Topic: History of Four EDI Taskforces

Background: Approval of the creation of four EDI Taskforces was given at ALA Annual Conference 2019 and were established in Fall 2019 to support YALSA’s EDI Plan. There were many factors that impacted these volunteer groups’ work and original timelines. This document is brought forth by President, Amanda Barnhart, and Immediate Past President, Todd Krueger, and archives the progress and outcomes of that work.

Action Required: Information

Overview:
As stated above, four EDI taskforces were established in Fall 2019 and included the following:

- **Task Force 1: Promoting Professional Success for Underrepresented Groups within YALSA.** Charge: Considering the Teen Services Competencies for Library Staff and the EDI Statement and EDI Plan, this task force will assess existing pathways to professional success and involvement within YALSA for underrepresented groups.

- **Task Force 2: Encouraging LIS and iSchools to Include EDI Plan Elements in Curricula.** Charge: Considering the Teen Services Competencies for Library Staff and the EDI Statement and EDI Plan, this task force will work with LIS and iSchools to ensure that cultural competencies, equity, diversity and inclusion is included in all youth-oriented curricula.

- **Task Force 3: Modeling Services and Programs to Include EDI Plan Elements.** Charge: Considering the Teen Services Competencies for Library Staff and the EDI Statement and EDI Plan, this task force will provide models of inclusive and equitable services and programs to share on the YALSA Programming HQ and other avenues.

- **Task Force 4: Addressing Institutional Bias and Racism in Libraries.** Charge: Considering the Teen Services Competencies for Library Staff and the EDI Statement and EDI Plan, this task force will create and distribute materials to help members better serve diverse youth and to address issues of institutional bias and racism in their libraries.

Due to the pandemic’s impact upon member volunteers’ professional and personal environments, all four taskforces’ efforts were derailed. Group work reinitiated in Summer 2020. These taskforces had an original end of term date set at October 2020. In early October, YALSA leaders
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(Amanda Barnhart/President, Todd Krueger/Immediate Past President, Kelly Czarnecki/President-Elect, and Tammy Dillard-Steels/Executive Director) were informed that these taskforces would require an extension. However, everyone was unaware of the potential administrative difficulties that would arise should an extension be granted beyond the end of term date of October 2020.

YALSA leaders checked in with the four taskforces and only Task Force 2: Encouraging LIS and iSchools to Include EDI Plan Elements in Curricula felt that an extension was not needed and submitted a final report and product. Board members started to be further impacted by the pandemic, which stalled many aspects of board work, including timely addressing the extension.

YALSA Board approved the extension at Midwinter 2021. Due to the delay, some taskforce members were no longer eligible to continue to serve on the taskforce: having already met the ALA policy limit of volunteering on three committees or their membership expired or they were no longer interested to serve. Due to this discrepancy all taskforces had thus reduced in size. Task Force 3: Modeling Services and Programs to Include EDI Plan Elements only had one volunteer member who was eligible and interested to serve. YALSA Executive Director made...taskforce 3 info…

An extension of June 2020 was granted to the two other taskforces (Task Force 1 and Task Force 4), who felt they would be able to meet their goals and continue their efforts with their remaining team members. Both would submit a final report for YALSA Board annual meetings.

YALSA Board will need to discuss in greater detail the final reports from those taskforces who submitted one and incorporate findings into the updated YALSA Implementation Plan. It is recommended that YALSA leaders (those who will soon be serving in the aforementioned roles) continue to address member concerns regarding the priority to improve communication with member volunteers - including those who sign up to volunteer, establish YALSA 201, and monitor and document the ongoing challenges and resulting negative impact of the current ALA software used for volunteer records.

Additional Resources:
● EDI Taskforces Updates Annual 2020:  
  http://www.ala.org/yalsa/2020-annual-conference-agenda-anddocuments (Items 36-39)
● Extension of EDI Taskforces to Complete Projects from Midwinter 2021:  
  http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/Item%20%2331.%20Extension%20of%20EDI%20Taskforces%20to%20Complete%20Projects%20.pdf