

Committee Information Update (CIU)

Appendix I: Revised Form

COMMITTEE ANNUAL REPORT

Committee Name: Committe On Diversity (COD)
Conference Year: 2021-2022
Committee Chair: Kiera O'Shea Vargas
Staff Liaison: Kevin Strowder and Amber Hayes
Committee Members:

Ozy Aloziem
Valerie Bell
Beatrice Elizabeth Canales
Melissa I. Cardenas-Dow
Nicholae Cline
Carla Y. Davis-Castro
Jina DuVernay
Ms. Sandra Farag
Dr. Kimberly Y. Franklin
Ping Fu
Ms. Eboni M. Henry
Ms. Boutsaba Janetvilay
Ms. Nicola Mcdonald
Mr. Louis Munoz, Jr
Mr. Gary L. Shaffer
Victoria O. Akinde
Dr. Padma Polepeddi

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers
September 20, 2021	Virtual	7	n/a
October 11, 2021	Virtual	7	n/a

January 13, 2022	Virtual	5	Diversity Committees Best Practices Working Group
March 18, 2022			
April			

Committee 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. 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.

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

1. To request that Councilors cast their vote for acceptance of using DEI Scorecard as a primary means for ALA's measures for DEI particularly the following; culture and climate of the organization; training and education; recruitment, hiring, retention, and promotion; budget priorities for DEI; and data practices
2. Create working groups for EDI Grants working group that will critically assess ALA grants and scholarship to center on equitable access and fair distribution.
3. Create working group for Diversity Committees Best Practices that will work on reasonable deliverables.

Describe interactions with other units within ALA: Presented to ALA Council to accept DEI scorecard. (https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/ALA_CD_14_Committee_on_Diversity_1.pdf)

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

1. Equity Score Card: Research and best practices will be the foundation for this tool that centers accountability and transparency, and 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.

2. Created two working groups

- a. EDI Grants Working Group -Critically assess ALA grants and scholarships across all divisions regarding diversity, equity, and inclusion to ensure equitable access and distribution. As part of a series of diversity, equity, and inclusion initiatives, this audit aims to help build a more diverse and inclusive community – this was lead by member; Carla Davis-Castro and they met in January.
 - i. Centered on reviewing current scolarships and grants.
- b. Diversity Committees Best Practices 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>) – co-lead by Ozy Aloziem and Nicola McDonald
 - i. One goal for the group is to decide upon reasonable deliverables for the group considering the capacity of group members and the needs of the broader community.
 - ii. Another goal is to set deadline and benchmarkts that are reasonable.
 - iii. Create deliverables.

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.): Creating a calendar of dates at the beginning would have been ideal for better participation.

Priorities/recommendations for the upcoming year: Continue with working groups; continue building a rapport as a committee, and create meeting times in advance. Focus on EDI working group as this is important to encourage more diversity within the profession.

Other comments/information you believe will help the Association in its work: Continue building each year as we have from the year before. Using the folder from the working groups and workplan from 2020 that highlights the working group, documents, chрге, members from the working group, and the ALA Strategic direction alignment. The ensures that we are building and moving forward versus starting fresh annually.

Submitted by: Kiera O'Shea Vargas

Date Submitted: February 26, 2022