

**Fall Executive Committee Meeting  
 November 5, 2016, Pittsburgh, PA**

**Topic:** ALA/YALSA Document Scan for Collaboration Opportunities

**Background:** During the strategic planning process, the Board talked about a desire to build stronger ties with ALA in order to build capacity and advance its mission. Since the Executive Committee is re-focusing its work on 1) fiscal matters and 2) relationship building with ALA, Sandra Hughes-Hassell has reviewed relevant recent ALA documents in order to begin a discussion of how YALSA might better connect the work of YALSA to ALA.

**Action Required:** Discussion

**Overall Alignment between ALA Strategic Plan and YALSA 3-Year Organizational Plan**

In order to gauge the overall alignment between the YALSA 3-year organizational plan and the ALA strategic plan, the following tables were created which reflect opportunities for cooperation and/or collaboration.

Key questions are: What ALA committees, offices, etc. are responsible for carrying out each of the ALA Key Action Areas and Strategies? How can YALSA leadership stay informed? Should we/can we have liaisons with the ALA offices, committees, staff designated to carry out each of the ALA Key Action Areas and Strategies?

YALSA Priority Areas	ALA Key Action Areas
Advocacy	Advocacy for Libraries and the Profession
Transformation of Teen Library Services – <ul style="list-style-type: none"> <li>• Develop program of training for cultural competency</li> <li>• Model diversity through YALSA recruitment, membership &amp; governance</li> </ul>	Diversity – <ul style="list-style-type: none"> <li>• Training to increase recruitment, retention, and promotion of diverse library personnel</li> <li>• Increased efforts to include diversity in programs, activities, services, professional literature, products, and continuing education.</li> </ul> Equitable Access to Information & Library Services
Transformation of Teen Library Services – <ul style="list-style-type: none"> <li>• Implement ongoing curricula to build knowledge and skills required to</li> </ul>	Education & Lifelong learning – <ul style="list-style-type: none"> <li>• Professional development &amp; education for all library staff, etc.</li> </ul>

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bring about the transformation of teen library services	
*Not explicit in organizational plan but an area discussed throughout Futures Report	*Literacy

YALSA Strategies	ALA Strategies
<p>Advocacy</p> <ul style="list-style-type: none"> <li>• Train, empower, and support YALSA members to conduct advocacy at all levels</li> <li>• Conduct quarterly briefings on Capitol Hill for legislators, policymakers, and their staffs</li> </ul>	<p>Advocacy</p> <ul style="list-style-type: none"> <li>• Develop a sustained national advocacy campaign to increase public awareness of the value, impact and services provided by librarians and libraries of all types.</li> <li>• Provide coordinated resources and training to keep library advocates informed and engaged.</li> <li>• Recruit, mobilize and inspire a growing network of library advocates at the local, state, national and international levels.</li> <li>• Gather, develop, and disseminate research documenting the value, outcomes and impacts of libraries of all types.</li> <li>• Identify advocacy best practices, using research and evidence to increase support and funding for libraries of all types.</li> <li>• Identify and work with partners and stakeholders to achieve advocacy goals for all types of libraries.</li> </ul>
<p>Transformation of Teen Library Services –</p> <ul style="list-style-type: none"> <li>• Institute a 3-track leadership development curriculum for (1) front-line library staff, (2) managers, and (3) senior leadership for YALSA and the profession.</li> </ul>	<p>Professional and Leadership Development</p> <ul style="list-style-type: none"> <li>• Facilitate and increase opportunities for informal, collaborative, and peer-to-peer, member-to-member learning/activity at face-to-face events and in online spaces.</li> <li>• Develop an association-wide mentoring/ peer-to-peer network, building on components throughout the Association, its division and round tables, affiliates and chapters, to engage emerging leaders and support diversity and inclusion.</li> </ul>

	<ul style="list-style-type: none"> <li>• Focus on changing practice in a rapidly evolving environment; adjust competency statements, standards, and content to the skills and knowledge needed in libraries as they continuously evolve.</li> <li>• Work with graduate programs in LIS to rethink and reenergize LIS curricula and accreditation and improve the connections with changing workforce skill requirements.</li> </ul>
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**ALA Taskforce on Diversity, Equity & Inclusion Final Report**

The following recommendations in the ALA Taskforce on Diversity, Equity, and Inclusion (EDI) Final Report seem to align with YALSA’s strategies and outcomes related to diversity as articulated in the YALSA 3-year organizational plan. The recommendations below, from the report, have potential to benefit YALSA and our members. Monitoring progress towards the recommendations will provide YALSA with information to inform our work; direct involvement in achieving some of the recommendations provides an opportunity for YALSA members/leadership to take a leadership role in ALA. Implementation of some of the recommendations (e.g. 4.2) would allow YALSA to ensure that our work aligns with ALA direction/expectations.

Key Questions: How can YALSA leadership stay informed? Should we/can we have liaisons with COD, ODLOS, and the other ALA offices, committees, staff designated to carry out the recommendations?

