Final Report of the ALA Task Force
on Equity, Diversity, and Inclusion
June 2016

BACKGROUND

Embracing and celebrating diversity, and creating a more inclusive profession have been long-standing goals of the American Library Association (ALA)[1]. The Association, its divisions, roundtables and other groups have long had committees or other member groups devoted to diversity in librarianship. However, in the spring of 2014, motivated by the grave concern of some members about the association hosting its 2016 Annual Conference in Orlando, FL, the Association determined that an Association-wide Task Force was necessary. The concerns about the conference location stemmed from Florida's **application** of the "Stand Your Ground" laws as it relates to the Trayvon Martin case [Appendix I].

In March of 2014, the Black Caucus of the American Library Association (BCALA) released a statement critiquing ALA for continuing to hold the conference in Florida. Then-ALA president Barbara Stripling immediately engaged with leaders from ALA and the ethnic library associations[2] to subsequently issue a joint statement [Appendix II]. The ALA's Executive Committee and BCALA's Executive Board agreed that the best way to respond to the concerns about hosting a conference in Florida was to turn the event into an opportunity to educate, build awareness, and advocate for equitable treatment, inclusion, and respect for diversity. Among the agreed-upon items was the creation of a special task force.

In the spring 2014 Barbara Stripling then established the ALA Task Force on Equity, Diversity and Inclusion and appointed its members. The charge of the Task Force reads as follows:

> The Task Force on Equity, Diversity, and Inclusion will develop a plan and strategic actions to build more equity, diversity, and inclusion among our members, the field of librarianship, and our communities. The most important Task Force outcome is the public and honest conversation that will be generated by its plan and recommended actions. The final Task Force report will include recommendations for ensuring that a continuing focus on equity, diversity, and inclusion is embedded throughout the ALA organization. [see Appendix III]

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[1] See ALA mission and priorities key action areas: http://www.ala.org/aboutala/missionpriorities/keyactionareas

[2] There are five ethnic library associations affiliated with ALA: the American Indian Library Association (AILA), Asian Pacific American Librarians Association (APALA), Black Caucus of the American Library Association (BCALA), Chinese American Librarians Association (CALA) and The National Association to Promote Library & Information Services to Latinos and the Spanish Speaking (REFORMA).

Task Force members were appointed from a wide variety of stakeholder groups, and included ALA Executive Board members. [3]

SUMMARY OF ACCOMPLISHMENTS

The Task Force (TF) started its work by defining the terms equity, diversity, and inclusion so that both the TF members as well as all stakeholders would have a shared understanding of what the TF was being asked to address [Appendix IV]. The next step was to gather information from stakeholders in a variety of ways. These included conducting surveys (see results below), hosting conversations at various conferences[4], and collecting feedback from the groups represented on the task force. These data points have been instrumental in helping the TF to formulate the recommendations that are included in this report.

During the process, the TF presented updates at ALA Council, Board, and/or Membership meetings at the 2015 ALA Midwinter Meeting in Chicago, the 2015 ALA Annual Conference in San Francisco, and the 2016 ALA Midwinter Meeting in Boston. The TF also participated in virtual membership meetings in 2015 and 2016. In addition to gathering information, the TF offered two interactive workshops on systemic racism in partnership with Community Change, Inc. and co-sponsored Senator Cory Booker's appearance at the 2016 ALA Midwinter Meeting. The TF will sponsor Michael Eric Dyson as the speaker for the Opening General Session at the 2016 ALA Annual Conference in Orlando, FL. Members of the TF will also present on the work of the past two years at the National Diversity in Libraries Conference in August 2016.

SURVEY RESULTS: EXECUTIVE SUMMARY

From late January 2015 to March 2016, the TF released three short surveys intent on soliciting information from respondents, who are both ALA members and non-members. The purpose of the surveys was to gain feedback from current and potential members regarding the climate of ALA as an association that strongly values equity, diversity, and inclusion. The TF surveys were meant to supplement the larger surveys created and released by ALA's Office for Research & Statistics (ORS), particularly the ALA Member Demographics Survey, of which the latest report is available for September 2014. All three TF surveys were intended to work together to provide a more complete picture of respondent perceptions and consisted of two parts. The first part contained four to five theme-based questions. The themes for each survey were chosen after deliberations by TF members and the responses garnered from previous TF surveys. The second part consisted of a set of demographic questions that was meant to provide context to the responses in each survey's first part, hence the need

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[3] The Task Force on Equity, Diversity and Inclusion roster and composition: http://www.ala.org/groups/task-force-equity-diversity-and-inclusion

[4] Facilitated conversations and/or listening sessions were held at the following conferences: (2015):ALA Midwinter Meeting, REFORMA National Conference, ATLA National Conference, ALA Annual Conference, NCAAL Conference, and (2016):ALISE National Conference.

to repeat these questions for each released survey. The results of the demographic portions of the surveys are not included in this report.

The first survey focused on the definitions of equity, diversity, and inclusion, which the TF had discussed and disseminated to different ALA groups prior to the release of the first survey. The second survey focused on the ALA Annual Conference 2016 to be held in Orlando, Florida. The third survey focused on the affordability of ALA conferences and events.

Taken together, the three surveys developed by the TF indicate an interesting picture of equity, diversity, and inclusion within ALA as an organization and as a membership body. The third survey strongly suggested that financial matters impede ALA members from being able to participate fully--as committee, working group, and task force members and volunteers. Yet most respondents indicated in the first survey that they believed ALA is an equitable, diverse, and inclusive organization. The contrast between the first and third surveys ought to be studied and probed further. The second survey indicated that ALA membership have a multiplicity of nuanced opinions regarding the association's values of equity, diversity, and inclusion, particularly with how these relate to matters regarded as political and not part of the domain of "library work."

To reiterate, it is important to recognize that these surveys should not be seen as "the voice of ALA," but as tools to gain insight and gauge future directions for research and change within ALA. For example, further analysis of all three surveys still needs to be undertaken in order to discern the professional and social classifications of all respondents, as well as the frequency of their responses. In addition, inferential and predictive analyses concerning the composition and perceptions of ALA members are beyond the scope of this report and the three surveys themselves. However, these survey results should still be weighed seriously, as a first step toward future actions and more thorough research-based investigations to ensure equity, diversity, and inclusion remain practiced, as well as uttered, values within ALA.

The complete survey report is available in Appendix V.

RECOMMENDATIONS

The TF made two initial recommendations in its report to Council at the 2015 ALA Annual Conference:

1. The ALA Executive Board, Council, or appropriate body should direct the Policy Monitoring Committee to collect all ALA discrimination policies into one document in order to point vendors and others with whom ALA does business to a single policy related to equity, diversity, and inclusion.
2. ALA should include language in all future contracts that assures all vendors, conference sites, and others with whom the Association does business have policies that complement ours.

Additionally, the TF has compiled the following list of 58 recommendations for the Association that fall into six main areas:

1. Conference Program Planning
2. ALA actions for all Annual Conferences
3. Working with the community for ALA host cities
4. Association Priorities and Planning
5. Membership and Participation
6. Recruitment, Education, and Retention

While many of the recommendations focus specifically on the conference experience, the TF recognizes that a majority of members cannot attend conferences on a regular basis, which is why more than half of the recommendations focus on structural issues within the association and profession.

