

Council Committee Report Form

TO: ALA Council

RE: Committee on Diversity

☐ ACTION REQUESTED

☐ INFORMATION

☒ REPORT

ACTION REQUESTED BY: *(if no action, please leave blank)*

CONTACT PERSON: Valerie Bell

STAFF LIAISON CONTACT: Kristin Lahurd

DATE: 6/1/2021

BACKGROUND:

(ADD REPORT BELOW)

Committee Information Update (CIU) COMMITTEE ANNUAL REPORT

Committee Name: Committee on Diversity

Conference Year: 2021

Committee Chair: Valerie Bell

Staff Liaison: Gwendolyn Prellwitz

Committee Members: Shauntee Burns-Simpson; Megan Drake (stepped down 12/20); Orolando Duffus; Jina DuVernay; Dr. Kimberly Y. Franklin; Natisha Nate Harper; Carla Mason; Louis Muñoz Jr.; Yumi Ohira; Liladhar Ramchandra Pendse; Dr. Raymond Pun; Mitzi Townes; Jamia Williams; Ping Fu (Associate); Jeff Parsons (Associate)

Date of meeting(s)	Meeting format (in-person or virtual)	Number of members present	Guest Presenters, Speakers

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5/25/21 - Full Committee	Virtual	8/15	
4/26/21 - Scorecard Working Group	Virtual	3/3	
4/13/21 - Scorecard Working Group	Virtual	3/3	
3/17/21 - Scorecard Working Group	Virtual	2/3	
3/15/21 - Full Committee	Virtual	Attendance not recorded	
3/5/21 - EDI Grants Working Group	Virtual	1/4	Anne Manly - ALA Development Staff, Brian Russell - ALA PPO Staff
2/25/21 - Full Committee	Virtual	11/15	Lessa Kanani'opua Pelayo-Lozada, 2022-2023 ALA Presidential Candidate
2/17/21 - Diversity Committees Best Practices Working Group	Virtual	5/5	
2/15/2021 - Scorecard Working Group	Virtual	3/3	
1/27/21 - Scorecard Working Group	Virtual	3/3	
1/21/21 - EDI Grants Working Group	Virtual	3/4	
1/11/21 - Full Committee	Virtual	9/15	

Committee Charge: To provide a forum to research, monitor, discuss, and address national diversity issues and trends. To analyze and address the impact of diversity issues and trends on the profession, and the relevance and effectiveness of library leadership, library organizations and library services to an increasingly diverse society. To provide to council and ALA membership information, needed for the establishment of ALA policies, actions and initiatives related to national diversity issues and trends. To encourage and facilitate diversity in ALA membership and the recruitment and retention of a diverse workforce in the profession as a whole. To encourage and facilitate diversity in ALA leadership and leadership development. To facilitate a broad awareness of how and why diversity is unequivocally linked to all ALA areas of concern such as intellectual freedom, education and continual learning, literary and equity of access. To work collaboratively with the ALA president, ALA council, ALA divisions, ALA offices

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and units, ALA round tables, ALA committees, and ALA affiliates. To serve in an advisory capacity to the director of the office for diversity to (1) support the role of the office for diversity as the clearinghouse for ALA's diversity resources, contacts, and information exchange, (2) monitor the implementation, progress and ongoing evaluation of ALA national diversity initiatives and programs, and (3) plan, support and encourage conference programs, activities and special events.

Objectives of the committee for this conference year, including any planned activities:

1. Adding EDI accountability to ALA Grants Criteria Working Group: Critically assess ALA grants and scholarships across all divisions regarding diversity, equity, and inclusion to ensure equitable access and distribution. As part of a series of diversity, equity, and inclusion initiatives, this audit aims to help build a more diverse and inclusive community
2. Best Practices for Library Diversity Committees Working Group: This Working Group of the Committee on Diversity will develop a resource list, directory of groups, and best practices for institutional Equity, Diversity and Inclusion committees focused on organizational change within LIS. Working Group members will identify resources to include after reviewing recent publications, presentations and national conversations on this topic, develop a directory, and promote contributing to the resource page to ALA members through the EDI Assembly, the ODLOS Newsletter, etc. The resource list, directory and best practices will be shared on the ALA website (<http://www.ala.org/advocacy/diversity/workplace>)
3. Equity Scorecard for Library Administrators Working Group: Research and best practices will be the foundation for this tool that centers accountability and transparency, and measures the effectiveness of diversity and equity in recruitment, retention, and promotions in libraries. This scorecard, which will be shared with ALA members, provides administrators with actionable data for strengthening their commitment to equity, diversity, inclusion, and justice in alignment with ALA's commitment to diversity.

