

2014-2015 ALA CD#44_62715_inf
2015 ALA Annual Conference

American Library Association Committee on Diversity
Report to Council
2015 Annual Conference, San Francisco, CA

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 as a whole. 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.

Committee Members:

Alanna Aiko Moore (Chair, July 1, 2014, to June 30, 2015)
Sandy Avila (Member, December 19, 2014, to June 30, 2015)
Cassandra G. Barnett (Member, July 1, 2013, to June 30, 2015)
Matthew P. Ciszek (Member, July 1, 2014, to June 30, 2016)
Eboni Dickerson (Member, July 1, 2013, to June 30, 2015)
Ed Garcia (Member, December 19, 2014, to June 30, 2016)
Esther L. Gil (Member, July 1, 2014, to June 30, 2016)
Mrs. April Grey (Member, July 1, 2014, to June 30, 2015)
Binh P. Le (Member, July 1, 2013, to June 30, 2015)
Sam Leif (Member, July 1, 2014, to June 30, 2016)
Mr. Mike L. Marlin (Member, July 1, 2013, to June 30, 2015)
Dale K. McNeill (Member, July 1, 2014, to June 30, 2015)
Lori S. Mestre (Member, July 1, 2013, to June 30, 2015)
Lessa Kanani'opua Pelayo-Lozada (Member, July 1, 2014, to June 30, 2016)
Mr. Steven D. Yates (Member, July 1, 2013, to June 30, 2015)

Todd Deck (Intern, July 1, 2013, to June 30, 2015)

Jose Miguel Ruiz (Intern, July 1, 2014, to June 30, 2016)

Gwendolyn Prellwitz (Staff Liaison, July 1, 2009, to June 30, 2015)

Office for Diversity, Literacy and Outreach Services

- Staff changes included Michelle Harrell Washington departing the Office for Diversity, Literacy and Outreach Services in mid March and Gwendolyn Prellwitz moving into the role of Acting Director.
- Michelle Harrell Washington served as .5 Director of OFD and .5 Director of OLOS, additionally the Office for Diversity (OFD) was staffed with one dedicated FTE and the Office for Literacy and Outreach Services with staffed with 3 FTE (on one grant funds), With Gwendolyn Prellwitz now serving in the Acting Director role, the Office for Diversity, Literacy and Outreach Services has lost the only staff person working on the diversity programs and projects of ALA including the Spectrum Scholarship Program and all related grants. Although the two offices have technically merged, the job descriptions of staff still reflect work specific to the former separate offices. This underscores that the need for additional staff working on Spectrum, diversity programs and projects is paramount, and that the Office needs additional funding and support immediately in order to continue to support ongoing operations, grants, and initiatives.
- John Sandstrom, current Chair of Office for Literacy and Outreach Services Advisory Committee led a conference call in early June that included stakeholders and chairs from all committee groups currently working under the former Office for Diversity and Office for Literacy and Outreach Services. The goal of the call was to brainstorm ways to transform the Office for Literacy and Outreach Services Advisory Committee into the Office for Diversity, Literacy and Outreach Services Advisory Committee. Questions that were discussed included how many members the committee membership should reflect and how to incorporate diversity membership into the new Advisory Committee. Conference call attendees were asked to add an item to their committee agendas for ALA Annual and to discuss ways that the new committee could work with membership. Four people volunteered to help create the new committee structure, mission and vision and include Alanna Aiko Moore (COD Chair through Annual 2015), Megan Drake (Diversity Council Chair through 2016), Mimi Lee (Incoming Chair of OLOS Advisory Committee), and Alex Rivera (Past COD Chair).
- COD Chair Alanna Aiko Moore is on the search committee for the position of Director for the Office for Diversity, Literacy and Outreach Services. Phone interviews have taken place, with in person interviews scheduled for the end of August.

Accomplishments from January 2015 through June 2015 (6 months):

- COD oversees three subcommittees: Diversity Council, the Diversity Research Grants Advisory Committee, and Spectrum Advisory Committee to assist with carrying out the charge of COD.