1: Conference Program Planning	Now, Year 1, Year 2, Year 3	Delegated to:
1.1 Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message. (see clearinghouse idea below: 1.9)	Now	ODLOS
1.2 Engage in diversity with "big name" speakers, even when controversial; and have speakers represent underrepresented constituencies. Speaker suggestions include: Angela Davis, Christopher Hedges.	Now	Conference Committee, Conference Services
1.3 Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the process.	Every year	Start with continuous reminders from ALA President, and include Executive Director office, division presidents, ethnic library associations, Round Tables, etc.[5]
1.4 Develop a conference theme related to EDI matters/issues typical of that region/area.	Every year	Conference Committee
1.5 Offer a free pre-conference on diversity issues.	Every year	ODLOS or COD
1.6 Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Every year	Conference Services
1.7 Make entire conference more participatory—examples include walk-through museum-type exhibits (Tunnels of Oppression); and partnerships with local groups.	Every year	Conference Committee, Conference Services
1.8 Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers).	2016 Annual (2017 Annual for ranking)	COD
1.9 Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusiveness to aid program planners in choosing speakers.	Fall 2016 - Spring 2018	ODLOS
1.10 Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	2017 Midwinter	COD, ODLOS Advisory

[5] Current, past and future ALA Presidents meet frequently as a cohort. It would be beneficial to have a conversation about diversity at one of the meetings or at the fall orientation. Co-sponsored programs are often discussed at ALA President meetings, so it would be an ideal place to talk about a co-sponsored diversity program.

1.11 Have a COD representative on the conference planning committee.	2017 Midwinter	COD, COO
1.12 Create a scenario based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.	2017 Midwinter, continuing as a series at subsequent conferences)	COD
1.13 Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	2017 Annual, continuing at each conference	COD
1.14 Conduct a session on archival projects that provide context on the history of local areas.	2017 Annual, continuing as a series at subsequent conferences	ACRL RBMS, ALCTS PARS

2: ALA actions for all Annual Conferences	Now, Year 1, Year 2, Year 3	Delegated to:
2.1 Create a list of local minority owned businesses and cultural institutions with a focus on issues related to EDI for conference attendees to frequent / support.	Now	ODLOS, host chapters, ethnic affiliates, round tables
2.2 Create EDI statement that's included in registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or incorporate EDI statement into existing Code of Conduct.	Now	COD, Executive Board
2.3 Make wifi hotspots available to committees and other groups to enable virtual participation.	Now	Conference Services
2.4 Create and distribute a pre and post survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	Fall 2017 - Spring 2018	ORS, Implementation Team
2.5 Encourage diversity among exhibitors and their representatives participating in ALA Annual Conferences, Midwinter Meetings, and other ALA activities in alignment with ALA's policy on equity, diversity and inclusion (ALA Policy B.3[6]).	Now	ERT, Conference Services
2.6 Identify and implement an incentive program (such as prime locations, discounts, Diversity Champions recognition) for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	Now	ERT, Conference Services
2.7 Establish a robust virtual option for conference attendance (e.g., main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Fall 2017-Spring 2018	Conference Committee, Conference Services

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[6] http://www.ala.org/aboutala/governance/policymanual/updatedpolicymanual/section2/diversity

3: Working with the community for ALA host cities	Now, Year 1, Year 2, Year 3	Delegated to:
3.1 Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.	Now	Executive Director, Associate Executive Director
3.2 Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.	Every year	LBC MIG, ODLOS
3.3 Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.	Every year	LBC MIG, Conference Services
3.4 Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.	Every year	PAO
3.5 Create programming open to the local community centered around equity, diversity, and inclusion.	Every year	COD, ODLOS
3.6 Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion.	Every year	ODLOS
3.7 Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference.	Every year	Conference Services, ODLOS, in consultation with the American Indian Library Association

4: Association Priorities and Planning	Now, Year 1, Year 2, Year 3	Delegated to:
4.1 Establish a process for consulting with COD and ODLOS on how to respond when issues arise related to equity, diversity, and inclusion that impact members.	Now	Executive Board, COD, ODLOS
4.2 Add the definitions of EDI developed by the Task Force to the ALA Policy Manual. Audit all definitions of equity, diversity, and inclusion across the association to ensure the broadest possible understanding; and explore core values and roles and responsibilities statements to assess equity, diversity, and inclusion.	Now; Fall 2016 - Spring 2017	Policy Monitoring Committee
4.3 Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.	Fall 2016 - Spring 2018	Center for the Future of Libraries
4.4 Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcome for diversity and inclusion every three years.	Fall 2016 - Spring 2017	Executive Board, ALA Executive Director and Associate Executive Director
4.5 Expand ALA marketing to include promotion of librarians and library workers, in addition to libraries.	Fall 2016 - Spring 2017	Public Awareness Committee
4.6 Assess ALA equity, diversity, and inclusion activities across the association to look for synergies.	Fall 2017 - Spring 2019	COD
4.7 Consider creating a diversity and inclusion top ten list (similar to LITA's and ACRL's top issues) to aid in research, program planning, etc.	Fall 2017 - Spring 2018	ODLOS
4.8 Work with other national associations to share checklists, clearinghouse information, etc. (see ODLOS "Initiatives & Projects")[7]; ODLOS shall also keep the list of associations (started by the TF) up to date.	Fall 2017 - Spring 2018	ODLOS, maybe also COD
4.9 Seek benchmarks and best practices to determine paths to increasing the association's diverse membership, diversity programming, etc.	Fall 2017 - Spring 2019	Executive Board
4.10 Expand advertising and discussion for the ODLOS Discovering Librarianship Initiative.[8]	Fall 2017 - Spring 2018	ODLOS, Executive Board
4.11 Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on	Fall 2017 - Spring 2019	Executive Board

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[7] http://www.ala.org/offices/diversity/initiatives
[8] http://www.ala.org/offices/diversity/imls

these issues		
4.12 Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general as well as specific to individual minorities	Fall 2017 - Spring 2019	ODLOS, ORS
4.13 Explore training for ALA staff and officers, etc. re: an organizational culture for diversity, equity and inclusion. One possibility could be expanding the existing ODLOS webinars.	Fall 2018 - Spring 2019	HR, Each Department shall form Audit teams and give their department an Equity, Inclusion and Diversity Audit, ODLOS
4.14 Increase the capacity of the Diversity Research Grants program.	Fall 2016 – Spring 2017	ODLOS, Executive Board
4.15 Survey the membership on a triennial basis about issues related to EDI, using the TF's surveys as examples of the topics to be explored.	Every third year starting Fall 2017- Spring 2018	ORS
4.16 Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversations but expanding their reach beyond conference attendees.	Every year	ALA Executive Director, Associate Executive Director, Chapter Relations Office

