

Recommendations to ALSC Board:

Permanent Diversity Committee

Rec #	Recommendation	Groups	Notes
1	Establish a permanent committee comprised of members representing underrepresented groups, specifically visible minorities. This committee would continue the work started by the Task Force and ensure that ALSC continues inclusive and equitable practices in the future.	ALSC Office	Current Task Force members can provide some suggestions for possible committee members. This committee could potentially be a collaboration across divisions.

Training

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2	Provide cultural competency training to ALSC members in the form of at least two webinars and one deeply discounted, or free, course. Require ALSC Board members and incoming committee chairs to view one cultural competency webinar.	Education Committee	

Membership and Participation

Rec #	Recommendation	Groups	Notes
3.1	Add a demographic section to the Morris seminar application form to allow members to self-identify as belonging to an underrepresented group. This will determine the numbers of members from underrepresented groups within the applicant pool. If the applicant pool is found to not match the proportions of underrepresented groups found in American and Canadian population increase representation of these populations within membership. Use the Lee & Low survey as a template, adding South Asian and Middle Eastern.	ALSC Office	

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3.2	Create an infographic to advertise committee appointment process.	ALSC Office and/or Diversity Committee	Similar to a Lisa Nowlain comic. The work Nina, and others, have done to make the committee volunteer process much simpler is excellent but there are still many who will not read a page of text or who don't read the ALSC blog. We'd like a tool that could be easily shared in many online spaces, as well as printed, that visually explains the process. Lack of transparency and knowledge of how ALSC operates were given as barriers to becoming, or remaining, ALSC members.
3.3	New Diversity Committee will collaborate with the Membership Committee to break down additional barriers, noted in the Diversity Survey, to feeling "welcome" in ALSC and develop uniform modes for member involvement.	Membership Committee	
3.4	Work with ALA to allow members to pay membership dues with a payment plan.	ALSC Office	
3.5	Create a scholarship for travel expenses for participation on committees. Fund will only be available for committee members from underrepresented groups and awarded through an application process.		Use committee volunteer form and ask applicants to self report to determine eligibility for award.

Welcome New ALSC Members

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4.2	<p>Send new members a Welcome Packet that includes:</p> <p>4.2a “Welcome letter” from current ALSC President</p> <p>4.2b ALSC website: http://www.ala.org/alsc/</p> <p>4.2c Invitation to become a volunteer: http://www.ala.org/CFApps/volunteer/form.cfm?</p> <p>4.2d Highlight Mentor program http://www.ala.org/alsc/search/site/mentor?f%5B0%5D=hash%3A4o91gy</p> <p>4.2e Membership benefits</p> <p>4.2f Calendar of upcoming events/webinars/conferences</p> <p>4.2g FAQ’s</p>	Membership in collaboration with Diversity Committee	See also, 3.3
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Composition of Committees

Rec #	Recommendation	Groups	Notes
5.1	Committee composition should reflect the diversity of the communities of children and families we serve as much as possible.	ALSC President, Vice President/President Elect, Nominating Committee	Update Committee Volunteer Form to allow members to include demographic information. (6.1)
5.2	Reserve a number of committee appointments (excluding elected positions) for visible minorities. For committees numbering 9 members or more, reserve at least 2 spots for visible minorities. For committees number through 8, reserve at least 1 spot for visible minorities.	ALSC President, Vice President/President Elect, Nominating Committee	
5.3	Reach out to ethnic caucuses to recruit members. Work with caucuses when appointing members to committees.	ALSC President, Vice President/President Elect, Nominating Committee	

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5.4	Create a scholarship fund to support visible minorities' ALSC membership for up to 2 years if they serve on an ALSC Committee.		Up to \$5,000
5.5	Work with ALA and other divisions (YALSA, AASL, etc.) to create a discounted bundled membership and recruit from within those divisions for various committees.		
5.6	Continue committee reservation practice until such time as our complete division membership better reflects the actual diversity of our communities <i>and</i> ALSC members from minority groups are assured of equal representation on ALSC committees during their time as members.		
5.7	Create a dedicated fund for travel expenses to ALA Midwinter and Annual conferences for participation on committees. Fund will only be available to members from underrepresented groups and awarded in an application process. One travel fund per committee (at least award committees (8) but up to all non-virtual committees (nearly 30)).		Up to \$30k divided across two fiscal years
5.8	Allow process committees to be 50% to 100% virtual members. This will allow more members to be involved in committee work as there is no travel requirement for virtual committees.		Barriers mentioned frequently in the survey were time and cost for attending conferences.
5.9	Make attendance at both Midwinter and Annual conferences encouraged, but not required. Investigate options for members to join those meetings via video conference.		Historically, the All Committee meetings are much too noisy to allow members to join by phone or Skype. Ideas to remedy this: audio content would need to go through a mic, or physically present committee members would need headphones with built in mics (or maybe just the chair and they could relay information to and from virtual attendee)

Committee volunteer form

Rec #	Recommendation	Groups	Notes
6.1	The committee volunteer form should be revised to include a section for members to self-identify as being a member of a marginalized/under-represented group. Use the Lee & Low survey as a template, adding South Asian and Middle Eastern.		We understand there have been issues with this in the past, but we feel it is essential to moving forward.
6.2	Self-identification on the committee volunteer form <i>should be voluntary</i> , and the form should clearly state that such information is solely to be used to ensure the diversity of all committees so as to reflect the communities of children and families served by ALSC members.		

Track Committee Membership Over Time

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7.1	Create a system to track all committee membership served over time. Explore whether this information could be available on demand to all members.		This may already be happening with ALA. This recommendation is based on survey feedback that ALSC lacked transparency, was cliquey, and confusing. The task force believes this system will help clear up confusion with members and assist those appointing members make committees more diverse.
7.2	The system should track: 7.2a How many committees each member has served on and when 7.2b On which committees each member has served		

7.3	<p>7.3 The system should be able to assist the VP/President-Elect, President, and Nominating Committee to:</p> <p>7.3a Identify individuals who have not previously had opportunities to serve in such capacity(ies),</p> <p>7.3b Prioritize the nomination and/or appointment of such individuals to committees,</p> <p>7.3c Prioritize the nomination and/or appointment of individuals of diverse backgrounds to committees,</p> <p>7.3d Ensure equity of committee service across ALSC membership</p> <p>7.3e Ensure committee compositions that include individuals from underrepresented groups, and</p> <p>7.3f Provide members with a list of their committee service over time for:</p> <ol style="list-style-type: none">1. transparency and2. their own personal records.		<p>7.3f note: members can currently request this information. We would like this system to allow a member to access this information on their own.</p>
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