- Diversity Council:
 - The Diversity Council is made up of two representatives from each ethnic caucus, and two representatives from GLBTRT and ASCLA for a total of 14 members. Diversity Council's charge is to "provide a forum to communicate the needs and concerns of the above groups to COD, and thus to the ALA Council."

 - The Diversity Council proposal to have members incorporated into COD membership was reviewed by COD with the intention to forward to COO for discussion at ALA Annual 2015. However, due to discussions about incorporating diversity members into the former Office for Literacy and Outreach Services Advisory Committee, the above-mentioned proposal was tabled in order to explore this option. COD members have discussed that it could be more strategic to fold Diversity Council into the new Advisory Committee for the Office, which would include current OLOS Advisory Board members. The addition of representation from the member groups represented by Diversity Council would add the "diversity" component to the membership of the new committee for OFDLOS.

 - Until a decision is made, Diversity Council will continue to function as a subcommittee of COD, with Megan Drake serving as Chair.

- Diversity Research Grants (DRG) Advisory Committee
The DRG addresses critical gaps in the knowledge of diversity issues within library and information science. Grants consist of a one-time \$2500 annual award for original research. Recipients conduct their research over the course of the year, are expected to compile the results of their research into a paper, and present and publish the final product. ***Please see attached report of this committee's many activities.***

- Spectrum Advisory Committee (SAC):
The mission of SAC is to oversee, coordinate, support, and advocate for activities of the spectrum scholarship program and related diversity pre-professional development activities; to recommend potential award jurors to the ALA office for diversity for the spectrum award process; to appoint a working group that plans and executes the spectrum institute; to support a spectrum scholars interest group; and to make recommendations on and support fundraising and marketing initiatives related to the family of spectrum

scholarship program activities. ***Please see attached report of this committee's many activities.***

- Diversity Research Grants Repository: COD members collected and organized all data for 12 years of findings, presentations, publications and additional research. This data will be housed online, in a repository through LARKS (ALA Office for Research and Statistics).
- Bringing visibility to conference programming: COD members created a list of over 100 programs that are searchable in the ALA Scheduler by using the tag "diversity."
- Demographic Questionnaire – the Committee will review the demographic questions asked in the past two surveys undertaken by the TF-EDI to discuss and develop a demographic questionnaire that they may seek to take to Council for use across the Association.

Discussions at ALA Annual 2015:

- COD discussed the ALA Strategic Plan and was pleased to see increasing mention of diversity throughout the document. COD members; however, would like to see more emphasis on assessment and measurement of success.
- COD reviewed and voted on the following Resolutions and actions:
 - Systemic Racism – Voted to endorse if moved by membership and to have COD move to Council if membership does not approve the resolution. Passed unanimously.
 - Gun Violence – Voted against endorsing and submitted comments to mover/second.
 - Resolution on Spanish language books in detention centers – Voted to endorse in spirit.
 - 25th ADA Resolution Tribute – Voted to endorse.

Planned activities for the coming year:

- The Committee on Diversity will continue to monitor the merger and ensure that the Advisory Committee for the Office for Diversity, Literacy, and Outreach Services supports the office and the work of the diversity committees.
- Stronger engagement between the Council and this Council Committee.
- Improving the visibility of diversity programming at ALA conferences and create a centralized location of all diversity programming.
- New projects as they emerge.

Issues that affect the committee's work and their implications for the future:

- For the past year, COD has used a public document in ALA Connect to serve as a Project Workplan and to share progress with ALA members. The

workplan allows COD to track activities, engage committee members and serves as a historical document that can be passed on to the next slate of members each year. It is hoped that Council familiarizes itself with the plan and engages the Committee in continuing to build upon activities in support of its charge. Additionally, the Committee hopes that it will be engaged not only by Council but also by ALA membership in all matters pertaining to its charge and role.

