ODLOS Advisory Committee
REPORT OF ACTIVITIES
AMERICAN LIBRARY ASSOCIATION ANNUAL CONFERENCE
COVERS THE PERIOD BETWEEN MIDWINTER MEETING AND ANNUAL CONFERENCE 2021

ROSTER
Elizabeth Jean Brumfield  (Chair, July 1, 2020, to June 30, 2021)
President ABOS-Outreach  (ABOS Representative, July 1, 2018, to July 1, 2021)
Vice President ABOS-Outreach  (Member, July 1, 2018, to June 30, 2022)
Denice C. Adkins  (REFORMA Representative, July 1, 2020, to June 30, 2021)
Libré Booker  (Executive Board Liaison, July 1, 2020, to June 30, 2021)
Elizabeth Jean Brumfield  (Member, July 1, 2019, to June 30, 2021)
Wenli Gao  (CALA Representative, July 1, 2020, to June 30, 2021)
Mrs. Cynthia J. Hohl  (AILA Representative, July 8, 2020, to June 30, 2021)
Dr. Grace M. Jackson-Brown  (Member, July 1, 2020, to June 30, 2022)
Alanna Aiko Moore  (APALA Representative, July 20, 2020, to June 30, 2021)
Jennifer Shimada  (Member, July 1, 2019, to June 30, 2021)
Kathy Zappitello  (ARSL Representative, January 1, 2021, to December 31, 2021)
Ms. Jane L. Cothron  (SRRT Representative, July 1, 2018, to June 30, 2021)
Megan Drake  (GLBTRT Representative, July 1, 2020, to June 30, 2021)
Ms. Tinamarie Vella  (EMIERT Representative, July 1, 2020, to June 30, 2021)
Ms. Jaena Rae Cabrera  (Committee Associate, September 1, 2020, to June 30, 2022)
Van Rider  (Committee Associate, July 1, 2019, to June 30, 2021)
Valerie Bell  (Ex-Officio Member, July 1, 2020, to June 30, 2021)
Nathalie DeFelice  (Ex-Officio Member, July 1, 2020, to June 30, 2021)
Dr. Karen E. Downing  (Ex-Officio Member, July 1, 2020, to June 30, 2021)
Ms. Tiffeni J. Fontno  (Ex-Officio Member, July 1, 2020, to June 30, 2021)
Dr. Ana V. Ndomu  (Ex-Officio Member, August 1, 2020, to June 30, 2021)
Dr. John C. Sandstrom  (Ex-Officio Member, July 1, 2019, to June 30, 2021)
Lettycia Terrones  (Ex-Officio Member, July 30, 2020, to June 30, 2021)
Amber Hayes  (Staff Liaison, September 9, 2019, to July 1, 2021)
Amber Hayes  (Staff Liaison, July 1, 2020, to June 30, 2025)
Kristin Lahurd  (Primary Staff Liaison, September 9, 2019, to July 1, 2021)
Gwendolyn Prellwitz  (Staff Liaison, June 30, 2018, to July 1, 2021)
Mrs. Shauntee Burns-Simpson  (BCALA Representative, July 1, 2018, to June 30, 2021)
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
Due to the Covid-19 pandemic, many plans for face to face meetings and other initiatives had to be put on hold. Some of the more positive accomplishments came in the form of networking and virtual communication and the activities of the subcommittees.

EDI Assembly
Established at the direction of the ALA Executive Board at the 2020 Midwinter Meeting, ALA’s EDI Assembly has held quarterly meetings on August 4, 2020, November 17, 2020, and March 25, 2021. The charge of the Assembly is to provide a forum for all groups within ALA and ALA-affiliated organizations working on initiatives related to equity, diversity, and inclusion to discuss their activities, identify opportunities for collaboration and coordination, and explore new initiatives related to the association’s strategic direction on equity, diversity, and inclusion.

Committee chairs meet at ODLOS meetings to develop a list of core principles the EDI Assemblies would incorporate.