5: Membership & Participation	Now, Year 1, Year 2, Year 3	Delegated to:
5.1 Revive the Diversity Town Hall at Midwinter Meetings.	Fall 2016 - Spring 2017	ODLOS, COD
5.2 Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity. Assess ALA office advisory groups to determine if advisory groups are present and diverse enough; add a demographic section to the volunteer form to allow members to self-identify as belonging to an underrepresented group.	Fall 2016 - Spring 2017	Governance, TOLD, COO
5.3 Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps.	Fall 2017- Spring 2019	TOLD, COD
5.4 Create an infographic to advertise committee appointment process, understanding that involvement encompasses just "committees." Develop a "how to get involved in ALA" campaign.	Fall 2017 - Spring 2019	Governance, TOLD and Membership Development
5.5 Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society; use the TF-EDI demographic questions as a model for collecting the information.	Reach 50% of target in 2021, 100% of target in 2026	Membership Committee or another Presidential Task Force with representation from the Membership Committee with a focus on increasing number of diverse members
5.6 Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.	Fall 2016 - Spring 2017	Membership Committee
5.7 Investigate alternate dues structures, including salary-based categories and options to include an initial division and round table membership without additional costs.	Fall 2016 - Spring 2017	Membership Committee

6: Recruitment, Education, & Retention	Now, Year 1,	Delegated to:

	Year 2, Year 3	
6.1 Develop and implement a long-term library profession recruitment plan; increase chances of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward.[9]	Fall 2016 - Spring 2018	COA, ODLOS, Work with Ethnic Affiliates to create recruitment program. Develop scholarships with ethnic affiliates, AASL, COE, YALSA , ALSC, ALISE
6.2 Assess ALA's mentor programs for equity, diversity, and inclusion.	Fall 2016 - Spring 2018	Mentor programs within each division. Work with Ethnic Affiliates and divisions and round tables to create recruitment program.
6.3 Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.	Fall 2016 - Spring 2017	COA (existing ALA group and the two new TF's on Education and Accreditation); work with the ethnic affiliates to accomplish this point.
6.4 Explore expanded training and continuing education so ALA members can easily educate themselves about 1) diverse groups, 2) building connections between people who are not like themselves.	Fall 2017 - Spring 2019	Membership Development, ODLOS, collaborate with Ethnic Affiliates
6.5 Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.	Fall 2017 - Spring 2018	COA, Research and Statistics, HRDR, ODLOS
6.6 Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career.	Fall 2018 - Spring 2019	COA
6.7 Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives.	Fall 2017-Spring 2018	COA, Committee on Education

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[9] ALA Scholarship for a Day (Jim Rettig's initiative) was good in terms of getting students involved. This could be one of the community-related events (above) that happens in the conference city. It would be a way to combine multiple projects in a single initiative. COD also has a similar initiative. Both of these could be used as models for future initiatives.

CONCLUSION

Thirty years ago, the ALA President's Committee on Library Services to Minorities presented the report "Equity at Issue: Library Services to the Nation's Four Major Minority Groups."[10] In the Personnel section of their report, they noted that 88.5 % of the library profession was white. By 2010, the ALA Diversity Counts study found that the percentage of credentialed white librarians stood at 88%, a rather disappointing result.[11] Throughout our work, this task force has been very conscious of racial biases and the ways in which both conscious and especially unconscious bias impact the diversity and inclusivity of our association and profession. Race profiling by the application of Stand Your Ground laws in Orlando launched this task force as a result of frustration at how a major library association can be easily swept into patterns of structural discrimination without consciously intending to do so, or at the very least feel powerless to significantly transform discrimination in the society in which it participates, such as being unable or unwilling to withstand the costs of cancelling a contract because the outcome would likely mean harsh political or fiscal consequences. More recently the Association of Library Services to Children (ALSC), a division of ALA, canceled their Institute that was to be held in a state where a recently enacted law was at odds with the division's - indeed ALA's - stated values. This decision, made mere months before the ALSC Institute, left members of the task force wondering if there is a dollar amount above or below which cancellation of an event would be supported. We encourage the ALA executive board and the boards of all divisions to ensure that decisions are made in a manner consistent with the values of the association, even if those decisions may have financial consequences.

Looking forward, the best of intentions are not enough to create permanent change; therefore, careful review, recommended actions, and subsequent analysis must be the foundation to create a path for transformation. The results from the three TF surveys, taking into account demographic indicators for as many diverse groupings as possible, show us that marginalized groups continue to feel underrepresented and undervalued within the association and the profession, and that ALA must increase its efforts to promote equity, diversity, and inclusion. We are confident that this list of recommendations is a step in the direction of codifying and implementing a more conscious and actionable structure toward meeting those goals of a more equitable, diverse, and inclusive library association, profession, and world. Our confidence, however, is not enough. ALA has stated its commitment to equity, diversity, and inclusion for decades, but has failed to completely live up to that commitment. While we have seen progress in recent years thanks to initiatives like the Spectrum Scholarships Program, our work is far from complete. Embracing equity, diversity, and inclusion as core principles matters only when sufficient resources of time, personnel, and finances are made available. We must move beyond lip service or "checking the boxes" to actual change, lest we remain a profession that continues to marginalize those outside of the majority.

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[10] American Library Association President's Committee on Library Services to Minorities. *Equity at Issue: Library Services to the Nation's Four Major Minority Groups* (1985-86 CD #30). Chicago: American Library Association.
[11] For more detailed information on the demographics of the library profession, see American Library Association, *Diversity Counts,* http://www.ala.org/offices/diversity/diversitycounts/divcounts.

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APPENDIX I: BCALA Statement

Black Caucus of ALA Denounces ALA's Decision to Hold 2016 Annual Conference in Orlando, Fla.

For immediate release: March 10, 2014

The Black Caucus of the American Library Association (BCALA), condemns the American Library Association's (ALA) decision to continue with plans to hold the ALA 2016 annual conference in Orlando, Fla. in the wake of the George Zimmerman verdict and that state's refusal to revise or repeal "Stand Your Ground" laws, which were included in jury instructions in Zimmerman's trial for second degree murder for fatally shooting unarmed 17-year-old Trayvon Martin in Sanford, Fla. in 2012.

BCALA believes that "Stand Your Ground" laws enable a "shoot first, ask questions later" mentality against African-American men perceived without merit to be threats or assumed without evidence to be engaged in criminal behavior. Kenneth Nunn, a professor at the University of Florida's Levin College of Law, wrote in the New York Times in 2012 that, "African-Americans, black males in particular, have been constructed in popular culture as violence-prone and dangerous," and that this construct produces a fear in Americans that deadly force against such people is consequently reasonable in general.

BCALA therefore contends that Florida law should require more than perception of a threat before use of deadly force is deemed justifiable. BCALA predicts "Stand Your Ground" will be used in future killings where racial bias played a factor in the actions of the accused. Months after the Zimmerman verdict, another travesty of justice occurred when a Florida jury failed to convict Michael Dunn of murder for shooting into a car and killing 17-year-old Jordan Davis. Dunn said he fired because he felt threatened by Davis and other Black teens in a car Davis was riding in, but the unarmed Davis had not exited his vehicle or physically confronted Dunn. Dunn was convicted only for attempted murder after he continued firing at the vehicle as the teenagers attempted to flee.

BCALA believes that ALA, which claims various commitments to diversity and tolerance, should have begun plans to find a new venue for ALA 2016 following the July 2013 acquittal of George Zimmerman. BCALA must question ALA's true commitment to diversity and racial tolerance when ALA, North America's largest and strongest library association, still plans to hold its largest and most financially lucrative function in a state that has become Ground Zero in initiating weapons laws, as well as voting policies, that potentially put the rights and safety of African-Americans at risk. ALA annual conferences are generally well-documented and publicized, and BCALA fears that librarians, 20,000 strong, conducting business and spending money in Orlando will negate any claim that librarians have to being advocates of equality and social justice.