- COD has discussed how orientation to Council and the workings of ALA would greatly enhance the leadership role Chairs, members and the Committee as a whole could hold within the organization. While members collectively hold a great deal of expertise in matters of diversity, they are not universally familiar with the workings of Council and the Association which may pose a barrier to their collective fulfillment of this important charge. Current orientation focuses more on running meetings and does not provide enough background on how the Committee as a Council committee should operate.

Interaction with other units within ALA:

- COD had three representatives on the *Committee on Education/Committee on Diversity Working Group*, which was pursuing a research study of diversity best practices in LIS Education. The working group was disbanded in spring of 2015.
- COD Chair Alanna Aiko Moore is the representative on the Task Force for Equity, Diversity and Inclusion. COD continues to support the work of TF-EDI, and offers the committee as a space to continue the work of TF-EDI after the task force disbands.
- COD continues to work closely with the Diversity Member Interest Group (MIG) (<http://connect.ala.org/node/229994>) and continues to discuss ways to engage the MIG members in COD projects.
- COD continues to work closely with the American Indian Library association (AILA), the Asian Pacific American Librarians Association (APALA), the Black Caucus of the American Library Association (BCALA), the Chinese American Librarians Association (CALA), REFORMA: The National Association To Promote Library And Information Services To Latinos And The Spanish Speaking, the Gay, Lesbian, Bisexual, Transgender Round Table (GLBTRT), and Association of Specialized and Cooperative Library Agencies (ASCLA).

Relationship of committee's work to ALA's strategic plan:

- ALA's strategic plan identifies diversity as a Key Action Item (page 3): "Diversity is a fundamental value of the association and its members, and is reflected in its commitment to recruiting people of color and people with disabilities to the profession and to the promotion and development of library collections and services for all people." Diversity is called out in the Goal Area "Building the Profession" (page 5): "ALA promotes excellence and diversity in the library field."

Current Level of Committee Members Involvement

- COD continued to meet via conference call monthly, in order to provide continuity between in person meetings at ALA Midwinter and ALA Annual and to propel work forward.
- Most members have been actively engaged in one more projects.
- It has been difficult however, to get COD members to liaison to other key committees and/or to assist in facilitating regular communication from those groups because of everyone's heavy commitments and the volume of conversations happening in disparate member groups/communities. It is hoped that informal sharing through the community within the Diversity Member Interest Group may help facilitate stronger connections between our work and higher visibility for the roles the COD may play in supporting and moving forward diversity ideas and issues arising in other member groups.

Committee self-check on value and viability:

Now, more than ever, COD members feel that the committee is vital and needed. Our work supporting the Office and diversity initiatives throughout the Association is timely and necessary.

Spectrum Scholarship Program Report from the Spectrum Advisory Committee – ALA Annual Meeting 2015

Submitted by: Chair Holly A. Smith on May 26, 2015

Accomplishments since last meeting, a concise account:

- SAC organized a Spectrum Social in conjunction with the 2015 ACRL National Conference (<https://www.facebook.com/events/727347120715950/>). Approximately 20 people attended and our thanks to Nik Dragovic for organizing onsite activities.
- The Office for Diversity, Literacy and Outreach Services met with the Finance and Audit Committee to discuss Spectrum funding during their Spring Meeting. A motion was made and approved by the ALA Executive Board that given a \$500,000 surplus above budget an additional 10 scholarships will be awarded for 2015-2016, 2016-2017 and 2017-2018. The Board has also approved \$10,000 from the Spectrum Family of Funds to be in used each of the next three fiscal years to provide temporary staffing to assist the office with administering 60 scholarships per year.
- AASL discontinued its named scholarship and RUSA may be discontinuing its internship –SAC discussed both opportunities and welcomes COD's input and assistance in engaging Division leadership in discussions about alternatives to continue strong relationships between the scholarship program and the Division.
- SAC reviewed selected scholar proposals for the 2015 Spectrum Leadership Institute. The final list of sessions can be found in the scheduler at <http://alaac15.ala.org/sessions/all?tags=Spectrum%20Required> (Spectrum

alumni and COD members are invited to participate in lunch on Friday and the Closing breakfast on Sunday – RSVP form will be distributed to the email lists next week).

