

**YALSA Board of Directors Meeting
ALA Annual Conference, Orlando
June 24 - 28, 2016**

Topic: Confirmation of Board Diversity Taskforce Recommendations

Background: Over the past year the Board Diversity Taskforce has been evaluating current Board practices in order to determine where there are opportunities to strengthen diversity and inclusion practices. The Taskforce presented a set of recommendations at Midwinter, one of which was approved and others which the Board asked for further information before taking action. The Taskforce has revisited their recommendations and made adjustments where needed, based on Board feedback. Nicola McDonald, the Taskforce Chair, has put together the following document for the Board’s consideration. On June 18th YALSA’s Board approved the recommendations below. Including the item as a part of this meeting simply ensures it will be entered into the official record of the association.

Action Required: Consent

Proposal: Adopt the set of recommendations as presented below by YALSA’s Board Diversity Taskforce

1. **Adopt the following definition of diversity for YALSA and include the statement in YALSA’s Handbook:** “YALSA strives to be inclusive of a range of libraries and youth-serving organizations within a variety of geographic locations. YALSA further commits to being inclusive of representation from diverse cultural, ethnic and racial backgrounds, professional skill and experience levels, economic statuses, ages, ideologies, gender, sexual orientations, and abilities.”
 - a. **Rationale:** This definition is in sync with the ALA’s outlook on diversity which states, “...libraries must utilize multivariate resources and strategies. In the library workforce, concrete programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within ALA and in the services and operations of libraries, efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.”

2. **Make the following additions to the Board Profile document:** rename the “Relevant Experience” section the “Relevant Experience and Skill Sets” section, add “library setting” to the Professional Background section, add “West Coast” to the geographic area

Topic: Confirmation of Board Diversity Taskforce Recommendations

section, and add “experience working with diverse populations” to the Relevant Experience section. See Appendix A for the sample document.

- a. **Rationale:**
 - i. Making the small additions/changes to the document will help the Governance Nominating Committee get a more complete picture of the board’s diversity.
 - ii. Findings from a BoardSource report showed that while 80% of boards actively recruit members from diverse backgrounds only 56% evaluated such efforts. Designing the Board Profile document to actively be mindful of diversity so it can be used to measure board diversity will be beneficial.
3. **Make it the responsibility each year for the President to identify a current or recent board member who will serve as mentor to YALSA’s current Spectrum Scholar(s), and leverage existing board mentoring resources to facilitate this effort.**
 - a. **Rationale:**
 - i. Spectrum Scholars are a captive audience who are most likely at the inception of their career in the library field and can be impressionable. Reaching out to them at this early stage can demystify governance processes and the work of the board, while also possibly cultivating interest in serving on the board.
 - ii. Providing a mentor to YALSA-sponsored Spectrum Scholars can strengthen the overall relationship between the Scholars and the association.
4. **Add diversity and inclusion focused questions to board surveys and feedback mechanisms.** See Appendix B for examples.
 - a. **Rationale:** Monitoring progress and adjusting efforts when needed is crucial in building and sustaining a diverse board and fostering an inclusive environment. Getting regular feedback from current members and those completing their term is essential in knowing how to move forward as far as continuing with successes and deciding on necessary improvements.

Fiscal Implications

- The above recommendations require only minimal member leader and staff time.

Requested Board Action

The board votes to adopt the four recommended actions as proposed in this document, and directs the Executive Director to work with staff to update and disseminate relevant documents mentioned in this proposal by no later than August 1, 2016.

Additional Resources:

- ALA Policy manual Diversity Statement
www.ala.org/aboutala/governance/policymanual/updatedpolicymanual/section2/diversity
- Beyond Political Correctness: Building a Diverse Board
www.bridgespan.org/Publications-and-Tools/Hiring-Nonprofit-Leaders/Recruiting-Board-Members/Building-a-Diverse-Board.aspx#.Vw5sOPkrKUm
- Does Your Board Foster Inclusivity? <https://www.compasspoint.org/blog/does-your-board-foster-inclusivity>
- NMRT Mentoring Program
www.ala.org/nmrt/oversightgroups/comm/mentor/mentoringcommittee
- Spectrum Scholarship Overview
www.ala.org/offices/diversity/spectrum/scholarshipinformation

Appendix A

Proposed additions and changes are in red font

YALSA Board Member Profile

The purpose of collecting this information is to create a snapshot of the entire Board so that the Governance Nominating Committee can work to ensure that the Board maintains a broad representation of the YALSA membership and that it is composed of individuals who together have the varied skills needed to advance the strategic plan. Your information will not be shared with anyone other than the Governance Nominating Committee, who will keep this form confidential. Thank you for completing this form!

