

American Library Association

Strategic Directions: EQUITY, DIVERSITY AND INCLUSION

Summary

- The American Library Association recognizes that equity, diversity and inclusion impacts all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries. This work includes addressing, dismantling, and transforming policies, structures, and biases throughout the organization and the field of librarianship. ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse and inclusive society.

Goals

- Commit to ameliorating marginalization and underrepresentation within the Association and the communities served by libraries through increased understanding of the effects of historical exclusion.
- Expand the work of ALA and its allies in building a diverse and inclusive profession
- Provide context and understanding of the concepts of equity, diversity, and inclusion and recognize their intersectional and complex nature.
- Empower ALL ALA members to participate in the life of their organization.
- Establish resources and support so libraries and librarians can be effective advocates for the inclusion of all individuals in the life of their community.
- Establish ALA as a major voice for the values of equity, diversity and inclusion in all areas of information policy
- Provide safe, respectful space for diverse voices and perspectives.

Strategies

1. Conduct or provide professional development opportunities that address issues of equity, diversity, and inclusion.
2. Review ALA alliances and coalitions to increase focus on equity, diversity and inclusion.
3. Build a national advocacy campaign based on existing advocacy assets which focus on the values of equity, diversity and inclusion; empower all ALA members to advocate within their workplace, their community and beyond.
4. Gather, develop, and disseminate research documenting the value of equity, diversity and inclusion.
5. Review information policy positions and strategies and revise as needed to clearly articulate the values of equity, diversity and inclusion.
6. Work with graduate programs in Library and Information Science (LIS) to increase focus on equity, diversity and inclusion within LIS programs and within the subject matter of the curricula.

7. Enhance recruitment, mentoring and networking activities by all parts of ALA (including ALA Chapters) – building on and expanding all components of the Association (including Spectrum), as well as its affiliates and chapters – to build a diverse and inclusive leadership for the Association and the profession.
8. Ensure that the values of equity, diversity and inclusion are embedded in all continuing education, including ALA and ALA Division conferences, relating to all aspects of the profession and its practice.
9. Develop continuing education specifically focused on understanding and addressing unconscious bias, power dynamics, microaggressions, white privilege and other topics related to equity, diversity and inclusion.
10. Critically examine the way that equity, diversity, and inclusion are addressed and coordinated throughout the Association.

To develop draft statement for a 4th strategic direction that would parallel the Council-approved statements for the 1st three strategic directions, the following sources were used:

American Library Association. (2016). *Final Report of the ALA Task Force on Equity, Diversity and Inclusion*. Chicago, IL

Gray, J. (2011). *Strategic Planning for Diversity, ALA Office for Diversity*. Retrieved from <http://www.ala.org/advocacy/diversity/workplace/diversityplanning>

American Library Association. (n.d.) American Library Association Staff Diversity and Inclusion Action Plan. Retrieved from http://www.ala.org/offices/sites/ala.org/offices/files/content/diversity/ALA_Diversity_Action_and_Inclusion_Plan.pdf

Association for Library Collections and Technical Services. (2017) *ALCTS 2017 Midwinter Symposium: Equity, Diversity, and Inclusion: Creating a New Future for Library Collections*. Retrieved from <http://www.ala.org/alcts/events/mw/2017/symposium>