- Ellen Fader Crossing the Finish Line Scholarships have been awarded to Claudia Flores who used the funds to complete her degree in May and Sabrina Dyck who after completing her degree has returned to school to obtain her library media certification. Thank you to our Jury: Holly Smith, Lessa Pelayo-Lozada and past ALSC President Linda A. Perkins for their selections.
- The Spectrum Jury has completed their individual review of the 141 applicants for 2015-2016 Spectrum Scholarships. The Spectrum office will announce 60 recipients in conjunction with the ALA annual conference. Our thanks to Jury Chair Deana Greenfield and jurors Arpita Bose, Kathy Carroll, Ana Elisa de Campos Salles, Jennifer Himmelreich, Amiya Hutson, Derek Mosley, Teresa Omidsalar, Thomas Padilla, and Chris(tiane) Warburton.
- ACRL EJ Josey Mentoring Program Committee (Chaired by Spectrum alumni Harriett Green) met last week and is finalizing matches as we speak. ACRL is notifying the 15 newly matched pairs of mentees and mentors. An additional three scholars are awaiting mentors as a dearth of Latina mentors and mentors working in technical services was noted, ALCTS and REFORMA have been asked to distribute the call for mentors. The committee discussed strategies to increase diversity within the mentor pool and will implement these strategies during the next call open call. SAC plans to have representatives at the AC2015 meeting of the mentoring program committee to offer additional support for assessment and ongoing monitoring of mentoring relationships.
- The Advisory Committee has decided --in response to the steady stream of Spectrum Scholars interested in serving on a committee promoting Spectrum and in response to the consistent need to engage ALA leadership bodies in advocating for Spectrum—to re-establish the Spectrum Scholar Interest Group (SSIG). Current SAC members who are interested in a two year term will migrate onto SSIG to offer continuity and to provide orientation to new SSIG members which will be recruited from the alumni and current scholars immediately after annual.

Planned activities for upcoming six months, a concise account:

- Monitor subcommittee (Spectrum Jury) as they complete their notification and announcement of 2015-2016 Spectrum Scholars
- Identify alumni to serve as conference mentors onsite @ ALA Annual 2015, volunteer form will be launched by June 1
- Spectrum Scholars are invited to a joint social with the GLBTRT (RSVP at <https://www.facebook.com/events/502829503188387/>) – SAC members Nik Dragovic and Holly Smith will be speaking briefly and our thanks to GLBTRT Board Member and Spectrum alumni Ana Elisa de Campos Salles for organizing the joint social
- Launch expanded Spectrum website and promote new print Spectrum recruitment materials

- Create community to support local hosts/organizers in a Fall series of regional Spectrum fundraisers branded as “One City, One Scholarship”
- Coordinate alumni fundraising week focused on friends and family appeals and local Spectrum fundraising events
- Continue and refine current work plan under the re-established SSIG and engage new members of Spectrum Advisory Committee around Spectrum funding next steps

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

The Spectrum Advisory Committee also closely monitors and supports the Knowledge Alliance recruitment initiative (<http://knowledgealliance.org/>) and will continue to assist the Office for Diversity in developing strategies to sustain this project now that IMLS funding has ended.

IMLS Grant—Spectrum Doctoral Fellowships: Building Change

Spectrum Doctoral Fellowships were been awarded to RaShauna Brannon at the University of Illinois at Urbana-Champaign; LaVerne Gray at the University of Tennessee Knoxville; Miraida Morales at Rutgers University; Myrna Morales at the University of Illinois at Urbana-Champaign; Mario Ramirez at the University of California – Los Angeles; and Elnora Tayag at the University of North Carolina at Chapel Hill. More information about each Fellow can be found at <http://www.ala.org/offices/diversity/spectrum/phd>.

