deserve their rightful place in the library space. Also, we removed deficit-based terminologies such as limited-language proficiency or non-English speakers, etc., and replaced them with Multilingual Speakers or English Language Learners.
2. **7 in 7 Video Series:** Mini instructional videos focused on providing a snapshot of different facets of library services to immigrant populations. Currently pivoting content collection toward interview synthesis.
3. **Libraries Respond webpage update:** Currently we are working on a draft of the Website project. The existing website is outdated and includes some problematic references.
4. **Immigrant Information Resolution:** This is a project that was started last year. ALA currently has a 2007 resolution on [immigrant rights and access to information](#) that is very outdated. A group last year reworked the language and sent the draft to ALA's Committee on Legislation for review and received feedback. The resolution was sent to ALA's ODLOS Advisory Committee (the parent committee of this group) for final approval. ODLOS will meet to discuss this resolution on February 23rd.
5. **Library of Congress Subject Line "Illegal Aliens" Heading Resolution:** We are in the process of gathering support and possibly creating a group responsible for drafting a new resolution.
6. **Listserv of immigrant outreach librarians, trainers, and researchers throughout the country:** This is a new proposed project. The listserv has been proposed to assist those working with immigrants. Many communities are not designated resettlement areas, but very often can be secondary migration hubs. The first step in this project is to identify those working with refugees, immigrants, asylees, and displaced persons. A second step will be to compile successful programming already in place that can be shared.

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.?)

7 in 7 Video Series – Pandemic burnout from participants, changing tactics to lighten the load.

Priorities/recommendations for the upcoming year:

In the second half of the year we will continue work on the ongoing projects.

Other comments/information you believe will help the Association in its work:

Submitted by: Anna Kozłowska-Barrios Date Submitted: 02/25/2022