Instructions:

1. Type your name on the top of the grid.
2. Place an X by all options that apply to you and provide other content as instructed.
3. Email the completed document to the Executive Director.

Your name:	
RACE/ETHNICITY	
MARK AN X ON THE APPROPRIATE LINE	
African-American	
Asian-American	
Hispanic/Latino/Latina	
Native American	
Caucasian	
Other	
GENDER IDENTITY	
MARK AN X ON THE APPROPRIATE LINE	
Female	
Male	
Other	
AGE	
MARK AN X ON THE APPROPRIATE LINE	

YALSA Board of Directors – Annual 2016
Topic: Confirmation of Board Diversity Taskforce Recommendations

21 - 30	
31 - 40	
41 - 50	
51 - 60	
Over 60	
PROFESSIONAL BACKGROUND/LIBRARY SETTING	LIST POSITIONS HELD
Public Library	
School Library	
Academic	
Other (Non-profits, Corporate, etc.)	
RESIDENCE/GEOGRAPHIC REGION	MARK AN X ON THE APPROPRIATE LINE
Northeast	
Mid-Atlantic	
Southeast	
Midwest	
Pacific Northwest	
Southwest	
West Coast	
RELEVANT EXPERIENCE & SKILL SETS	MARK AN X ON THE APPROPRIATE LINE(S)
Experience working for/with diverse populations	
Change management/leadership	
Outcomes Planning and Measurement	
Research	
Data collection and analysis	
Advocacy or Lobbying	
Marketing/Public Relations	
Fundraising/Grant Writing	
Donor or Partner relations	
Corporate Practices	
Management	
Media/Journalism	
Finance/Accounting	
Legal	
Government/Public Policy	
Strategic Planning	
Community/Member Engagement	
Public Speaking/Meeting Facilitation	
Systems Planning	

YALSA Board of Directors – Annual 2016
Topic: Confirmation of Board Diversity Taskforce Recommendations

Working with/for Youth Serving Organizations	
Working with/for Civic/Volunteer Organizations	
Cultural Competency	
K-12 Education	
Post-Secondary Education/Professional Development	
Youth Development	
SERVICE EXPERIENCE WITH OTHER NON-PROFITS/ ASSOCIATIONS/DIVISIONS	
	PLEASE DESCRIBE
Board Member	
Committee Member	
Consultant	
Funder/Fundraising	
Strategic Planner	
Program Evaluator	
Grant Recipient	
Grantee	
OTHER INFORMATION THAT MIGHT BE APPLICABLE TO YALSA BOARD SERVICE. FOR EXAMPLE, LEADERSHIP EXPERIENCE , KNOWLEDGE OF CONNECTED LEARNING PRINCIPLES, PARTICIPATION IN SOCIAL JUSTICE CAMPAIGNS, ETC.	

Appendix B

Sample questions that can be added to the start of the board’s year kick-off survey:

- What processes or behaviors that promote inclusiveness are most important for the board as a whole to embrace in order to provide a welcoming and productive atmosphere?
- What specific actions can the YALSA President and Executive Director take to foster a welcoming environment for you and your fellow board members?

Sample questions that can be added to post-meeting board surveys:

- Overall, the board meetings were held in an atmosphere that promoted an open-mindset, inclusion and respect for diversity (answers: definitely, somewhat, not at all)
- If you selected “somewhat” or “not at all” as an answer to the question above, please share your suggestions for how the board could foster a stronger culture of inclusion and respect for diversity: _____

Sample questions that can be added to the board exit interview:

- What suggestions do you have for increasing diversity on the board?
- What suggestions do you have for fostering a stronger culture of inclusion on the board?
- What suggestions do you have for strategies to ensure that individuals from diverse backgrounds feel welcome on the board?