

YALSA Board of Directors
ALA Annual Meeting, Washington, DC
June 20 – 25, 2019

Topic: Equity Diversity and Inclusion Continuing Education for Board and Staff

Background: Since the launch of the current YALSA Organizational Plan, the association moved forward in providing access to resources on cultural competence; race and social justice; and equity, diversity, and inclusion (EDI). The association also worked to meet organizational goals through development of an EDI plan. With this foundational work in place it is now important for the YALSA Board and staff to have the opportunity to discuss what EDI means to them, how they see EDI being integrated into association work, and how to guarantee that current and future leaders have the knowledge and skills required to implement YALSA’s work through an EDI lens. This proposal focuses on taking that next step by launching continuing education for the association’s Board and staff. The document is brought by Linda Braun, Julie Winkelstein, Josei Watanabe, and Amanda Barnhart.

Action Required: Discussion

Proposal

The YALSA CE Consultant, with a team of Board members and member leaders, work with a trainer/consultant to design and deliver an EDI focused full-day training for YALSA Board and staff at the 2020 Midwinter Meeting in Philadelphia.

Rationale

YALSA is committed to integrating equity, diversity, and inclusion (EDI) into all aspects of the association’s work. This is visible in the [EDI plan approved by the Board in October 2018](#) and current endeavors focused on infusing EDI into the association’s new strategic plan. Supporting and moving forward with EDI requires that YALSA staff and Board intentionally engage in discussions and learning that leads to concrete and strategic EDI actions. To achieve this the association’s Board, staff, and member leaders must have a common understanding of the history of race in the United States; a shared language and understanding of EDI, a grasp of how structural racism has an impact on moving YALSA’s EDI work forward, and an ability to engage in what may be difficult conversations on topics related to race and social justice. There is potential that without continuing education in these areas YALSA will limit its ability to succeed in integrating EDI into the association’s ongoing practices and activities.

The report [*Awake, to Woke, to Work: Building a Race Equity Culture*](#) describes how organizations move from being aware of the need to build EDI into their work to demonstrating commitment through policies, procedures, board makeup, internal and external conversations, and so on. The report states:

“At the **AWAKE** stage, organizations are focused on people and on building a workforce and boards comprised of individuals from different race backgrounds. The primary goal is representation, with efforts aimed at increasing the number of people of different race backgrounds.

At the **WOKE** stage, organizations are focused on culture and creating an environment where everyone is comfortable sharing their experiences and everyone is equipped to talk about race equity and inequities. The primary goal is inclusion and internal change in behaviors, policies, and practices.

At the **WORK** stage, organizations are focused on systems to improve race equity. The primary goal is integration of a race equity lens into all aspects of an organization. This involves internal and external systems change and regularly administering a race equity assessment to evaluate processes, programs, and operations.”

This proposed training, by providing opportunities to learn and discuss EDI with a facilitator experienced in this work, will assist YALSA in firmly rooting itself in the Woke stage and provide opportunities to intentionally move more into the Work stage.

This training will also provide YALSA Board members and staff with a jumping off point for better understanding the continuing education needs they require to move EDI work forward and the needs of YALSA committee and task force chairs. Similarly, conversations Board and staff engage in during the training will build comfort, knowledge, and skill for discussing EDI with those considering chairing a YALSA member group or running for the Board. Following the training, association Board and staff will have a common language for discussing EDI in leadership positions. And, those involved in this training will have a clear vision and focus for what they are seeking when recruiting members to serve on the Board and/or committees and task forces.

Financial Impact

YALSA will hire an experienced EDI consultant/trainer to work with the project team to design and deliver the training and to provide follow-up on potential next steps for the association. Estimated cost for this work is \$5000.00.

Determining Impact (Evaluation & Alignment to Equity, Diversity, and Inclusion Goals)

The team working on this project, along with the trainer hired to plan and deliver the session, will develop an evaluation process for this training. This will include methods for assessing success both during and after the training session. An evaluation report will be submitted to the Board within six weeks of the training and will include recommendations for next steps for continued board development in the area of EDI and for moving this work forward with member leaders.

Proposed motions

The YALSA Board moves to approve hiring a trainer/consultant to work with the YALSA CE Consultant and appointed leadership team to design a face-to-face full-day EDI training for YALSA Board members and staff that will be delivered during Midwinter 2020.

Resources

YALSA EDI Plan

http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/2018_YALSA_EDI%20Plan.pdf

Awake, to Woke, to Work: Building a Race Equity Culture

http://bit.ly/awake_woke_work

How to Integrate Equity, Diversity, and Inclusion into Everyday Operations

http://bit.ly/EDI_howto

Practical Ideas for Improving Equity and Inclusion at Nonprofits

http://bit.ly/practical_edi_ideas

Reflections on Cultural Humility

http://bit.ly/cultural_humility_reflections