The ten principles are:

- Communication
- Courage
- Centralization
- Cultural competency/humility
- Consistency
- Cooperation & Collaboration
- Coordination
- Commitment
• Change
• Caring

The first assembly asked participants what they were hoping for in terms of EDI Assembly activity and outcomes. Various responses were received, all positive, with many suggesting collaboration, networking, making EDI a key part of lifelong learning, not just a special, one-time topic, helping to build a culture of EDI within the library system. The second and third meetings used breakout conversations with an overarching themes. The theme for the second EDI assembly was “Messaging” and how it impacted the role of libraries, HBCUs, Intersectionality, negative messaging, media literacy, and the Erasure of Native Americans regarding voting. The theme for the third meeting was Prioritizing EDI amidst the pandemic. Very emotional and insightful discussions came out of the 3 breakout rooms which focused on Anti-Asian violence, Cultural practices around collection development, staffing and programming, and service to underrepresented populations. Members of the ODLOS Advisory Committee facilitated the conversations, and participants added themes and takeaways from the conversations to the ongoing shared meeting notes.

**Intellectual Freedom and Social Justice Working Group**

Former chair of the ODLOS Advisory Committee, Martin Garnar, is heading this initiative. The group is just starting to meet so there isn’t much information to share on the committee right now.

**Cultural Competencies for Racial Equity Task Force**

The Building Cultural Proficiencies for Racial Equity Framework Task Force, a joint initiative of ALA (specifically the Association of College and Research Libraries, the Public Library Association, and ODLOS) and the Association of Research Libraries, continues the work of its charge: to create a framework for cultural proficiencies in racial equity that can be used in public and academic libraries through: scanning the environment, including review of relevant documents to identify literature and similar statements and frameworks related to racial equity; drafting the framework; seeking comment from stakeholders and the library community on the draft, and revising as needed.

As of February 2021, the Task Force completed a series of working sessions facilitated by Katherine Skinner, Executive Director of Educopia Institute, which culminated in a logic model to inform the creation of the racial equity framework. More specifically, the logic model defines the Task Force’s intended vision, activities, outputs, outcomes, and impact. In addition to the ongoing working groups within the Task Force – Survey, Data and Competencies, and Glossary – a Framework Development Working Group will lead the drafting of the framework itself. We are in the process of identifying an external facilitator to guide that group’s work. The goal is to prepare a draft framework for public feedback by late summer or early fall 2021.

**Jean E. Coleman Library Outreach Lecturer**

Aaron LaFromboise, who was selected to be the 2020 Jean E. Coleman Library Outreach Lecturer, was rescheduled for the 2021 Annual Conference.
PLANNED ACTIVITIES
The success of the EDI Assemblies was an indication that more is needed in bringing ALA committees together to work on issues related to equity, diversity, and inclusion. The assemblies will continue into 2021-2022. The hope is that more sub-committees will take a role in facilitating discussions within the assemblies.

Subcommittees have multiple projects and planned activities listed in their separate reports (please see attachments).

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.

The Task Force on Intersection of Intellectual Freedom and Social Justice was created in 2021, which the ODLOS AC chair now serves as a committee member.

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 attempted to have monthly online meetings to share information and report on progress from its constituent groups. Due to Covid-19, and employee layoff, the committee strived to at least have quarterly meetings. Our task of convening the EDI Assembly is confirmation of our centrality to EDI-related activities in the association and profession.
Committee Annual Report

Committee Name: Spectrum Advisory Committee
Conference Year: 2021
Committee Chair: Nathalie DeFelice
Staff Liaison: Gwendolyn Prellwitz

