

ODLOS Advisory Committee

REPORT OF ACTIVITIES

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

ROSTER

Position	Name	Position	Name
Chair	Martin Garnar	Rainbow Round Table Rep	Ana Elisa de Campos Salles
ABOS Rep	Cathy Zimmerman	REFORMA Rep and SRIDP Chair *	Nicanor Diaz
ARSL Rep	Jennifer Pearson	RNTLOAK Chair *	John Sandstrom
AILA Rep	Carla Davis- Castro	Spectrum Advisory Chair*	Nia Lam
ASGCLA Rep	Marti Goddard	SRRT Rep	Jane Cothron
APALA Rep	Paolo Gujilde	Member-at-Large	Elizabeth Brumfield
BCALA Rep & COD Chair*	Shauntee Burns-Simpson	Member-at-Large	Jennifer Shimada
CALA Rep	Hong Yao	Associate	Van Rider
COE Chair	Cindy Yu	Associate	Melinda Maria Livas
COL Chair	Kevin Reynolds	ALA Staff Liaisons	Kristin Lahurd and Amber Hayes
DRG Advisory Chair*	Denice Adkins	ALA Exec Board Liaison	Lessa Pelayo-Lozada
EMIERT Rep	Andrea Jamison		

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.

ACCOMPLISHMENTS

Since the Midwinter Meeting, the bulk of our activities are represented in the work of our subcommittees (please see individual reports in the appendices). Aaron LaFromboise, who was selected to be the 2020 Jean E. Coleman Library Outreach Lecturer, was rescheduled for the 2021 Annual

Conference. We also selected participants for the Diversity Fair that was to be held at the 2020 Annual Conference, but that will not take place. Finally, we continued preparations for the inaugural EDI Assembly, which was to be held at Annual 2020. More information about that event is listed under Planned Activities.

PLANNED ACTIVITIES

At the 2020 Midwinter Meeting, the ALA Executive Board charged us with establishing an Equity, Diversity, and Inclusion (EDI) Assembly with the purpose of bringing together representatives from all groups within ALA, including divisions and round tables, that are working on issues related to equity, diversity, and inclusion. While the first meeting of the assembly was to have been at the 2020 Annual Conference, the move to a virtual event in June 2020 will delay the first (virtual) meeting of the EDI Assembly to be August 4th at 2 to 3:30 p.m. Central Time. A call for participation for both official liaisons and at-large volunteers will be sent prior to the June 2020 virtual event. We also selected participants for the Diversity Fair that was to be held at the 2020 Annual Conference, but that will not take place.

INTERACTIONS WITH OTHER UNITS WITHIN ALA

The ODLOS Advisory Committee has three subcommittees: The Spectrum Advisory Subcommittee, The Services to Refugees, Immigrants, and Displaced Persons Subcommittee, and the Diversity Research Grants Advisory Subcommittee. Their reports are attached to this report as Appendices A – C. 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.

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

As a committee deeply invested in the work of equity, diversity, and inclusion (EDI), we have a strong connection to the strategic direction focused on EDI. We are also working to ensure that EDI is considered and present in discussions of information privacy, advocacy, and professional development, so our committee connects to all four strategic directions. The development of the EDI Assembly will be an opportunity for continuing the work of centering EDI in all of our association's activities.

COMMITTEE'S SELF-CHECK ON ITS VALUE AND VISIBILITY

The committee has monthly online meetings to share information and report on progress from its constituent groups. Our task of convening the EDI Assembly is confirmation of our centrality to EDI-related activities in the association and profession.

Appendix A

Spectrum Advisory Committee: REPORT OF ACTIVITIES

AMERICAN LIBRARY ASSOCIATION ANNUAL CONFERENCE
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ROSTER

CHAIR

- **Nia Lam** (Chair, July 1, 2019, to June 30, 2020)

MEMBERS

- **Elisandro Cabada** (Member, July 1, 2018, to June 30, 2020)
- **Kathy Carroll** (Member, July 1, 2018, to June 30, 2020)
- **Nathalie DeFelice** (Member, July 1, 2018, to June 30, 2020)
- **Sukrit Goswami** (Member, July 1, 2019, to June 30, 2021)
- **Melinda Maria Livas** (Member, July 1, 2018, to June 30, 2020)
- **Hilda H. Loh-Guan** (Member, July 1, 2018, to June 30, 2020)
- **Sony Prosper** (Member, July 1, 2018, to June 30, 2020)
- **Kenneth Redd** (Member, July 1, 2019, to June 30, 2021)
- **Anjelica T. Rufus-Barnes** (Member, July 1, 2019, to June 30, 2021)
- **Isabel Soto-Luna** (Member, July 1, 2018, to June 30, 2020)
- **Sarah E. Stanhope** (Member, July 1, 2018, to June 30, 2020)
- **Briana Jarnagin** (Staff Liaison, July 1, 2017, to June 30, 2021)
- **Gwendolyn Prellwitz** (Staff Liaison, July 1, 2019, to June 30, 2020)

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.