BCALA, rather, is committed to creating, supporting and cheerleading initiatives that facilitate success in young Black males. The organization is particularly encouraged by President Barack Obama's recent unveiling of the "My Brother's Keeper" initiative, which the president hopes will, "(I)mprove significantly the expected life outcomes for boys and young men of color (including African Americans, Hispanic Americans, and Native Americans) and their contributions to U.S. prosperity." An initiative to support Black male success coming from national leadership will hopefully catch on with those who otherwise wouldn't care or would see these youths as a threat.

BCALA was formally established in 1970 and remains the forefront networking and professional development vehicle for African-American librarians. An independent non-profit organization, BCALA sponsors scholarships and travel assistance, produces a quarterly publication and holds a biennial conference. BCALA serves in an advisory role to the American Library Association and collaborates with other ethnic affiliate organizations on diversity initiatives in libraries.

APPENDIX II: Joint Statement from the presidents of AILA, APALA, BCALA, CALA, REFORMA and ALA

For Immediate Release
Fri, 03/28/2014

CHICAGO —The values of diversity, equity, and inclusion form the foundation of the library profession and our professional associations. Those values have been challenged by the discriminatory enforcement of the "Stand Your Ground" law in Florida and the fact that ALA's 2016 Annual Conference is scheduled for Orlando. The Executive Committee members of ALA and the BCALA Executive Board have actively engaged in conversation to determine the best solution to this challenging dilemma. That conversation has been extended to the Executive Boards of AILA, APALA, CALA, and REFORMA with a decision to issue a joint statement of commitment and action.

In response to BCALA's concern regarding holding the ALA Annual Conference in Orlando, Florida, in 2016, the ALA Executive Board thoroughly explored the options for moving the conference. ALA started by clarifying the facts underlying conference site selection, the implications of trying to move the Orlando conference, and the prevalence of Stand Your Ground laws across the United States. The contracts for Orlando were negotiated originally in 2000; the Stand Your Ground law in Florida became effective on October 1, 2005. Cancelling the hotel and convention center contracts would result in a minimum fine of $814,000. Conferences as large as ALA must be scheduled for specific sites and contracts signed at least 7–10 years in advance. At this late date, it would be highly unlikely that ALA would be able to find another site with availability during our window of late June/early July 2016.

Most troubling is the growing prevalence of Stand Your Ground laws. Twenty-two states have laws that allow for that self-defense provision to be asserted (as of August 2013). An additional 21 states have enacted laws that allow for self-defense within one's home (called Castle Doctrines). However, each state has implemented and applied the Stand Your Ground laws differently, and it is the interpretation and application of the Stand Your Ground Law in the Zimmerman and Dunn cases, as well as the Marissa Alexander case, that has heightened the urgency for discussion and action.

With that information in hand, our ALA's Executive Committee and BCALA's Executive Board decided that the best way to respond to the Florida situation is by turning it into an opportunity to educate, build awareness, and advocate for equitable treatment, inclusion, and respect for diversity. We have agreed on the following actions:

- Town Hall discussions of racial diversity and inclusion in our profession, association, and communities.
  - Major topic of Membership Meeting at 2014 ALA Annual Conference in Las Vegas.
  - Topic of discussion during Virtual Membership Meeting on June 5, 2014.
- Support for conversations and actions at the state level facilitated by state library associations or other organizations within the states.
- Formation of a Special Presidential Task Force involving members of the ethnic affiliates and ALA to (1) develop programs and other opportunities for members to learn about and engage in the issue, (2) build strong advocacy and awareness while at the Orlando conference, and (3) develop

communications directed toward the public. The Task Force will be formed immediately. The goal is to use the Orlando conference platform to provoke a national dialogue.
- Collaboration with local Black and Hispanic/Latino community members and organizations in Orlando to determine the best ways for ALA members to be supportive of them. This will include compilation of a list of African-American and Hispanic/Latino businesses in Orlando for ALA members to patronize.
- Outreach to national organizations with vested interest in the Stand Your Ground laws to build alliances and collaborative efforts in advocacy and public awareness (e.g., NAACP, La Raza, Urban League).

Most important to all the ethnic caucuses and ALA is the public and honest conversation that will be generated by our actions. We are committed to building more diversity and inclusion among our members, the field of librarianship, and our communities. We invite all members of AILA, APALA, BCALA, CALA, REFORMA, and ALA to engage with us in moving toward a more just society.

With respect,

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APPENDIX III: Charge and Framework

Charge: The Task Force on Equity, Diversity, and Inclusion will develop a plan and strategic actions to build more equity, diversity, and inclusion among our members, the field of librarianship, and our communities. The most important Task Force outcome is the public and honest conversation that will be generated by its plan and recommended actions.

The Task Force will be appointed in the spring of 2014 for a term to last through Annual Conference 2016. The work of the Task Force should commence immediately once the Task Force is formed, so that programs and opportunities can be planned for the Las Vegas Annual Conference in 2014 if possible.

The following areas provide a framework for the Task Force plan, with other ideas to be provided by the Task Force itself:
1) Develop programs and other opportunities for members to learn about and engage in the issue;
2) Build strong advocacy and awareness at ALA meetings and conferences;
3) Work in partnership with the ALA Committee on Diversity and the Office of Diversity to centralize and coordinate activities including a permanent online repository through ALA Connect in which a diversity and inclusion "toolkit" of resources and related materials can be housed and accessed by the membership at large.
4) Use the Orlando conference as a platform to provoke a national dialogue;
5) Collaborate with local Black and Hispanic/Latino community members and organizations in Orlando to determine the best ways for ALA members to be supportive of them. This will include compilation of a list of African-American and Hispanic/Latino businesses in Orlando for ALA members to patronize;
6) Develop communications directed toward the public;
7) Support efforts by ALA to reach out to national organizations with vested interest in fighting racism and all forms of discrimination and in increasing equity, diversity, and inclusion in our society, as reflected in ALA Policy on Diversity B.3 (e.g., NAACP, La Raza, Urban League);
8) Develop an assessment plan to measure the impact of Task Force efforts.

The Task Force will communicate its plan and actions to ALA membership before each Midwinter Meeting and Annual Conference during the term of the Task Force. The Task Force will submit a final report based on analysis of actions and outcomes, with recommendations for ensuring that a continuing focus on equity, diversity, and inclusion is embedded throughout the ALA organization.

