

ALA Committee on Diversity
Annual Committee Meeting
2016 ALA Annual Conference
Orange County Convention Center
Room W209 A/B
Friday, June 24, 2016
12:30 - 2:00 p.m.

Roster

Chair

- April Grey (2015-2016)

Members

- Mr. Jason Monroe Broughton (2015-2017)
- Holly Clark Carroll (2015-2017)
- Mr. Matthew P. Ciszek (2014-2016)
- Wenli Gao (2015-2017)
- Mr. Ed Garcia (2014-2016)
- Ms. Esther L. Gil (2014-2016)
- Ms. Laura Lanning (2015-2017)
- Sam Leif (2014-2016)
- Lessa Kanani'opua Pelayo-Lozada (2014-2016)
- Ms. Karen Patricia Quash (2015-2017)
- Mr. Jesse Bernard Sanders, III (2015-2017)
- Mrs. Yvonne C. Stephenson (2015-2017)
- Mrs. Fantasia A. Thorne-Ortiz (2015-2017)
- Ngoc-Yen Tran (2015-2017)

Interns

- Rebecca J. Kemp (2015-2017)
- Mr. Jose Miguel Ruiz (2014-2016)

Task Force on Equity, Diversity, and Inclusion Representative

- Alanna Aiko Moore (2015-2016)

ALA Staff Liasons

- Jody Gray
- Gwendolyn Prellwitz

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 on Diversity Report by April Grey

On Friday at Annual we met during the Office for Diversity, Literacy, and Outreach Services joint meeting. We heard reports from Nik Dragovic which is the chair of Spectrum Advisory Committee and Rebecca Kemp, one of the co-chairs of the Diversity Member Interest Group. Lori Mestre submitted a report on the Diversity Research Grant Advisory Committee but wasn't present at the COD meeting.

Accomplishments:

1. Co-sponsoring an ALA program with ACRL RBMS titled #BlackLivesMatter: Documenting a Digital Protest Movement which was held on Sunday.
2. We wrote our first proposed resolution for Council to ask for Spectrum Scholarship funding.
3. We are working with the Context of Future Accreditation Task Force to discuss diversity and the future of accreditation.
4. Creating the diversity event spreadsheet which was highlighted in the conference program, on the website and in emails about the Orlando Pulse shooting.
5. We were able to add the COD subcommittees to the ALA volunteer form.

Plans for the next six months:

1. In the future we will work to create a program at Midwinter with the data from the Diversity Member Interest Group survey.
2. We will continue to pursue funding for the Spectrum Scholarship program.
3. We will continue to create a spreadsheet of diversity related events at Midwinter and Annual.
4. We will continue to work with the Context of Future Accreditation Task Force to address diversity in the ALA accreditation process.

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

1. It is difficult to do the work of the committee when the chair tenure is only one year long.
2. It is suggested that it would be best to have at least one Council member on COD.

Diversity Research Grants Program

Report from the Diversity Research Grant Advisory Committee – ALA Annual Meeting 2016

Submitted by: Chair Lori Mestre on June 06, 2016

Accomplishments since ALA Annual 2015 a concise account:

2015

- The work of the committee did not begin until October 2015 as a result of delays in appointing a new chair and committee members. Due to this, the annual selection of the “Achievement in Diversity Honoree” was postponed until Spring 2016, to be awarded at annual 2016.
- The chair worked with Gwendolyn Prellwitz, and later Jody Gray, to populate the ALA Connect space for the DRG Advisory Committee with documents, reports, timelines and templates. This will help future committees with tasks. The committee worked on drafting/revising previous documents and templates. They are now in the ALA connect space.
- The chair revised and transferred material from the existing DRG Advisory Committee webpage a new webspace in the LARKS website (Librarian and Researcher Knowledge Space) under Grants <http://www.ala.org/research/larks/diversity>. Subsections include: Diversity Research Grants; Achievement in Diversity Research; Advisory Committee; Diversity Research Grant Recipients; and Grant Administration. The old pages need to be taken down since they are no longer being updated.
- Based on suggestions from last year’s DRG committee, a “Grant Administration section” was developed on the LARKS site and includes the documents and forms for applicants and recipients. This will hopefully improve the visibility and requirements.
 - Beginning in Fall 2015, it was decided that each committee member would become a liaison with a grant recipient to help track reports, projects and provide suggestions for possible presentations/places to publish their work.