ACCOMPLISHMENTS

- SAC compiled topics from the Spectrum community and interviewed the [candidates for ALA President 2021-2022](#).
- SAC compiled a [list of Spectrum Scholars standing for office in the 2020 ALA Elections](#). Nine scholars were elected to positions on ALA Council, Association for Library Service to Children

(ALSC), Association of College & Research Libraries (ACRL), Ethnic & Multicultural Information Exchange Round Table (EMIERT), and Ethnic & Multicultural Information Exchange Round Table (EMIERT).

- Isabel Soto-Luna chaired the Spectrum Giving Back Circle and coordinated donor acknowledgement efforts.
- SAC promoted the Spectrum Scholarship Program merchandise fundraiser that ran from March 12-April 16. There were 88 items sold (84 supporters) with a \$2,087.00 profit from the fundraiser.
- Nathalie DeFelice coordinated our Interview Q&A series and published two more interviews of Scholars by other Scholars. ([One](#), [two](#).)
- With the recent COVID-19 pandemic, economic instability, and public murders of multiple Black individuals (including Ahmaud Arbery, Breonna Taylor, and George Floyd), our community has been and is going through trauma. In order to support Scholars and provide space to process, grieve, and express the ways these events and systems are impacting them as Black, Indigenous, and People of Color in LIS, SAC created a questionnaire to collect stories and responses from Scholars. These responses are being [posted on the Spectrum blog](#) as a way to provide space for individuals to express a variety of emotions.
- Two 2018 Scholars (Elisa Cruz, and incoming SAC member Heather VanDyne) moderated an informal check-in for BIPOC in LIS on June 9 in direct response to the murders of multiple Black individuals, as a way for the community to grieve together and support one another.
- SAC began organizing the 2020 Spectrum Leadership Institute, which was ultimately canceled along with ALA Annual 2020. We are committed to bringing the 2019 cohort to the 2021 ALA Annual Conference/Spectrum Leadership Institute. In the meantime, SAC and ODLOS Staff developed a one-day virtual cohort session to help foster community for the 2019 Scholars. Activities will include a mapping commonalities icebreaker, a dialogue on defining diversity, and a happy hour with Spectrum alumni.
- The Spectrum Jury subcommittee reviewed 278 Spectrum Scholarship applications and held deliberations to finalize the list of 60 recipients and 10 alternatives. The award recipients will be notified in mid-June and an upcoming press release will announce the 2020-2021 Spectrum Scholars.

EVENTS OR PROGRAMS

- January 24, 2020: ALA President's reception for Spectrum Scholars
- January 25, 2020: Spectrum Social at ALA Midwinter, Khyber Pass Pub
- February 25, 2020: Spectrum Twitter Chat on [Volunteering for Professional Committees/Groups](#)
- April 1, 2020: Spectrum Virtual Hangout on Self-Care
- June 9, 2020: Spectrum Virtual Hangout for Scholars Informal Check-In
- June 27, 2020: Spectrum Cohort Virtual Session

PLANNED ACTIVITIES

- Nathalie DeFelice will begin her term as 2020-2021 chair of SAC, and new SAC members will be introduced to the committee through an onboarding process.
- Outgoing SAC members will be surveyed to provide feedback for future SAC.

- The Spectrum Jury will debrief and make recommendations to SAC, bringing any changes to SAC for a vote in July-August 2020.
- Spectrum Scholarship applications will be accepted from September 1, 2020 to March 1, 2021.
- SAC and ODLOST staff will begin planning to bring the 2019 Scholars and 2020 Scholars to the 2021 ALA Annual Conference/Spectrum Leadership Institute. Developing an institute for two cohorts and 120 Scholars will be logistically challenging but could prove to be an exciting opportunity for the Spectrum community.

INTERACTIONS WITH OTHER UNITS WITHIN ALA

- Nine Scholars were elected to positions on ALA Council, Association for Library Service to Children (ALSC), Association of College & Research Libraries (ACRL), Ethnic & Multicultural Information Exchange Round Table (EMIERT), and Ethnic & Multicultural Information Exchange Round Table (EMIERT).
- Currently AASL, ACRL, ALSC, LITA, and YALSA 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.
- The Public Library Association (PLA) sponsored ten Spectrum Scholar/PLA 2020 Conference Travel Grants which provided \$1,000 for travel and housing arrangements, and complimentary registration to PLA 2020, from February 25-29 in Nashville, TN.