The membership of the Task Force will be inclusive of the following perspectives:
- ALA Executive Board
- ALA Council
- AILA
- APALA
- BCALA

- CALA
- REFORMA
- ASCLA and Accessibility Assembly
- ALA Committee on Diversity and Diversity Council
- ALA Chapter Relations Committee
- GLBTRT
- SRRT

APPENDIX IV: Definitions

Equity
Equity is not the same as formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.
(Adapted from University of British Columbia: http://diversity.ubc.ca/valuing-difference/equity-and-diversity-%E2%80%93-definitions-and-philosophy/)

The Task Force believes that everyone deserves equitable rights and opportunities. Our goal is to create a just and equitable Association, profession, and society where everyone has access to social power, resources, and physical and psychological safety.
(Adapted from ALA Office for Diversity "Strategic Planning for Diversity": http://www.ala.org/advocacy/diversity/workplace/diversityplanning, and National Association of Social Workers: http://www.socialworkers.org/practice/standards/cultural_competence.asp)

Diversity
Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as 'invisible' diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

The Task Force has chosen to define "diversity" in all its complexity in order to recognize and honor the uniqueness of each ALA member, all members of our profession, and our very diverse communities. The Task Force also agrees with the National Education Association that, "While diversity itself is not a value-laden term, the way that people react to diversity is driven by values, attitudes, beliefs, and so on. Full acceptance of diversity is a major principle of social justice."
(Adapted from National Education Association: http://www.nea.org/tools/diversity-toolkit-introduction.html)

Inclusion
Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

(Adapted from Society for Human Resources Management http://www.shrm.org/diversity and Hewlett Packard: http://www8.hp.com/us/en/hp-information/about-hp/diversity/meaning.html)

The Task Force believes that, to be inclusive, our association, profession, and society must recognize the inherent worth and dignity of every member of the community; involve and empower all members to participate and contribute; promote and sustain a sense of belonging; and value and practice respect for the talents, beliefs, backgrounds, and ways of living of all members.
(Adapted from Ferris State University:

http://www.ferris.edu/HTMLS/administration/president/DiversityOffice/Definitions.htm)

APPENDIX V: SURVEY REPORT

MARTIN GARNAR

Introduction

TFEDI Surveys: Rationale, Purpose, and Development

From late January 2015 to March 2016, the ALA Task Force on Equity, Diversity and Inclusion (TFEDI) released three short surveys intent on soliciting information from respondents, who are both ALA members and non-members. The purpose of the surveys was to gain feedback from current and potential members regarding the climate of ALA as an association that strongly values equity, diversity, and inclusion.

The ALA TFEDI surveys were meant to supplement the larger surveys created and released by ALA's Office for Research & Statistics (ORS), particularly the ALA Member Demographics Survey, of which the latest report is available for September 2014.

All three ALA TFEDI surveys were intended to work together to provide a more complete picture of respondent perceptions and consisted of two parts. The first part contained four to five theme-based questions. The themes for each survey were chosen after deliberations by ALA TFEDI members and the responses garnered from previous ALA TFEDI surveys. The second part consisted of a set of demographic questions that was meant to provide context to the responses in each survey's first part, hence the need to repeat these questions for each released survey. The results of the demographic portions of the surveys are not included in this report.

The first survey focused on the definitions of equity, diversity, and inclusion, which the ALA TFEDI had discussed and disseminated to different ALA groups prior to the release of the first survey. The second survey focused on the ALA Annual Conference 2016 to be held in Orlando, Florida. The third survey focused on the affordability of ALA conferences and events.

This report provides narrative explanations of each survey question, bar graphs depicting the distribution of responses, and a summary paragraph detailing highlights for the entire survey. Survey #1 and #2 have bar graph images taken directly from SurveyMonkey. However, due to the complexity of the questions asked in Survey #3, the graphs provided for each question was created by ALA ORS and feature vertical stack bar graphs.

TFEDI Surveys: Methodology

It is important to recognize that the three ALA TFEDI surveys were not intended to be seen as "the voice of ALA," but as tools to gain insight and gauge future directions for research and practical changes within the association. More comprehensive and stringent probing to understand the perceptions of ALA members, as well as library information professionals and workers, regarding matters of diversity, equity, and inclusion, is still needed.

The ALA TFEDI surveys were all online surveys released using the SurveyMonkey online tool. To ensure respondent confidentiality and anonymity, identifying information was not collected and respondent tracking was not enabled. Additionally, direct quotations from the comments have been avoided in this report. Links to each of the ALA TFEDI surveys were released via an official ALA press release, announcements on ALA's web pages, email lists, and social media through professional library communications channels and outlets sponsored by ALA and ALA affiliated groups. ALA TFEDI members representing various ALA groups and affiliates also shared the links to each of the surveys. Resharing of each of the surveys was also actively encouraged. Respondents self-selected themselves to respond to each survey. Respondents were not required to participate in these surveys. No question on any of the surveys was required in order to advance to other parts of the online questionnaire. Some facts regarding the responses gathered from each survey released are provided in greater detail below.

To continue to maintain confidentiality and anonymity of survey respondents and their responses, this report only discusses survey results as a whole. Please contact ors@ala.org if more detailed information is required.

TFEDI Surveys: Facts of Interest

- **Total respondents**
  - Survey #1 total respondents: 1637
  - Survey #2 total respondents: 1544
  - Survey #3 total respondents: 2802

- **Active dates**
  - Survey #1 active dates: January 14, 2015 to February 15, 2015
  - Survey #2 active dates: July 7, 2015 to August 17, 2015
  - Survey #3 active dates: February 22, 2016 to March 18, 2016
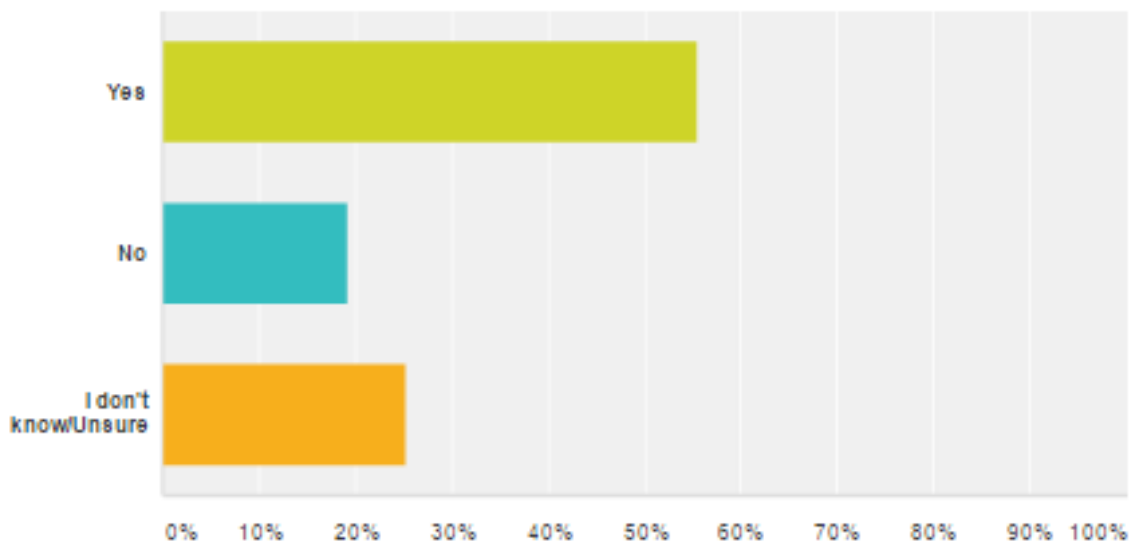
- **Themes**
  - Survey #1: definitions of equity, diversity, inclusion within the context of ALA
  - Survey #2: attendance at ALA Annual 2016 Orlando, Florida
  - Survey #3: affordability of ALA events and ALA division offerings

Details of Survey #1

ALA TFEDI's first survey was made available for responses for a period of 32 days between mid-January and mid-February 2015. The first survey focused on the agreed-upon definitions of equity, diversity, and inclusion that ALA TFEDI researched and formulated. The overall purpose of survey #1 was to get a better understanding of how ALA TFEDI's conception of equity, diversity, and inclusion align with the experience and perceptions of ALA members and potential members. Below are the 5 questions asked of respondents in ALA TFEDI's survey #1.