Committee Members:
- Sukrit Goswami (Member, July 1, 2019, to June 30, 2021)
- Mrs. Cynthia J. Hohl (Member, July 1, 2020, to June 30, 2022)
- Ms. Nancy S. Kirkpatrick (Member, July 1, 2020, to June 30, 2022)
- Kristin Lansdown (Member, July 1, 2020, to June 30, 2022)
- Mr. 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, 2021)
- Heather Posey VanDyne (Member, July 1, 2020, to June 30, 2022)
- Ms. Nicky Andrews (Ex-Officio Member, September 1, 2020, to December 31, 2021)
- Michelle Pantoja McKinney (Ex-Officio Member, May 13, 2020, to June 30, 2021)
- Gwendolyn Prellwitz (Staff Liaison, July 1, 2020, to June 30, 2022)

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<tr>
<th>Date of meeting(s)</th>
<th>Meeting format (in-person or virtual)</th>
<th>Number of members present</th>
<th>Guest Presenters, Speakers</th>
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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 of their award.
2. Attending any ODLOS events, promoting the Spectrum Scholarship Program.
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. As of January 2021, Anjelica T. Rufus-Barnes will assume the role of blog coordinator and will continue to organize the Scholar Q&A series for the coming year.
2. In February, SAC interviewed and shared information about candidates for ALA President as well as collected and promoted the slate of Spectrum Scholars standing for election throughout the Association.
3. On March 6, 2021, Andrea Lemoins (2020 Scholar) presented a webinar for the Spectrum Community entitled “Critical Connections, Emergent Organizing: Re-Imagining Community Building”. This session sought to help scholars address oppression and shift power in our institutions through examining how we interact with and build our communities. Andrea discussed how she used adrienne maree brown’s Emergent Strategy principles to organize Black workers at the Free Library of Philadelphia.
4. SAC hosted three Twitter Chats in January, March, and May over Goal Setting, Navigating Virtual Conferences, and Jobhunting in a Virtual Environment.
5. Spectrum was able to sponsor 20 Scholars to attend ALA Annual this year.
6. Started a Kudo board to welcome most recent cohort, as well as thanking sponsors and donors to the scholarship.
7. Improved Spectrum Blog submissions to encourage more participation by the Spectrum Scholar Community.

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.?)

Priorities/recommendations for the upcoming year: Spectrum Advisory Committee has three areas of focus: 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.

Other comments/information you believe will help the Association in its work: We will be increasing the size of the committee, which will allow us to expand how many activities SAC can be involved in.

Submitted by: _________________________  Date Submitted: _________________________
Appendix B

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

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

ROSTER

CHAIR
Ana Ndumu

MEMBERS
• Ana Ndumu
• Connie Siebold
• Amber Hayes
• Adriana Blancarte-Hayward
• Helen Chou
• Natalia Bowdoin
• Rachel Gut
• Rhonda Clark
• Anna Kozlowska
• Shayna Ross

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

1. Edit “How to serve the world at your library” guide
2. Prepare presentation for ALA Annual on Celebrating Welcoming Week
3. Design 7 by 7 Mini-Course for Librarians to develop their knowledge of the immigration system and immigrant experiences

Describe interactions with other units within ALA: None

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

1. Began updating 2007 Resolution in support of immigrants’ rights and send to the Committee on Legislation for review. This will need to continue during the next calendar year.
2. Began the 7x7 Minicourse, which will also need to be finished next year
3. Overhauled “How to serve the world at your library” guide
4. Finished the new Celebrating Welcoming Week guide that was started last year

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.?)

We set an ambitious agenda and, though our team is conscientious, the past year has been one of furloughs, natural disasters, a pandemic, family crises. The work can continue next year.

Priorities/recommendations for the upcoming year: Finish the 7x7 course and resolution

Other comments/information you believe will help the Association in its work: Amber is awesome! Keep her.

