

YALSA Board of Directors Meeting  
ALA Midwinter Meeting, Atlanta  
January 20 - 24, 2017

**Topic:** Broadening the Board’s Composition

**Background:** At the 2016 ALA Annual Conference, YALSA Board directed the Leading the Transformation for Teen Services Board Standing Committee to explore the idea of changing or expanding the makeup of the YALSA Board of Directors to include board members who are from outside the organization.

**Action Required:** Action

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**Proposal:** Broaden the scope of the Board to accommodate advocates by implementing a two-year pilot to include advocates on the Board through the Board Development Committee recruitment process. Then, evaluate its impact, and determine whether or how to change the Bylaws to reconfigure existing Board seats to create dedicated seats on the Board for advocates. Advocates could include: library supporters, youth activists, industry thought leaders, partners, philanthropists, educators, researchers, corporate staff, and vendors from beyond the immediate library teen services community.

**Rationale:**

- This change was embraced by the Board as part of the 2015 – 2016 strategic planning process, and is included in the first-year Implementation Plan
- The inclusion of advocates to the Board who work beyond the library teen services space can bring a unique perspective and help broaden the organization's outlook on serving youth
- A more diverse Board can strengthen its capacity by bringing in relevant skills or knowledge from beyond the library community
- By including advocates on the Board, YALSA is modeling the behavior it wants members to adopt at the local level in terms of reaching out into the community to forge partnerships that increase their ability to meet teen needs
- The viability of this idea has been demonstrated by the recruitment of Kathy Ishizuka to the 2017 slate

**Industry Examples**

- **Museums:** the Field Museum's Board of Trustees consists of members from Chicago's civic, corporate, professional, and philanthropic communities.  
<https://www.fieldmuseum.org/about/staff/board-trustees>
- **Nonprofits:**

- Larkin Street Youth Services has a Board of Directors consisting of local business and community leaders. <http://larkinstreetyouth.org/about-us/leadership-team/board-of-directors/>
- Boston Public Library Board of Trustees <http://www.bpl.org/general/trustees/trustees.htm> --none of the Trustees are librarians or library workers
- The Habitat for Humanity Board of Directors is comprised of a mix of individuals with different backgrounds, including corporate leadership, investing, banking, real estate, philanthropy and more. <http://www.habitat.org/about/habitat-for-humanity-leadership>
- Reading is Fundamental’s board includes individuals from banking, investing, writing, and advocacy backgrounds. <http://www.rif.org/about-rif/board/>
- **Associations:**
  - **The American Camp Association:** their board is about evenly split between individuals who work for camps and advocates who do not work in the summer camp industry, but who are corporate leaders, youth advocates, educators, researchers, and more. <http://www.acacamps.org/about/leadership/board-directors-bios> . Their bylaws do not specify types of directors, other than the officers, and the size of the board stated in the bylaws is a range, not a specific number.
  - **The National Afterschool Association:** most their board is comprised of individuals who manage afterschool programs, but some board members come from higher education and the corporate world. <http://naaweb.org/boardofdirectors> . In addition to their board, NAA has a Corporate Advisory Board: <http://naaweb.org/about-us/corporate-advisory-board>

### Potential Courses of Action

- Address this through recruitment, as the American Camp Association does, by requiring the next two Board Development Committees to identify one advocate per election cycle
- Address this through the Bylaws
  - Reduce the number of at-large, ex-officio, and/or officer positions by two in order to create new designated advocate positions
  - Add new seats to the Board to accommodate two advocates
    - The YALSA Board is already large at eighteen members, bringing the number to twenty puts it outside of industry best standards

### Considerations

- This should be phased in over the course of two years so that two new advocate positions are not on the same election/appointment cycle
- Certain changes in the size or makeup of the Board would require the membership to vote on a Bylaws change. Piloting a program focused on the recruitment process to determine its viability before making a bylaws change is a sensible approach

### Proposed Timeline

- Jan. 2017 board accepts proposal
- Feb. – April 2017 ad-hoc group develops desired qualifications for advocates for Board Development Committee use and submits to the Board
- July – Aug. 2017 the ad hoc group refines or expands their materials, after receiving Board feedback
- Sept. – Oct. 2017 the President-Elect recruits individuals to serve on the Board Development Committee, taking into consideration their need to identify and vet advocates
- Nov. – Dec. 2017 the ad hoc group adapts the Governance Nominating Committee chair manual for the new Board Development Committee, including information about seeking advocate candidates
- Jan. 2018 the 2018 - 2019 Board Development Committee begins work
- Mar. – April 2018 election
- May – July 2018 new board member on-boarding
- Aug. 2018 the slate for 2019 is turned into YALSA Office
- Jan. 2019 the 2019 - 2020 Board Development Committee begins work
- Mar. – April 2019 election
- May – July 2019 new board member on-boarding
- Aug. 2019 slate for 2020 turned in to YALSA Office
- Jan. 2020 – President assembles evaluation team

### **Fiscal Impacts**

Staff and member time to create materials for the Board Development Committee and evaluate the pilot.

### **Evaluation**

In Jan. 2020, the President will assemble an evaluation team to determine the impact of the change in terms of increasing diverse perspectives and expertise on the board, and make recommendations as to whether or how to continue with including advocates on YALSA’s board.

### **Proposed Board Action**

The Board accepts the proposal as presented and directs the 2018 – 2019 and 2019 – 2020 Board Development Committees to identify, vet, and recruit one advocate each to appear on the slate.

### **Additional Resources**

- 2016 Annual Conference Board Document #4, “Organizational Plan Potential Bylaws Impact,” [www.ala.org/yalsa/sites/ala.org.yalsa/files/content/Bylaws\\_AN16.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/Bylaws_AN16.pdf)
- Dealing with Disruption and Competition to the Association Industry, <http://connect2amc.com/60-dealing-with-disruption>

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- Implementation Plan,  
[www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ImplementationPlan.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/ImplementationPlan.pdf)
- YALSA Bylaws,  
[www.ala.org/yalsa/sites/ala.org.yalsa/files/content/BYLAWS\\_2016approvedchanges.pdf](http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/BYLAWS_2016approvedchanges.pdf)