Survey 1. Question 1:
Based on definitions of equity, diversity, and inclusion as defined by the Task Force, do you

# feel that ALA is an equitable, diverse, or an inclusive organization?

Answer Choices	Responses in Percentages	Responses by Count
Yes	55.53%	889
No	19.30%	309
I don't know/Unsure	25.17%	403
Total		*1,601*

Over half of the survey respondents who answered this question believe that ALA is an equitable, diverse, or inclusive organization. Nearly a fifth of respondents don't agree. Nearly a quarter aren't sure or don't know. There was an overall sense from the comments that respondents felt as though the Association was making an effort to be equitable, diverse, and inclusive. However, respondents who didn't agree with this assessment often reflected on race as an integral part of the discussion. There were several comments that used the term "white" to describe the Association.

Survey 1. Question 2:
Based on the definitions of equity, diversity, and inclusion, do ALA events have a welcoming climate?
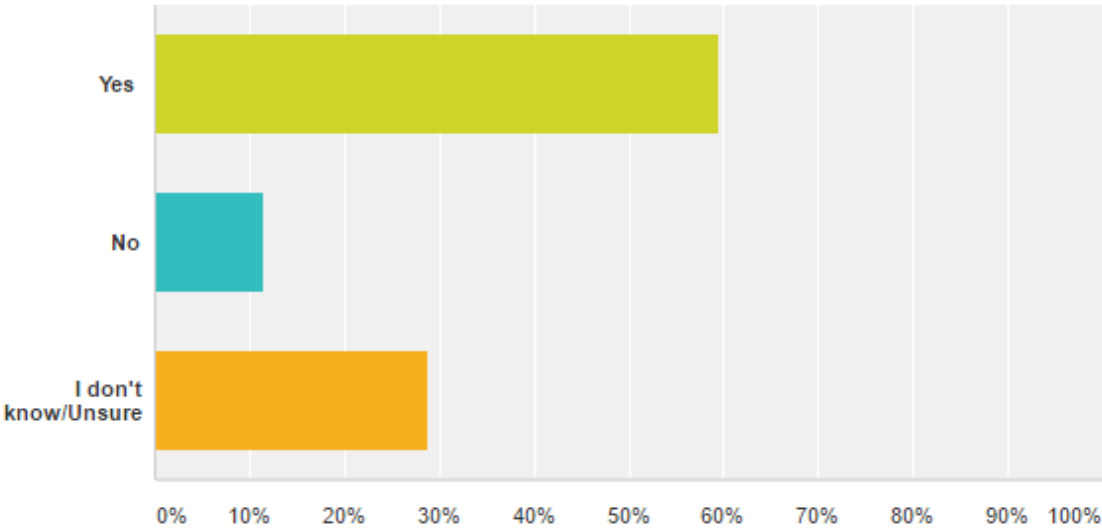
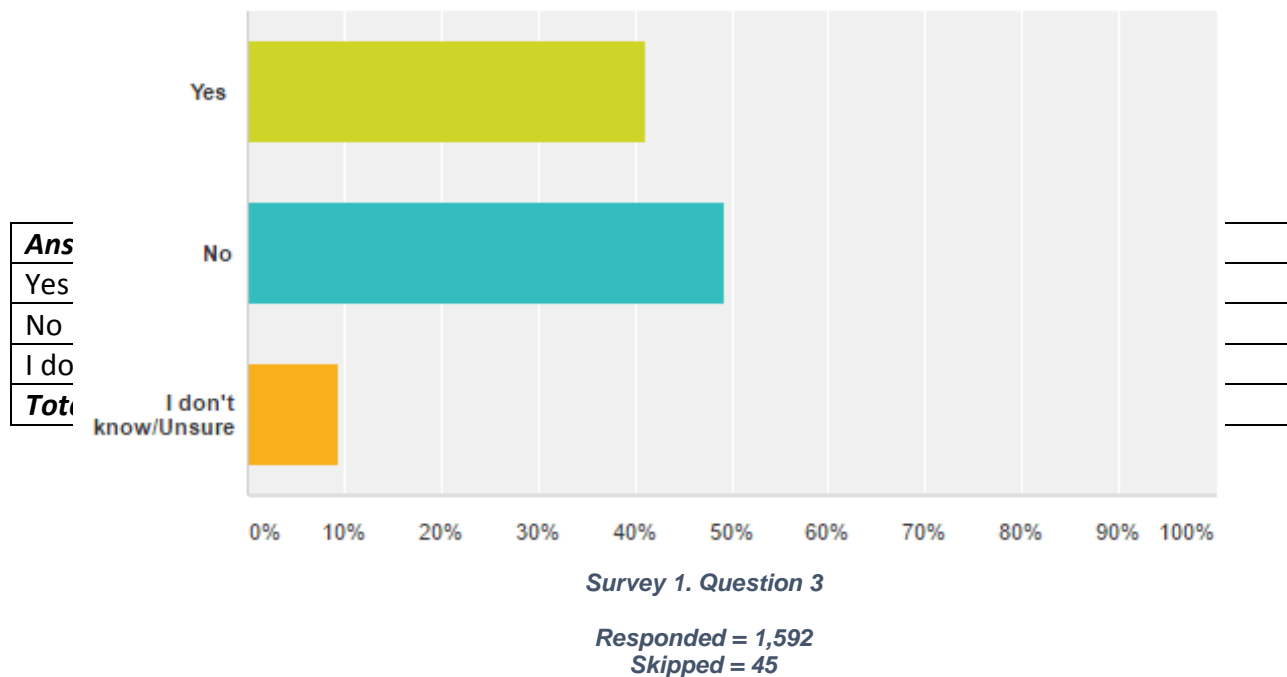*Survey 1. Question 2*

Responded = 1,599
Skipped = 38

Answer Choices	Responses in Percentages	Responses by Count
Yes	59.54%	952
No	11.57%	185
I don't know/Unsure	28.89%	462
Total		*1,599*