2016

- The chair suggested, at the Midwinter OLOS meeting, that the Diversity Research Grant Advisory Committee be added to the ALA volunteer form in order to solicit individuals interested in serving on the committee. This was also a recommendation from last year’s committee. That was taken forward and approved.
- The annual “News You Can Use” session at ALA midwinter occurred on January 9th. It was moderated by chair, Lori Mestre and Leslie Campbell Hime, with highlights/reports from the following past 2014-2015 and 2015-2016 DRG recipients: Dr. Shannon Oltmann on “In-depth investigation of LGBT collections in school media centers”, OSU Doctoral Student Sarah Lightner on “Development of Texts that Mediate and Facilitate Diversity in Adolescent Classrooms,” a project focused on developing “refereeing texts” for use in the adolescent classroom to help serve as a reference point in classroom conversations around topics of race, gender and sexuality, University of Denver Doctoral Student Kawanna Bright on “Including the Voice of Librarians of Color in Reference and Information Service Research”, and Dr. Win Shih on “Facilitating the Learning and Academic Performance of Student Veterans”.

· The Diversity Research Grant Advisory committee launched a call for proposals for the 2016 Diversity Research grants on January 5th with a March 1, 2016 deadline to accommodate the academic calendar and to be able to promote it at ALA midwinter. The call was distributed via highlights on the ALA website, email announcements, LIS Schools, and social media. The committee received 21 proposals and completed the individual scoring and comprehensive review by March 24th. After a conference call and additional ranking, final scores were submitted on April 6.

The recipients of the 2016-2017 Diversity Research Grant are:

- Frans Albarillo, assistant professor and librarian, Brooklyn College, for the project, “Information Needs of Undocumented Students.” This research will look at the information behaviors of undocumented students at a large public, liberal arts university.
- Brett D. Currier, director of scholarly communications, and Tessa White, service desk manager, at the University of Texas, Arlington. Their project, “Creating a Model Policy for Trans-inclusiveness in the Libraries,” will examine existing library policies, civil rights settlement agreements and best practices for transgender individuals to draft a model policy for libraries. This research will raise awareness of policies and best practices for other institutions to adopt.
- Kelly Von Zee, head of community engagement, and Elizabeth Lynch, teen services coordinator for Addison Public Library. Their project, “Bilingual Family: Reaching the Next Generation of Immigrants and their Families through Public Library Services,” will be used to improve the programs and services offered to immigrants and their families at public libraries.

Recipients were notified. The press release is here: <http://www.ala.org/news/press-releases/2016/04/ala-awards-2016-diversity-research-grants> was issued.

· Achievement in Diversity Honoree Award

- The call for Achievement in Diversity Honoree award went out the week of February 2, 2016 with a closing date of March 15. The call was distributed via highlights on the ALA website, email announcements, LIS Schools, and social media. One member of the DRG committee recused himself because he was nominated for the award. There were 12 nominees. The committee finished ranking and voting on April 16 and sent the results on. The recipient is: Jamie Naidoo Campbell. He will be presented the award on June 25th at the beginning of “Let the Circle be Unbroken: Meditations on a Successful Mentoring Circle in 2014”. Orange County Convention Center, Room W102A Press Release is [<http://www.ala.org/news/press-releases/2016/04/dr-jamie-campbell-naidoo-named-2016-achievement-library-diversity-research>]
- Because no one was selected for this award in 2015, due to insufficient number of nominees, the committee asked that another nominee from this current group receive the award in January 2017, instead of starting the process again, since there were many excellent nominees. Approval was granted. That individual will be announced in October, with the award to be given at ALA midwinter 2017 at the “News you Can Use Program”. That will put everything back on track.

Planned activities for upcoming six months, a concise account:

- Assign new chair to the committee (to begin after ALA annual) and select new members. Some may come from those who submitted interested in the ALA volunteer form, or recommended by the new chair.
- Assign liaisons to the new DRG recipients.
- October, announce the Achievement in Diversity Honoree for 2017, to receive award at ALA midwinter. Plan for the “News you Can Use Program” at ALA midwinter with previous grant recipients.
- January 2017, put out call for Diversity in Research Grant proposals, due March 1.

