

**YALSA Board of Directors**  
ALA Midwinter Meeting 2021, Virtual  
**January 22-24, 2021**

**Topic:** EDI Survey Follow-Up

**Background:** This report is the summary of the 18 chairs that responded to the EDI Survey. At the June 2020 meeting, the Board approved a new one-year interim term plan for the fiscal year 2021. The one-year program creates immediate goal-oriented actions to address our members' needs amid a pandemic and civil unrest. One of the strategies is to assure that Equity Diversity, Inclusion (EDI) concepts are infused into all programs, products, activities, and education to address the cultural mismatch between today's increasingly diverse teen population and the librarian workforce, which remains overwhelmingly white and female. With the responses below acting as our baseline, it is recommended that the Board creates an implementation plan to address EDI. Executive Director Tammy Dillard-Steels submit this document.

**Action Required:** Action

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**Overview:** YALSA Board requested the Chairs of committees to participate in an assessment of EDI resources. Below are the results. At the June 2020 YALSA Board meeting, the Board voted to create a new [one-year interim term plan](#) for the fiscal year 2021. The one-year plan creates immediate goal-oriented actions to address our members' needs amid a pandemic and civil unrest. Per YALSA's 2020 Interim Strategic plan, the Board set a goal that Equity, Diversity, and Inclusion (EDI) concepts are infused into all programs, products, activities, and education. As a board, our goal to create a priority is to model EDI practices as a leader in the field, support inclusive spaces for our audiences, and develop an anti-racist foundation through YALSA policies and procedures.

**Survey Results:**

**"Q1 Does your Chair manual, committee charge, formal or informal procedures, or evaluation criteria provide a directive to address EDI?"**

**Answered: 18 Skipped: 0"**

ANSWER CHOICES		RESPONSES	
Yes		27.78%	5
No	72.22%	13	
TOTAL			18

**"Q2 Have you discussed with your committee the impact of EDI as a part of your orientation or meetings?"**

**Answered: 18 Skipped: 0**

ANSWER CHOICES		RESPONSES	
Yes		55.56%	10
No	44.44%	8	
TOTAL			18

**"Q3 Would you be interested in participating in a Taskforce to review process, procedures, awards, grants, bylaws, and documents to assure EDI is acknowledged?"**

**Answered: 18 Skipped: 0**

ANSWER CHOICES		RESPONSES	
Yes		61.11%	11
No	38.89%	7	
TOTAL			18

**"Q4 Please provide any comments and feedback regarding EDI below.**

**Answered: 5 Skipped: 13"**

#	RESPONSES	DATE
1	It is possible there is some language or expectation that I am simply unaware of since I still feel so new.	12/29/2020 2:07 PM
2	I think YALSA is doing a great job of incorporating EDI concepts.	12/20/2020 2:35 PM
3	The Amazing Audio criteria mentions diversity, but that is only one aspect of EDI, and it could be more robust.	12/19/2020 3:21 PM
4	Thank you for doing this!	12/17/2020 2:28 PM
5	While I think this is very important, I do not consider myself an expert in this area at all. I am comfortable with implementing directives, but not with establishing them. Thank you for this work.	12/17/2020 12:20 PM

**Financial Implications :**

**There will be a cost associated with creating any new plans. Currently, this is an unknown. Staff time and member time will also need to be taken into financial consideration.**

**Measuring Impact**

**Alignment to Equity, Diversity, and Inclusion Goals:**

**Adopting an interim implementation strategic plan allows YALSA to infuse Equity, Diversity, Inclusion, and Access into all programs, products, events, and education.**

**Proposed Board Action**

**Action – Create an implementation plan.**

**Additional Resources:**

**• Interim Strategic Plan:**

**[http://www.ala.org/valsa/sites/ala.org.valsa/files/content/Board%20Doc%20Interim%20Strategic%20Plan%20FY%202021\\_0.pdf](http://www.ala.org/valsa/sites/ala.org.valsa/files/content/Board%20Doc%20Interim%20Strategic%20Plan%20FY%202021_0.pdf)**