Nearly 60% of the respondents of this survey believe that ALA events are welcoming for all. A little over 40% of respondents to this question didn't agree or weren't sure. The comments seem to suggest that many of the respondents were reflecting on their overall conference experiences as the basis for evaluating the climate at events. Interestingly enough, a few

respondents shared that accessibility issues played a role in not being able to attend events. There were also some respondents who felt as though some events reflected a political tone, where dissenting views were not welcome.
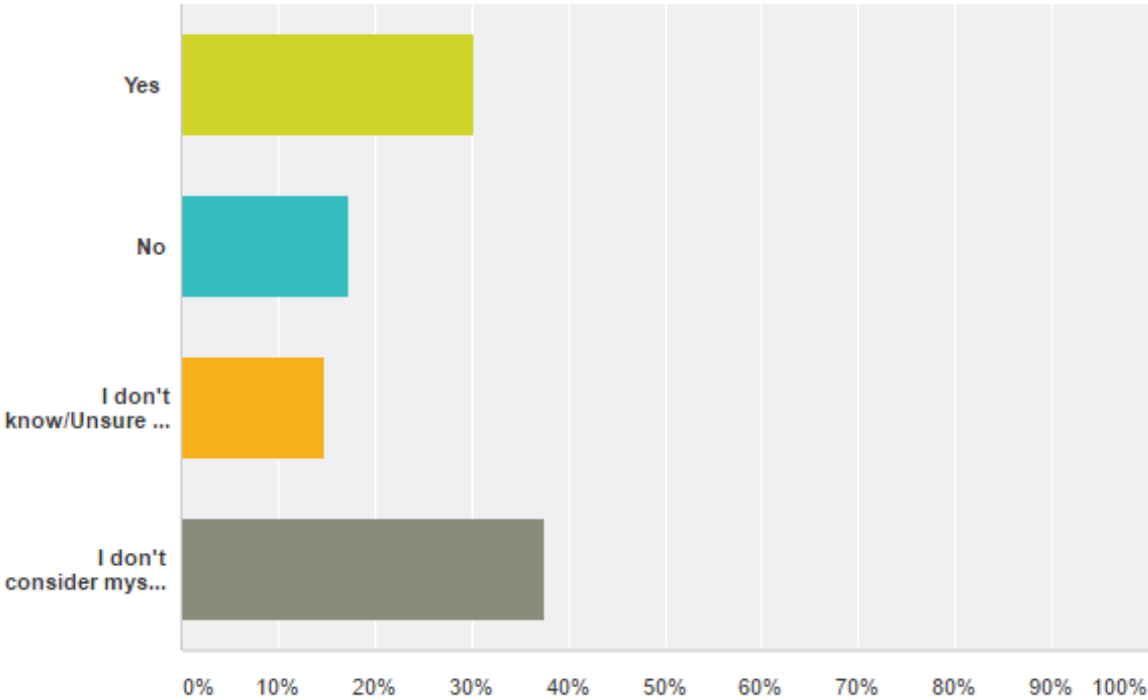
Survey 1. Question 3:
Do you consider yourself to belong to a group(s) that has/have experienced some form of marginalization within the association or the profession?

Survey 1. Question 3

Responded = 1,592
Skipped = 45

Over 40% of the survey respondents who answered this question consider themselves belonging to a group that has experienced a form of marginalization within ALA or librarianship. Close to 60% don't believe they are marginalized or don't know. What stood out in the responses was the willingness for respondents to simply self-identify (I am a lesbian, I am

Chicana, etc.). The responses encompassed racial, sexual, gender, political, and/or religious identity. Professional identity (MLIS vs. non-MLIS) was also mentioned as a form of marginalization.

Survey 1. Question 4:

Is there an ALA Round Table, Division, Committee, or Ethnic Caucus to which you belong that serves your interests as a member of a marginalized group?
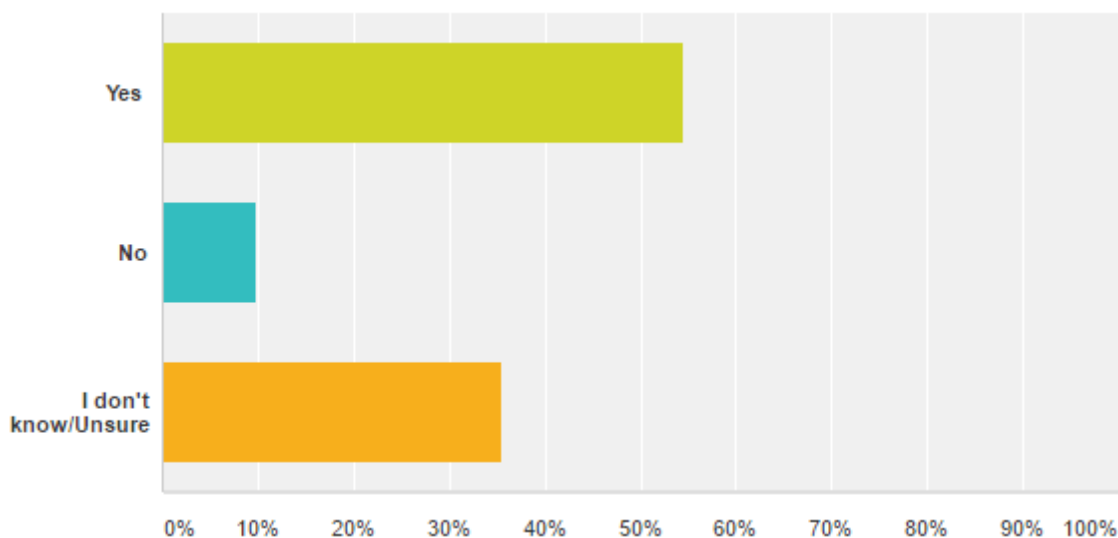

Survey 1. Question 4

Responded = 1,591
Skipped = 46

Answer Choices	Responses in Percentages	Responses by Count
Yes	30.23%	481
No	17.35%	276
I don't know/Unsure if a group exists	14.83%	236
I don't consider myself a member of a marginalized	37.59%	598

Answer Choices	Responses in Percentages	Responses by Count
group		
Total		1,591

A majority of respondents who answered this question do not consider themselves to be a member of a marginalized group. But for those who do belong to marginalized groups, roughly 30% of them belong to a Round Table, Division, Committee, or Ethnic Caucus that aligns with their experiences. Some belong to multiple groups. In many of the comments, the respondents named the specific RTs and Ethnic Caucuses that they belonged to, as opposed to stating whether or not they were marginalized. The responses were fairly diverse, with BCALA, GLBTRT, APALA, AILA, and REFORMA represented, along with other ALA groups.

Survey 1. Question 5:
Do you think ALA endeavors to include your group(s) at ALA meetings, events, conferences, etc.?

Survey 1. Question 5

Responded = 1,554
Skipped = 83

Answer Choices	Responses in Percentages	Responses by Count
Yes	54.57%	848
No	9.91%	154
I don't know/Unsure	35.52%	552
Total		*1,554*

Close to 55% of the survey respondents who answered this question believes that ALA makes an effort to include all groups at ALA Meetings, events, and conferences. About 10% do not agree with this assessment. 36% of the respondents aren't sure. A number of respondents believe that ALA makes an effort to be inclusive. However, there are a number of factors, including the size of the Association, the scope of its efforts, and diverse views that makes their efforts more of a challenge. Another noticeable aspect of the comments, particularly from respondents who didn't feel included, was that many of them couldn't attend conferences due to high costs. This factor contributed to their negative response.

Summary for Survey #1

Almost 55% of respondents felt that ALA is equitable, diverse and inclusive. It is important to note that negative comments were related to race. Still, 60% felt the atmosphere at events was welcoming, whereas 40% felt that they belonged to a marginalized group. Approximately 50% felt that ALA is "trying" to act on its stated value of being a welcoming, all-inclusive professional organization, one that values and ensures the diversity of voices, participants, and points of view.