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

- Volunteers. It will be important to make sure, even if there are volunteers via the ALA volunteer form, that the volunteers have certain qualifications. The chair should check to see that they have knowledge of research methodologies, carrying out a research project, and publishing/presenting on research projects since people have to evaluate proposals and work with recipients on carrying theirs out. If there are not sufficient volunteers with those requirements, the chair will need to solicit volunteers.
- Webpage:
 - Previous webpages for the Diversity Research Grant need to be taken down and some redirects to the new LARKS page.
 - It will be important for someone from OLOS to keep adding content to the new LARKS page for the DRG committee. The current DRG Advisory Committee chair created and updated most pages, but that needs to be taken over by someone permanent. Then the chair can just submit changes needed.
 - There was mention that someone (some Library school intern?) might recreate the database for previous awards. If that is not on the table, that site should be taken down. All content has been recreated at the LARKS site.
- The committee should be back on track with the Achievement in Diversity Honoree award after midwinter 2017 and can put out calls for nominations, starting in September, 2017 to be awarded every midwinter.

Interaction with other units within ALA:

- The committee should continue to work with COD and other units to expand the LARKS website to include relevant program information, including historical information,

Relationship of committee’s work to ALA’s strategic plan: - see COD alignment

Current Level of Committee Members Involvement:

Committee members are engaged and actively undertaking their charge.

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.

Spectrum Scholarship Program

Report from the Spectrum Advisory Committee – Annual Conference 2016

Submitted by: Chair Nik Dragovic

Accomplishments since last meeting, a concise account:

· The 2015-2016 Scholars are recognized at this Conference on the ALA Awards Panels in the Convention Center, Level 2 - A Lobby. All Spectrum Scholars are encouraged to wear their green ribbons available at the Ribbon Center by ALA Registration. Supporter ribbons are also available.

Join us in congratulating the 2015-2016 Scholars on their completion of the Spring semester and in some cases graduation and help welcome them to further participation in ALA, its Divisions, and state chapters.

· Since Midwinter, SAC has created new roles and job descriptions to coordinate advisory committee support for the scholarship program. Appointments were made and at their July business meeting current members will evaluate their roles, revise job descriptions as needed and confirm their reappointment for 1 or 2 year terms to stagger appointments. Currently the Committee is comprised of the following roles: Chair (1 member, 1 year term), Alumni Liaison (1 member, 1 or 2 year term), Cohort Liaison (1 member, 1 year term with reappointment to a new role upon Institute completion), Communications (2 members), Development (2 members), Events (2 members), and Professional Development (4 members).

· The full committee with special support from Events, Communications, and the Alumni and Cohort Liaisons has developed curriculum, identified panelists, created welcoming materials, and coordinated alumni participation for/in the 2016 Spectrum Leadership Institute. Sessions can be found in the scheduler and printed program book (COD members are invited to participate in the Closing Ceremonies on Sunday). A full list of Spectrum activities at Conference can be found at: <http://connect.ala.org/node/254129>.

· Since February the Communications team has been collecting and distributing monthly news highlighting Scholars' accomplishments. View news at <http://connect.ala.org/node/79707?gh=34689>.

· The Development Team has been brainstorming fundraising activities for the upcoming 20th Anniversary of Spectrum. SAC continues to utilize the CrowdRise site for crowd based fundraising which allows Spectrum Scholars and supporters to establish their own appeals in support of Spectrum. San Diego County Library Director José Aponte and retired ALA Associate Executive Director of Finance Gregory Calloway are currently running appeals. Over \$4,500 has been raised through the site thus far. See <https://www.crowdrise.com/spectrumscholarship/fundraiser/>.

· PLA continued its support for Spectrum Scholars' attendance at the 2016 PLA Conference in Denver, 10 scholars received travel grants (<http://www.ala.org/news/member-news/2016/01/ten->

spectrum-scholars-receive-pla-conference-travel-grant) and over 40 scholars were invited to a Welcome Reception on April 6th at the Denver Public Library.

