

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

Topic: EDI Plan Update

Background: In board document #4 from Annual 2018, the Advancing Diversity Taskforce identified several top priorities including a review of YALSA’s current mission, vision, intended impact statements to ensure alignment with equity, diversity, and inclusion (EDI) principles; and creation of an EDI statement and an EDI plan. Between Annual and Midwinter, the Board approved the above in document #9. Within the EDI Plan, an evaluation mechanism was put in place that requires the President to present an update on the plan at Annual 2019 and Annual 2020. This is the first update on progress. This document is brought by Crystle Martin

Action Required: Discussion

Overview

Below are the updates on the first year of the [Equity, Diversity, and Inclusion Plan](#). Activities to support the strategies that have been accomplished are italicized. Recommendations of activities that could be completed in support of strategies are included as well.

Goal 1: Create an inclusive, equitable, and welcoming organizational environment
Strategies

- Expand current YALSA Board member leadership training to include high-quality education and experiences in diversity, equity and inclusion
 - *Board Document 28, Annual 2019*
- Provide professional development experiences for YALSA staff focused on related topics such as cultural competency and handling diversity, equity and inclusion issues
 - *Board Document 23, Annual 2019 directs Executive Director to further this item.*
- Provide training for committee, taskforce, and jury chairs related to diversity, equity and inclusion both as part of their onboarding process and as continued leadership support.
 - *The President and Executive Director have been directed to update training in Board Document 23, Annual 2019.*
 - *New Chair Manual passed as part of Board Document 19, Annual 2018.*
- Leadership and staff will apply what they learn from EDI-related training and implement it in member engagement, recruitment and retention

- *Board Document 5, Annual 2019 recommended a creation of a Taskforce that would evaluate YALSA 101, 201, and 301 (Board Document 8, Annual 2019).*
- *In Board Document 14, Midwinter 2019, an updated version of the Online Volunteer Form was approved that was more user friendly, collected information about last time appointed to a committee, and demographic information to facilitate diversity in committee appointments.*
- Provide feedback mechanisms for participants in webinars, listserv discussions, committee meetings, and conference programs to ensure they are inclusive and respond to incidents of bias, harassment, discrimination, and intolerance if necessary
 - *Board Document 12, Annual 2019 creates a new process for reporting and handling issues.*
 - *[Statement of Appropriate](#) conduct sent to members before each Conferenced*
 - *[Ethical Behavior Policy for Volunteers](#) updated on June 23, 2018*
- Offer ongoing opportunities for YALSA members, leaders and staff to discuss EDI and what it means
 - *Ongoing CE efforts, YALS themes, YALSAblog posts, Hub posts*
- Conduct yearly surveys and periodic focus groups with YALSA members and potential members to help the association understand EDI perspectives related to YALSA's organizational environment
 - *Conducted a new Annual Survey that was open to non-members. It included new questions relating to EDI and collected demographic information.*
- Offer conference buddies for first-time attendees
 - Next step: Assign as a task to Local Arrangements Committee to develop a process for conference buddies.
- Ensure events and experiences at conferences, including networking opportunities, are inclusive
 - Next step: Changing name of Happy Hour to Social
 - Next step: Ensure that calls for proposal require applicants to use Accepted Language/Terms
 - *Board Document 26, Annual 2019 updates Accepted Language/Terms*
- Continue to encourage diverse participation in activities such as the weekly Member Spotlight in the eNews
 - *Ongoing effort*
- Provide regular communication to Members as laid out in the Communication Plan.
 - Next step: Assign the development of an EDI Communication Plan to a single member as a microvolunteering opportunity.

Goal 2: Recruit, retain, and develop a more diverse membership

Strategies

- Develop a recruitment campaign targeted at library staff from underrepresented groups
 - Next step: Assign to Division and Membership Promotion Committee
- Encourage ALA to investigate alternative dues structures
 - *This is a recommendation from the Steering Committee Organization Effectiveness for ALA*
- Assess existing pathways to professional success and involvement within YALSA for underrepresented groups
 - Next step: Create a taskforce to undertake this analysis
- Provide support for members from underrepresented groups such as a mentoring program, networking opportunities at conferences or in ALA Connect, grants to attend YALSA's symposium or other events, and other opportunities.
 - Assign to the Advocacy Standing Committee
- Continue to reach out to and engage with individuals representing underrepresented groups to serve on the YALSA Board, committees, task forces, and juries, and to present at conferences.
 - *In Board Document 14, Midwinter 2019, an updated version of the Online Volunteer Form was approved that collected demographic information to facilitate diversity in committee appointments.*
- Continue to provide guidance for committee appointments and volunteer opportunities to include and increase diversity, equity and inclusion
 - *Board Document 23, Annual 2019 directs the President, Past-President, and President-Elect to create a manual to support EDI goals in appointments.*
- Continue to expand member involvement in YALSA committees, task forces, and other volunteer activities that do not require conference attendance
 - *Board Document 23, Annual 2019 directs the President, Past-President, and President-Elect to create a manual to support EDI goals in appointments.*
- Promptly respond to volunteers who fill out the volunteer form
 - Next step: Continue to improve the appointments process communication
 - *Board Document 23, Annual 2019 directs the Division and Membership Promotion committee to create a process to notify all who apply to serve on a committee.*
- Implement a member referral program aimed at individuals from diverse backgrounds
 - Next step: Assign to Division and Membership Promotion
- Partner with other organizations to recruit diverse members
 - *Board Document 20, Annual 2018 YALSA established the ALA Affiliates & Round Tables Liaison*
- Ensure recruitment materials prominently feature YALSA's commitment to EDI
 - Next step: Assign to Executive Director to work with Staff.