*\*EDI: Equity, Diversity, and Inclusion*

**Recommendation Area 1: Conference Program Planning**

	Time frame	Designated to:
1.3 Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the process.	Every year	Start with continuous reminders from ALA President, and include Executive Director office, division presidents, ethnic library associations, Round Tables, etc.5

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1.5 Offer a free pre-conference on diversity issues.	Every year	ODLOS or COD
1.6 Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Every year	Conference Services
1.9 Create a clearinghouse (speaker’s bureau) of people with expertise in equity, diversity, and inclusiveness to aid program planners in choosing speakers.	Fall 2016 - Spring 2018	ODLOS

**Recommendation Area 2: ALA Actions for all Annual Conferences**

	Time frame	Designated to:
2.4 Create and distribute a pre and post survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	Fall 2017 - Spring 2018	ORS, Implementation Team
2.7 Establish a robust virtual option for conference attendance (e.g., main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Fall 2017- Spring 2018	Conference Committee, Conference Services

**Recommendation Category 4: Association Priorities and Planning**

	Time frame	Designated to:
4.2 Add the definitions of EDI developed by Task Force to the ALA Policy Manual. Audit all definitions of EDI across the association	Fall 2016 – Spring 2018	Policy Monitoring Committee

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to ensure the broadest possible understanding; and explore core values, roles, and responsibilities statements to assess EDI.		
4.3 Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness with the profession as part of their work.	Fall 2016 – Spring 2018	Center for the Future of Libraries
4.4 Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.	Fall 2016 – Spring 2018	Executive Board, ALA Executive Director and Associate Executive Director
4.5 Expand ALA marketing to include promotion of librarians and library workers, in addition to libraries.	Fall 2016 – Spring 2017	Public Awareness
4.6 Assess ALA equity, diversity, and inclusion activities across the association to look for synergies.	Fall 2016 – Spring 2019	COD
4.11 Maintain ongoing audits of goals, strategies, and outcomes to ensure diversity and inclusion are present, with annual report to Council	Fall 2017-Spring 2018	Executive Board
4.12 Design a research agenda for EDI that could include diverse collection development, models for delivery of reference services in general as well as specific to individual minorities	Fall 2017-Spring 2019	ODLOS, ORS
4.13 Explore training for ALA staff and officers, etc. creating an organizational culture for EDI.	Fall 2018-Spring 2019	HR, Each department shall form Audit teams and give their department an EDI audit
4.15 Survey the membership on a triennial basis about	Every third year beginning Fall 2017-Spring 2018	ORS

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issues related to EDI, using Task Force surveys as examples of topics to be explored		
4.16 Conduct interviews and focus groups around the country on EDI issues with the association and profession, using the model of the Kitchen Table conversations but expanding beyond membership	Every year	ALA Executive Director, Associate Executive Direction, Chapter Relations Office

**Recommendation Category 5: Membership & Participation**

	Time frame	Designated to:
5.1 Revive the Diversity Town Hall at Midwinter Meetings	Fall 2016 – Spring 2017	ODLOS, COD
5.2 Provide guidance for committee appointments to include and increase diversity & inclusion...add a demographic section to the volunteer form to allow members to self-identify as belonging to an underrepresented group.	Fall 2016 – Spring 2017	Governance, TOLD, COD
5.3 Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps.	Fall 2016 – Spring 2019	TOLD, COD
5.5. Determine the numbers of members from underrepresented groups within the association and increase representation of these populations to match the proportions found in society.	Reach 50% target in 2021, 100% target in 2026	Membership committee or another Presidential task force
5.6 Develop uniform models for member involvement in committees, task forces, and other Association activities that does not require	Fall 2016 – Spring 2017	Membership committee

conference attendance; look at division initiatives in this area as a starting point		
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**Recommendation Category 6: Recruitment, Education, and Retention**

	Time frame	Designated to:
Develop and implement a long-term library profession recruitment plan	Fall 2016-Spring 2018	COA, ODLOS, Work with Ethnic Affiliates; Develop scholarships with ethnic affiliates, AASL, COE, YALSA, ALSC, ALISE
Assess ALA’s mentor programs of equity, diversion, and inclusion	Fall 2016-Spring 2018	Mentor programs within each division. Work with Ethnic Affiliates, divisions, and round tables to develop recruitment program.
6.4. Explore expanded training and continuing education so ALA members can easily educate themselves about 1) diverse groups, 2) building connections between people who are not like themselves.	Fall 2017-Spring 2019	Membership development, ODLOS, collaborate with Ethnic Affiliates

**Additional Resources:**

YALSA Board of Directors – Annual 2016; Topic: Executive Committee Function-1-Item #2  
[http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ExecCommitteeNewFocus\\_AN16.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ExecCommitteeNewFocus_AN16.pdf)

ALA Taskforce on Diversity, Equity & Inclusion final report  
<http://connect.ala.org/files/TFEDIFinalReport%202016-06-06.pdf>

ALA Strategic Plan  
<http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/StrategicPlan/Strategic%20Directions%20June%2028%202015.pdf>