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

Spectrum Advisory Committee focus on three areas for the 2019-2020 year: virtual community building, networking, and leadership development. The Committee's activities support numerous strategies in support of the Association's Professional and Leadership Development and Equity, Diversity, and Inclusion Goals.

COMMITTEE'S SELF-CHECK ON ITS VALUE AND VISIBILITY

The group is active in attending committee meetings and providing feedback as requested. Additionally, SAC volunteers spend time each month participating in virtual hangouts, Twitter chats, webinars and coordinating the participation of the larger Spectrum community in networking activities.

Appendix B

Services to Immigrants, Refugees, and Displaced Persons: REPORT OF ACTIVITIES

AMERICAN LIBRARY ASSOCIATION ANNUAL CONFERENCE
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ROSTER

CHAIR

- Nicanor Diaz (SRIDP Chair, REFORMA, Denver Public Library)

MEMBERS

- Madeleine Ildefonso (SRIDP Past Chair; Los Angeles Public Library)
- Anna Kozłowska (IRRT, UIC)
- Sharon Han (National Library of Medicine)
- Clara Chu (Past-Chair, UIUC)
- Amber Hayes (ALA staff liaison)
- Adriana Blancarte-Hayward (NYPL)
- Helen Chouala (Houston Public Library)
- Natalia Bowdoin (University of South Carolina Aiken)
- Ana Ndumu (University of Maryland College Park iSchool)

CHARGE

SRIDP Mission

The Services for 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.

*The ALA Office for Diversity, Literacy and Outreach Services supports library and information science workers in creating responsible and all-inclusive spaces that serve and represent the entire community.

Strategic Framework

The following strategic directions guide the work of the community:

- Community information
 - provide information about refugees, immigrants and displaced persons
- Institutional accountability
 - purposefully increase ALA's ability to be a diverse and inclusive organization with regard to refugees, immigrants and displaced persons.
- Resources for action

- provide information on partners, best practices, and government policy changes that impact libraries and communities

ACCOMPLISHMENTS

- In January, 2020 Dr. Clara M. Chu, Dr. Ana Ndumu and Nicanor Diaz did a News You Can Use presentation about the work that SRIDP was doing. Engaged in thoughtful conversation with about 30 participants.
- SRIDP also is wrapping up a Welcoming Week Resource Guide that can be used for libraries to plan activities during Welcoming Week which is in September.

EVENTS OR PROGRAMS

PLANNED ACTIVITIES

- SRIDP was going to do a program during ALA Annual but was concealed due to COVID-19 and was not included in ALA Virtual.
- SRIDP was going to collaborate with EMIERT to help update their “Guidelines for Outreach to Immigrant Populations” Resource. but also due to COVID-19 we had to postpone that work.
- SRIDP co-sponsored a webinar, “Census 2020 Outreach: Communities of Color”

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

- SRIDP continues to work to identify best practices and resources for libraries to engage in meaningful programming serving the immigrant, refugee and displaced persons’ communities.

ANY ADDITIONAL INFORMATION

- These past 6 months have been a bit stressful on everyone. We did take some time away from SRIDP so folks could focus on their personal lives and work as a lot of institutions closed during the uncertainty of COVID-19.

Appendix C

Diversity Research Grant Advisory Sub-Committee: REPORT OF ACTIVITIES

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

ROSTER

CHAIR

- Denice Adkins

MEMBERS

- Alexander Geller
- Sukrit Goswami
- Natisha Harper
- Renna Redd
- Lettycia Terrones

ASSOCIATES

- Amber Hayes
- Gwendolyn Prellwitz

CHARGE

To oversee, coordinate, and support the diversity research grants program; to oversee the application, selection and notification process; to annually designate a Achievement in Library Diversity Research honoree; to serve as a resource for grant awardees; to promote and disseminate findings from grants; and to make recommendations on and support fundraising and marketing initiatives related to the diversity research grants program.

ACCOMPLISHMENTS

In light of the COVID-19 pandemic, the Office for Diversity, Literacy, and Outreach Services extended the Call for Proposals for 2020 Diversity Research Grants. As of the May 15 deadline, 21 proposals were received, and the Advisory Committee plans to announce recipients in July. 2019 recipients will also be granted one year no-cost extensions dependent on the pandemic's impact on their project.

INTERACTIONS WITH OTHER UNITS WITHIN ALA

SUBCOMMITTEE REPORTS – HERE

N/A

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

The work of this committee directly relates to ALA's Strategic Direction *Equity, Diversity, and Inclusion*. With this grant, we support research that makes visible the diversity of our libraries, in staff, patrons, and service. This grant helps us discover how we can continue to realize our EDI goals.

This committee also indirectly relates to ALA's Strategic Direction *Professional and Leadership Development*. DRG recipients are sometimes young scholars who are still building their professional portfolios, and sometimes operate in pairs or teams in which one participant mentors and guides the other.