Goal 3: Align our policies and practices with our EDI vision

Strategies

- Institute a practice to ask ourselves these questions: How does this policy, practice or partnership support YALSA’s Equity, Diversity, and Inclusion vision? Does it support equitable and inclusive access and opportunity? Is it neutral? Does it stand in the way of our vision?
 - Next step: Incorporate these as part of the board decision making process
- Audit existing policies, procedures and practices to align them with YALSA’s EDI vision
 - Next step: Assign to Organization and Bylaws
- Use an equity lens to create messaging, resources, services and programs
 - Next step: Assign to the Executive Director to work with staff
 - Next step: Incorporate into committee and taskforce training
- Require that all proposals that come to the Board include a section on attention to equity, diversity, and inclusion
 - *Implemented this in 2018*
- Hold ourselves accountable through annual internal review of all strategies in this plan, our values, and YALSA policies and adjust as needed.
 - Next step: Assign to Executive Committee to be accomplished by September 1 of each year.

Goal 4. Ensure that YALSA members know how to develop inclusive and equitable library services and programs

Strategies

- Continue to provide professional development experiences for YALSA members of all job types, including support staff, focused on cultural competency, diversity, equity and inclusion
 - Next step: Assign to the Executive Director to work with staff
- Embed cultural competency, diversity, equity, and inclusion in all YALSA professional learning opportunities no matter the topic focus
 - Next step: Assign to the Executive Director to work with staff
- Create a clearinghouse or speakers’ bureau of people with expertise in equity, diversity, and inclusion
 - Next step: Assign to the Leading the Transformation of Teen Services Standing Committee
- Provide models of inclusive and equitable library services and programs
 - Next step: Create a taskforce to provide models of inclusive and equitable services and programs and share on the Program HQ
- Create and distribute materials, such as toolkits, to help members better serve diverse youth and to address issues of institutional bias and racism in their library
 - Next step: Create a taskforce to create and distribute materials to help members better server diverse youth and to address issues of institutional bias and racism in their library.

Goal 5. Create formal and informal partnerships with other organizations around a shared commitment to redressing institutional inequities and systemic power asymmetries

Strategies

- Work with LIS and iSchools to ensure that cultural competencies, equity, diversity and inclusion is included in all youth-oriented curricula
 - Next step: Create a taskforce to undertake this work
- Identify potential partners whose mission is in alignment with YALSA's EDI vision and build opportunities to move our work forward through the partnership
 - Next step: Assign to the Fund and Partner Development Standing Committee
- Identify potential funding agencies who make diversity, equity, and inclusion central to their missions and philanthropic efforts
 - Next step: Assign to the Fund and Partner Development Standing Committee

Financial Implications

Staff and Member time to implement the next steps and proceed with other items in the plan.

Measuring Impact

Annual survey data over time will show impact of this work, as well as diversification of membership and committees.

Alignment to Equity, Diversity and Inclusion Goals

The work accomplished as part of the EDI Plan help bring YALSA into greater alignment with its desired goals for Equity, Diversity, and Inclusion

Proposed Board Action

The YALSA Board directs the President and Executive Director to move forward with the recommended next steps.

The YALSA Board directs the President to appoint a Taskforce to assess existing pathways to professional success and involvement within YALSA for underrepresented groups by August 1, 2019, and the taskforce will present a report to the board at Midwinter 2020.

The YALSA Board directs the President to appoint a Taskforce to work with LIS and iSchools to ensure that cultural competencies, equity, diversity and inclusion is included in all youth-oriented curricula by September 1, 2019, and the taskforce will present a report to the board at Annual 2020.

The YALSA Board directs the President to appoint a Taskforce by August 15, 2019 to provide models of inclusive and equitable services and programs and share on the Program HQ.

The YALSA Board directs the President to appoint a taskforce by August 15, 2019 to create and distribute materials to help members better serve diverse youth and to address issues of institutional bias and racism in their library.

Additional Information

Agenda for Annual 2019: <http://www.ala.org/yalsa/2019-annual-conference-agenda-and-documents>

Agenda for Midwinter 2019: <http://www.ala.org/yalsa/2019-midwinter-meeting-agenda-and-documents>

Agenda for Annual 2018: <http://www.ala.org/yalsa/2018-annual-conference-agenda-and-documents>