- Thanks to a generous donor, AASL reinstated its sponsorship of a Spectrum Scholarship pursuing school librarianship for the next five years, and a 2016-2017 Inspire AASL scholarship was named.
- Ellen Fader, past ALSC President, made another gift to Spectrum which has supported one additional 2016-2017 ALSC Spectrum Scholarship and a 2016-2017 Crossing the Finish Line Scholarship which provides \$2500 or more to a former Spectrum Scholar for a final semester of study and support in securing a position in children's services.
- The Spectrum Jury selected and announced 61 recipients from the 135 applicants for 2016-2017 Spectrum Scholarships: <http://www.ala.org/news/press-releases/2016/06/ala-awards-61-spectrum-scholarships>. Our thanks to Jury Chair Ana Elisa de Campos Salles and members Carlos Duarte, Madeline Peña Feliz, Twanna Hodge, Andrea Jackson, Stephen Kiyoi, Evviva Weinraub, Rebecca Martin, Hayley Moreno, and Michelle Wilson. The Spectrum community is now over 1,000 professionals strong!

Planned activities for upcoming six months, a concise account:

- Launch expanded Spectrum website (by July 15)
- Make any needed changes to Spectrum Advisory Committee roles, identify terms for current members and update ALA Volunteer Form for any vacancies (by July 15)
- Review the report submitted by the Spectrum Jury and revise application and jury orientation materials as needed (by August 1)
- Complete Spectrum 20th Anniversary Fundraising & Promotion Plan (September 1)
- Announce the opening of the ALA Scholarship Application (September)
- Relaunch application, and select Ellen Fader 2016-2017 Crossing the Finish Line Scholar (by December 31)
- Evaluate Spectrum Leadership Institute curriculum and develop call for proposals or panelists (by October 1)
- Welcome events (virtual and in person) for 2016-2017 Scholars – ongoing
- 20th Anniversary Celebration, regional and at Annual 2017, planning - ongoing

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

The Spectrum Advisory Committee hopes to have continuous opportunities to expand program activities and appreciates all ALA members advocating for the Spectrum Scholarship Program. As a member group comprised almost exclusively of program participants who have generously donated significant time and resources to bring the program to its current scope, we stand ready to consult on program resources and staffing levels, and to oversee and develop program components.

Diversity Member Interest Group (MIG) Report by Rebecca Kemp

Prime movers: Melissa Cardenas-Dow, Alexandra Rivera, Jody Gray (ALA), Miguel Ruiz, Rebecca J. Kemp

It was decided at MidWinter 2016 that the interns, Miguel Ruiz and Rebecca J. Kemp, would be in charge of the Diversity Member Initiative Group.

The first action was a drive to increase membership and the Diversity MIG was pushed to a variety of different email lists. This resulted in the membership totaling 270 as of 6/13/16. The membership was increased from 117, so we successfully doubled the membership!

The second action was to create a questionnaire asking members to “gauge the types of topics and activities and overall community of practice members would like to see from the MIG”. Miguel created the questionnaire and, with input and editing from Melissa, Alexandra, Jody, and Rebecca, it was published to the Diversity MIG. Over 80 responses were given!

The original call for participation: https://docs.google.com/document/d/1O7JDvd-_Pc2X4tfnGsAjuArgJE-3QFcvYPyLCSYWILY/edit

Miguel’s summary of the questionnaire: <https://docs.google.com/document/d/1L8pRSZs7Y-xC4HmcO748GzjAJy3tckO5FwsZMEOlqes/edit?usp=sharing>

For next steps: I (Rebecca) would like to figure out a way to leverage the interest shown in the Diversity MIG to make it a place for conversation and information-sharing. I would also like to figure out how to use the responses from the Questionnaire to do either a virtual event or an event at MidWinter.

Recommendations (from the summary of the Questionnaire):

Although this survey only represents a subset of our ALA Connect and wider community, it serves as a potential starting point to begin our MIG framework discussions moving forward. The responses show a clear community interest in many topic areas, with a few key topics showing a large interest. The first recommendation is to begin MIG activity focused on 1-2 topics that generated the most feedback (i.e. recruitment/retention and microaggressions), along with 1 other topic (e.g. health literacy). The goal would be to garner support from the wider community, as well as individuals focused on specialized topics.

The second recommendation is to articulate a framework for building community around diversity topics. Responses show a strong interest for best practices/documentation, as well as trainings/toolkits (question 2). A first step may be to collate and synthesize information already available through ALA and other publicly available reputable sources. We can then formulate a strategy for curating and/or building discussions through ALA connect, workshops, and webinars (question 3).

Challenges:

Diversity and library resources are highly decentralized. A major goal is to not reinvent the wheel, or put too much pressure on the MIG leadership to manage/curate resources and services. We must develop and frame a way to leverage existing resources, lists, webinars, toolkits, etc. and build community ownership within the MIG.