Describe interactions with other units within ALA:

- COD has a liaison to the United for Libraries Literary Landmarks Task Force (Ray Pun)
- COD has a liaison to the Committee on Professional Ethics Working Group on Social and Racial Justice (Liladhar Pendse)
- COD has a liaison to the Intellectual Freedom and Social Justice Working Group (Valerie Bell)

Synthesis of activities (summarize discussions, decision(s) or motion(s) reached, and note follow-up action(s) required:

1. EDI Scorecard: Members met to discuss the layout and charge of the scorecard. The initial meeting introduced [*The Institute for Diversity and Ethics in Sports Racial and Gender Report Card \(TIDES\)*](#) created by Dr. Richard Lapchick to be used as the model for the scorecard. Members were presented with [topics](#) and were asked to brainstorm their relevance to EDIJ and hiring, promotions, and recruitment. A numeric rating system was used to help users gauge performance, this varied from the TIDES Report Card that provides letters for performance. Items were condensed and topics that were not significant to EDIJ were removed. The last meeting involved the review of the entire document to ensure the directions and procedures were seamless. Because of the scope of the project and the time allotted, some items were condensed into other topics

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and the other items were provided as suggestions as opposed to being in the tables. The group also ensured that all necessary updates were added into the COD folder.

2. Best Practices for Library Diversity Committee Working Group: the group met a few times to discuss the process of evaluating the content. We shared a survey to different listserv such as the National Associations of Librarians of Color as well as ALA Connect. We received 75 responses - asking survey respondents to share their diversity statement, resources, publications or presentations that they found to be helpful. The team labeled each submission into categories and will be shared to future working groups to review as best practices coming from ALA. The statements received in the survey will also be reviewed and included in a future directory.
3. Adding EDI accountability to ALA Grants Criteria Working Group: the amount of ALA grants and the lack of any standardization in information/application materials/selection rubrics made it difficult for this group to refine its charge and move forward on any actionable steps. Work was primarily information gathering and in some cases certain grant programs (PPO's in particular) evidenced a commitment to EDI in the grant resources. Unclear if this is work that should continue into the future at the present moment.
4. United for Libraries Literary Landmark Task Force: it was an opportunity to learn more about the process for the Literary Landmark and to infuse equity, diversity and inclusion in the application process as well. The task force met monthly. There were discussions regarding various applications and how to improve the process to be reflective of ALA's values. (Submitted by CoD Liaison Ray Pun)

If unable to achieve desired committee outcomes, what hampered the ability to achieve stated goals (lack of resources, member participation, communication issues, procedural delays, etc.?)

Priorities/recommendations for the upcoming year:

- Ensure adequate time for team-building and trust building amongst committee members given the nature of EDI work.
- Through group brainstorming, develop and update a work plan to guide the committee in the next year of its activities. See the [2021 Work Plan](#) as an example and the committee has noted that future work plans should include scope/deliverables/timeline information to keep the Working Groups on track and have clearer expectations.
- The Equity Scorecard needs to be voted on by the Committee on Diversity, then the Committee needs to decide if it will release the resource through ODLOS or if it wishes to take the document to ALA Council for a vote. Once public, the Scorecard should be updated every 3-5 years.
- The Best Practices for Diversity Committees group suggests 1) adding the list of institutional statements they compiled to the ODLOS list of ALA/Affiliate Statements as a separate section and cross-referencing it on a new Diversity Committees Resources page (under Workforce Diversity); 2) creating an AirTable form/view to develop a Directory of Diversity Committees so that institutional committees can review what publicly available information there is from one another; 3) that a new CoD Working Group be formed for 2021-22 that reviews the list of publications and presentations compiled this year and creates a list of Best Practices based on their findings.

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Other comments/information you believe will help the Association in its work:

- Many groups request a liaison or representative from the Committee on Diversity but this creates an additional burden of time/energy on CoD members who have to participate essentially on a whole additional committee for which they did not volunteer - are there better ways to share information across ALA groups that do not place this burden of time on volunteers?
- Council does not communicate with the Committee, what are the expectations Council has of its committees and what role does/should Council play in planning activities and priorities for the Council Committee on Diversity?
- Recognize the emotional labor of EDI work and include time for trust building into this committee's work.
- Consider how to better support/advocate for CoD members in being recognized within their institutions for the work they are doing on EDI at the national level.

Submitted by: Valerie Bell

Date Submitted: 6/1/2021