ALISE President Dr. Clara Chu has engaged the Spectrum Doctoral Fellows in working together on an extension of her presidential initiatives – the development of a resource to infuse social justice into LIS research and teaching. The resulting The Social Justice Collaboratorium (SJC) is currently under development and has been featured at multiple presentations, including IFLA 2014, ALISE 2015, ALA Midwinter Meeting 2015, and the 2015 iConference. The Fellows are convening for the final time under the current IMLS funding at a SJC Design Symposium co-hosted by the University of Maryland iDiversity initiative. For more information about past and upcoming presentations please visit <http://www.ala.org/offices/diversity/spectrum/phd>.

Issues that affect the committee’s work and their implications for the future:

- Additional support is needed to sustain the program at its current level.
- The Spectrum community is an exceptional pool of diverse library leaders with ever increasing cultural awareness and sensitivity regarding all aspects of identity. Spectrum Scholars consistently report a lack of support as they move into their professional positions and look to ALA to continue its investment in their professional development in concrete and meaningful ways.

Interaction with other units within ALA:

At its current status the Spectrum Scholarship Program and by extension the Advisory Committee works in some capacity with most ALA units and many external institutions and organizations.

Committee self-check on value and viability:

The Advisory Committee is a valuable and vital necessity to ensure that the program continues at its current level; especially given the need for additional staff support.

Diversity Research Grants Program**Report from the Diversity Research Grant Advisory Committee – ALA Annual Meeting 2015****Submitted by: Chair LaVerne Gray on June 24, 2015**

Accomplishments since last meeting, a concise account:

- The Diversity Research Grant Advisory committee launched a call for proposals with a May 26, 2015 deadline to accommodate the academic calendar. The call was distributed via highlights on the ALA website, email announcements, LIS Schools, and social media.
- The committee received 11 proposals and completed their individual scoring and comprehensive review by June 19, 2015.
- FOR CONFIDENTIAL RELEASE ONLY: The recipients of the 2015-2016 Diversity Research Grant are: Dr. Gregory Bond: “We Don’t Employ Colored People in the Public Libraries:” The Baltimore Civil Rights Movement & the Color Line Behind the Desk at the Enoch Pratt Free Library, 1926-194; Aditi Gupta and Sarbjit Kaur Randhawa: Exploring library perceptions, reading habits and library usage of the South Asian Population in BC (British Columbia); and Dr. Win Shih and Edward Tinico: Facilitating the Learning and Academic Performance of Student Veterans.
- The committee is working with the Office for Diversity, Literacy and Outreach Services onsite at conference to notify the recipients, and publically announce the winning proposals via a press release.

Planned activities for upcoming six months, a concise account:

- The committee will explore using an online form to accept proposals to better assist the review process and to support new researchers in adhering to the proposal guidelines by creating a more prescriptive proposal system.
- Additionally in order to support individuals developing proposals the committee may explore providing clear guidelines and suggested/reasonable amounts for commonly proposed budget figures such as travel, materials, and other provisions.

- The committee may also consider using an online form to guide recipients in submitting interim and final reports.

Issues that affect the committee's work and their implications for the future:

- The committee looks forward to implementing the online archive of Diversity Research Grants spearheaded by COD.
- The ALA Awards Database permissions and slow performance make it difficult to update and the dual maintaining of historical information in two places poses problems for the visibility of this grant program and acknowledgement of recipients.
- Committee recommends that it be added to the ALA Volunteer form to increase awareness for the opportunity to serve on this subcommittee and to ensure appointments are made on an Annual basis by the incoming Committee on Diversity Chair.

Interaction with other units within ALA:

The committee is working with ORS on building out the Diversity Research Grant program information, including historical information, on the LARKS website <http://www.ala.org/research/larks>.

Committee self-check on value and viability:

The Diversity Research Grant Program, and by extension the committee, remains extremely relevant and stands as a clear commitment on behalf of ALA to advance diversity.

Respectfully submitted,
Alanna Aiko Moore, Chair