Submitted by: Ana Ndumu Date Submitted: 5/19/2021
Appendix C
Diversity Research Grant Advisory
Sub-Committee: REPORT OF ACTIVITIES

ROSTER
Lettycia Terrones (Chair, July 1, 2020, to June 30, 2021)
Denice C. Adkins (Member, July 1, 2020, to June 30, 2021)
Ozy Aloziem (Member, July 1, 2020, to June 30, 2022)
Ms. Stephanie L. Birch (Member, July 1, 2020, to June 30, 2022)
Dr. Anthony W. Dunbar (Member, July 1, 2020, to June 30, 2022)
Alexander Geller (Member, July 1, 2019, to June 30, 2021)
Natisha Nate Harper (Member, July 1, 2019, to June 30, 2021)
Dr. Andrea Jamison (Member, July 1, 2020, to June 30, 2022)
Ms. Nancy S. Kirkpatrick (Member, July 1, 2020, to June 30, 2022)
Gwendolyn Prellwitz (Staff Liaison, January 1, 2020, to June, 2022)

CHARGE
To oversee, coordinate, and support the diversity research grants program; to oversee the application, selection and notification process; 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

• The Diversity Research Grants Advisory Committee voted to put on hiatus the 2021 Call for Proposals to August, 2021 to allow for a revision of the DRG Program Description to align with DEI along the lines of racial justice.
• The Committee agreed to the following timeline: The new timeline adjustment proposes:
  1. Disseminate the grant CFP at August 2021. (For 2022 and moving forward, CFP dissemination will happen at ALA Annual).
  2. Submission deadline in mid-October.
  3. Announce grant awardees in late-November/early-December 2021.

• 2020-2021 Grants awards funding are in process to the following 2020 three projects: "Exploring Library Advocacy Work by Library Workers of Color: A Qualitative Study Using Critical Race Theory" by Raymond Pun; "We're Still Here at Mid-Career: The Retention of Academic Librarians
• MOUs and grant award materials were distributed to grantees in August with project dates of September 1, 2020 to August 31st, 2021 but due to paperwork return delays and ALA accounting issues grantees were not in receipt of their funds until November 8, and the UNLV (PI Sterling et al) did not distribute funds to the researchers until December 2020. Staff is working on revising MOUs to reflect revised project and reporting timelines due to the delay in funds being received.

• The DRG Advisory Committee met monthly in 2021 and the Chair participates as an ex-officio member of the ODLOS Advisory Committee to share updates as needed.

EVENTS OR PROGRAMS

• If needed, Diversity Research Update at ALA Midwinter Meeting 2021.

PLANNED ACTIVITIES

The DRG Advisory Committee is planning to hold monthly one-hour virtual meetings starting in January 2021 through December 2021 to work on incorporating equity into our grant program and preparing to launch a revised proposal process for the 2021 grants. The Committee is utilizing this checklist of potential actions for incorporating EDI into grant-making to guide its review of current processes.

DRG Advisory Committee Chair Lettycia Terrones has drafted the following committee timeline for 2021:

• January Meeting – introductions, pre-work to review our grantmaking goals and process through an equity lens and finalize timeline
• February Meeting – review of resources for equity in grantmaking and discussion of grant description and proposal elements
• March Meeting – meeting cancelled due to family emergency on the part of Chair.
• April Meeting – regroup from February discussion.
• May Meeting – vote to revise DRG Program Description
• June and July Meetings – work and complete revised draft of DRG Program Description
• late July Meeting – full committee will vote to approve revised DRG Program Description
• Mid-late August – announce call for proposals for 2021 Grants
• Late October, early November – deadline for proposals, individual review of proposals (interviews if added as scoring tool)
• December– deliberation call and announcement of 2021 Grants
• January 2022 – project start for 2022 Grants

INTERACTIONS WITH OTHER UNITS WITHIN ALA

none

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 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.

**COMMITTEES SELF-CHECK ON ITS VALUE AND VISIBILITY**

The Committee was able to accomplish its charge despite delays and changes in timeline related to the pandemic and the group is committed to working thoughtfully and compassionately with one another even if this means adjusting timelines. The group is also committed to ensuring this program advances equity in a meaningful and tangible way.

Knowledge of the Diversity Research Grants program seems higher year after year based on the number of applications received annually. More information on the products and impact of grants needs to be collected and made available thru the awards Database and via the Intersections blog to help increase awareness of the work funded through this program.

**ANY ADDITIONAL INFORMATION**