

YALSA Board of Directors Meeting
ALA Midwinter Meeting, Boston
January 8 – 12, 2016

Topic: Diversity on the YALSA Board

Background: Diversity on YALSA Board was a Mega Issue brought forth by Shannon Peterson at YALSA's board meeting at the ALA 2014 conference. No formal action was taken as a result of the discussion. To move the topic of diversity on the YALSA Board forward, Nicola McDonald presented information suggesting the creation of a Board Diversity Taskforce to work on ways to implement ongoing diversity on the board. At the board's vote, a taskforce was implemented, is now at work and have brought forth some suggestions below for ensuring board diversity.

Action Required: Action

Many areas of YALSA, including committee work and board work, are interconnected, and we've found that in order to address board diversity we need to focus on other areas of YALSA as well. Having previously submitted recommendations for steps be taken in the three areas of a definition of diversity for YALSA, guideline for the president elect to use when selecting candidates, and adjustments to the candidacy form, we now have further recommendations.

Proposal:

- Adjust the Governance and Awards Nominating committees' function as proposed below. **Rationale:** As these groups responsible for selecting board and other candidates, it's essential that the members serving on these committees are dedicated to diversity and inclusion as well.
- Adopt a checklist to be used during the selection of candidates. **Rationale:** This will help guide decision making to ensure that diversity is indeed being considered throughout the selection process.

Recommended Changes/Additions to Documents (shown in red)

Governance Nominating Committee Function:

Function: To recruit, vet and select a slate of candidates for the **upcoming** election of YALSA Officers and Directors. When building the slate, strive to provide for broad representation, including but not limited to representation of the membership by: diverse background, type of

library, special interest, and geographic location, **being sure to incorporate diversity as defined by ALA/YALSA.**

To educate members about governance and service on the YALSA Board, including conducting necessary outreach via an array of avenues like social media, blogs, newsletters, and partnership with other organizations to ensure diverse representation. To assist candidates in preparing for the election, including but not limited to planning and implementing a Candidates' Forum at the upcoming Midwinter Meeting. To review the process after each election and make recommendations for the next cycle.

Type: Standing

Authorization: Bylaws, Article VIII, Section 1 and Article IX, Sections 1 and 2

Date of Establishment: 1957

Date of Completion: Continuing

Membership: 5 members, including the non-immediate past president and one member from a preceding term

Qualifications:

- Extensive knowledge of the responsibilities of elected positions
- Strong interpersonal skills
- Good analytical skills
- Highest level of ethics and integrity
- **Commitment to diversity and inclusion**

For information on the responsibilities of committee/jury/taskforce members, visit [YALSA's Handbook](#).

Term of Office: 16 months, commencing January 1, and ending after election results are announced in May.

Staff Liaison: Beth Yoke

Awards Nominating Committee Function:

Function: To recruit, vet and select candidates for the slate for the election of YALSA Edwards, Nonfiction and Printz Award Committee Members. When building the slate, strive to seek out the most qualified individuals as well as provide for broad representation, including but not limited to representation of the membership by: diverse background, type of library, special

interest, and geographic location, **being sure to incorporate diversity as defined by ALA/YALSA. To educate members about service on the YALSA awards committees, including conducting necessary outreach via an array of avenues like social media, blogs, newsletters, and partnership with other organizations to ensure diverse representation.** To assist candidates in preparing for the election, including but not limited to working with the YALSA blog Member Manager to interview candidates. **To review the process after each election and make recommendations for the next cycle.**

Type: Standing

Authorization: Bylaws, Article VIII, Section 1 and Article IX, Sections 1 and 2

Date of Establishment: 1957

Date of Completion: Continuing

Membership: 5 members, including the non-immediate past president and one member from a preceding term

Qualifications:

- Strong interpersonal skills
- Good analytical skills
- Highest level of ethics and integrity
- Ability to work year-round in a virtual environment with tools including, Google Drive, Skype, webinar platforms
- Good time management and organizational skills
- Previous experience on a YALSA award or selection committee
- **Commitment to diversity and inclusion**

For information on the responsibilities of committee/jury/taskforce members, visit [YALSA's Handbook](#).

Term of Office: 16 months, commencing January 1, and ending after election results are announced in May.

Staff Liaison: Beth Yoke

Proposed New Nominating Committees' Checklist

Incorporating a form similar to the Board Member Profile and including language below will help ensure as diverse a candidate pool as possible, not just for the YALSA board members, but also in recruiting committee members for awards service as well.

- Race/Ethnicity
- Geographic Location
- Gender
- Professional Background/Library Setting
- Age
- Relevant skillsets/experiences
- Experience working with diverse populations
- Other information that might be applicable to the YALSA Board Member Profile. For example, leadership experience with connected learning and digital media, experience working with diverse populations, etc.

Financial Implications

- none

Requested Board Action

The Board votes to adopt recommendations in this document and directs the Executive Director to work with staff to update the Governance and Awards Nominating Committee function statements as outlined above, and to add the Nominating Committees' Checklist to the Chair Manuals for the two committees by no later than January 31, 2016.

Resources Consulted:

- Governance Nominating Committee www.ala.org/yalsa/workingwithyalsa/committees/nominatingcommittee
- YALSA's Mission - <http://www.ala.org/yalsa/aboutyalsa>