Details of Survey #2

The second survey of the ALA TFEDI focused on questions addressing interest and plans to attend or not attend the ALA Annual Conference 2016 in Orlando, Florida. This survey was open to receive responses for a period of 42 days, from July 7, 2015 to August 17, 2015. The questions attempted to discern what factors respondents prioritized in their decision to attend or not attend the 2016 ALA Annual Conference. Since the survey was released in the summer months of 2015, respondents' plans for attending ALA Annual 2016 were likely yet to be firmed or finalized at the time they responded.

Survey 2. Question 1:
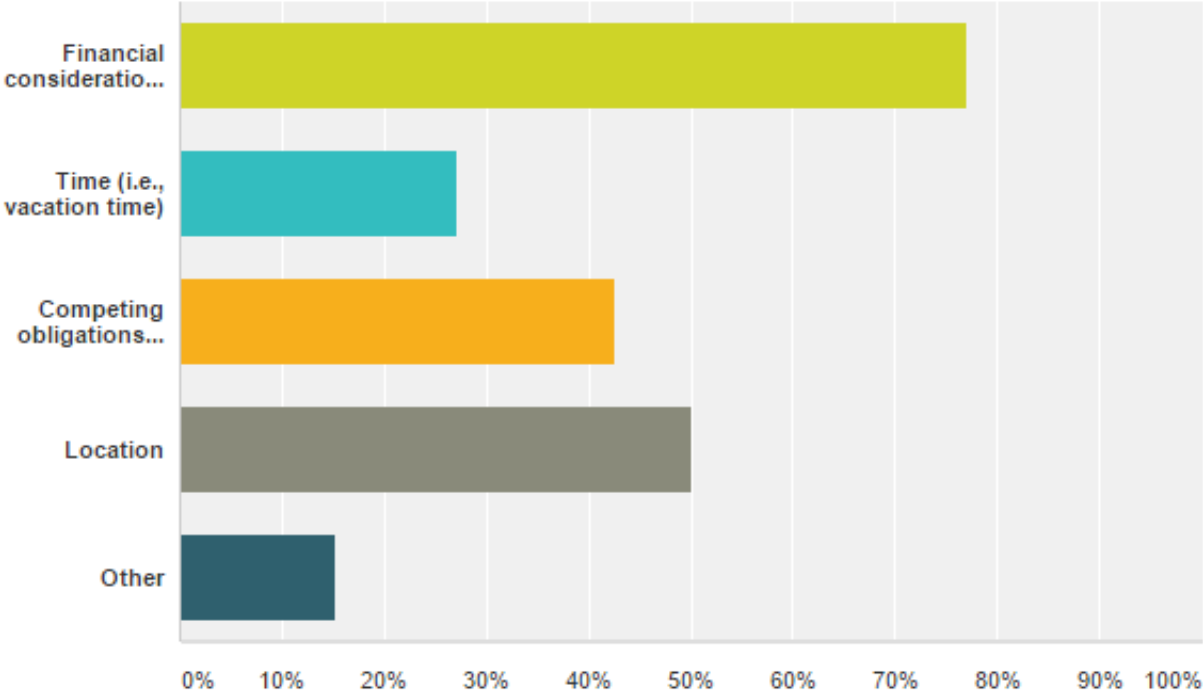# Are you planning to attend ALA Annual Conference 2016 in Orlando, FL?
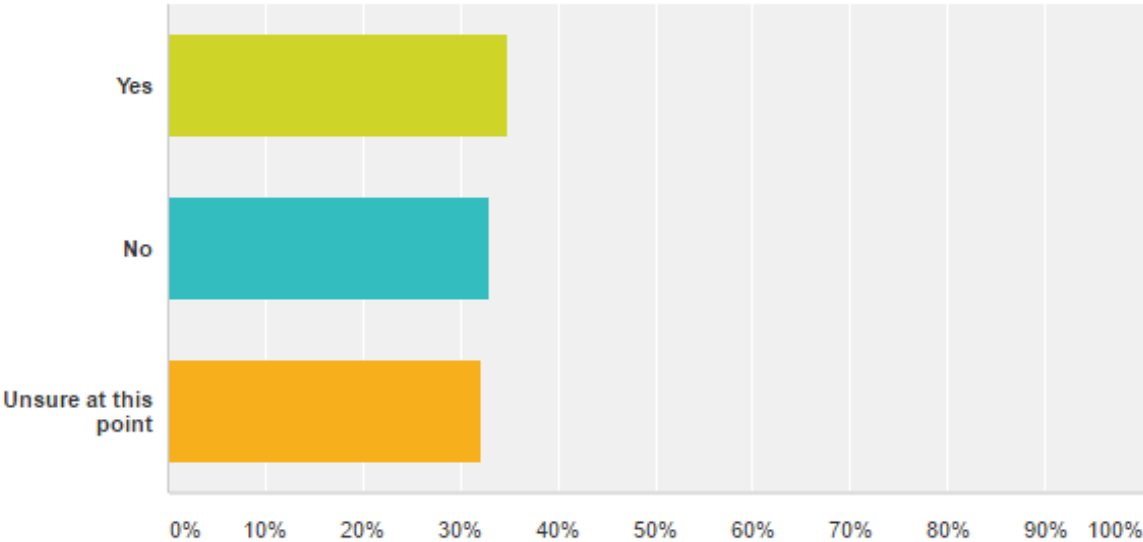
Survey 2. Question 6

Responded = 1,541
Skipped = 3

Answer Choices	Responses in Percentages	Responses by Count
Yes	34.91%	538
No	32.97%	508
Unsure at this point	32.12%	495
Total		*1,541*

This first question of the second survey released by the ALA TFEDI showed a little over a third of respondents intend to attend the ALA Annual 2016 Conference in Orlando, FL. As the question was open for responses in July and August 2015, many respondents still haven't made firm decisions on their professional development travel for the summer of 2016. Nearly a third of all respondents didn't intend to attend ALA Annual Conference 2016 and close to a third of respondents were as yet unsure.

Survey 2. Question 2:
Which factors weigh into your decision of

## whether or not to attend ALA Annual Conference 2016 in Orlando, FL? PLEASE CHECK ALL THAT APPLY.

Answer Choices	Responses in Percentages	Responses by Count
Financial considerations (i.e., availability of funds (professional or personal))	77.00%	1,172
Time (i.e., vacation time)	27.07%	412
Competing obligations (e.g., obligations to family and friends, other work or	42.58%	648

Survey 2. Question 2

Responded = 1,522
Skipped = 22

Answer Choices	Responses in Percentages	Responses by Count
professional obligations)		
Location	50.13%	763
Other	15.18%	231
Total		*1,522*

Financial factors are the most frequently cited reasons in respondent answers, with 77% choosing that category. Location and competing obligations, respectively, came second and third. Within the comments, the most frequently expressed factors that respondents cited as important reasons to attend or not attend ALA Annual Conference 2016 are a) meeting ALA obligations for committee work; and b) the weather and climate in Orlando, Florida. Concerns about the political climate in the state of Florida, specifically the Stand Your Ground laws and the social ramifications of such state laws and policies were also frequently cited, many expressing solidarity with BCALA's expression of concern for the safety of fellow conference attendees.

Survey 2. Question 3:
If you are not planning to attend the ALA Annual Conference 2016 in Orlando, FL, why not? PLEASE CHECK ALL THAT APPLY.

Survey 2. Question 3

Responded = 854
Skipped = 690
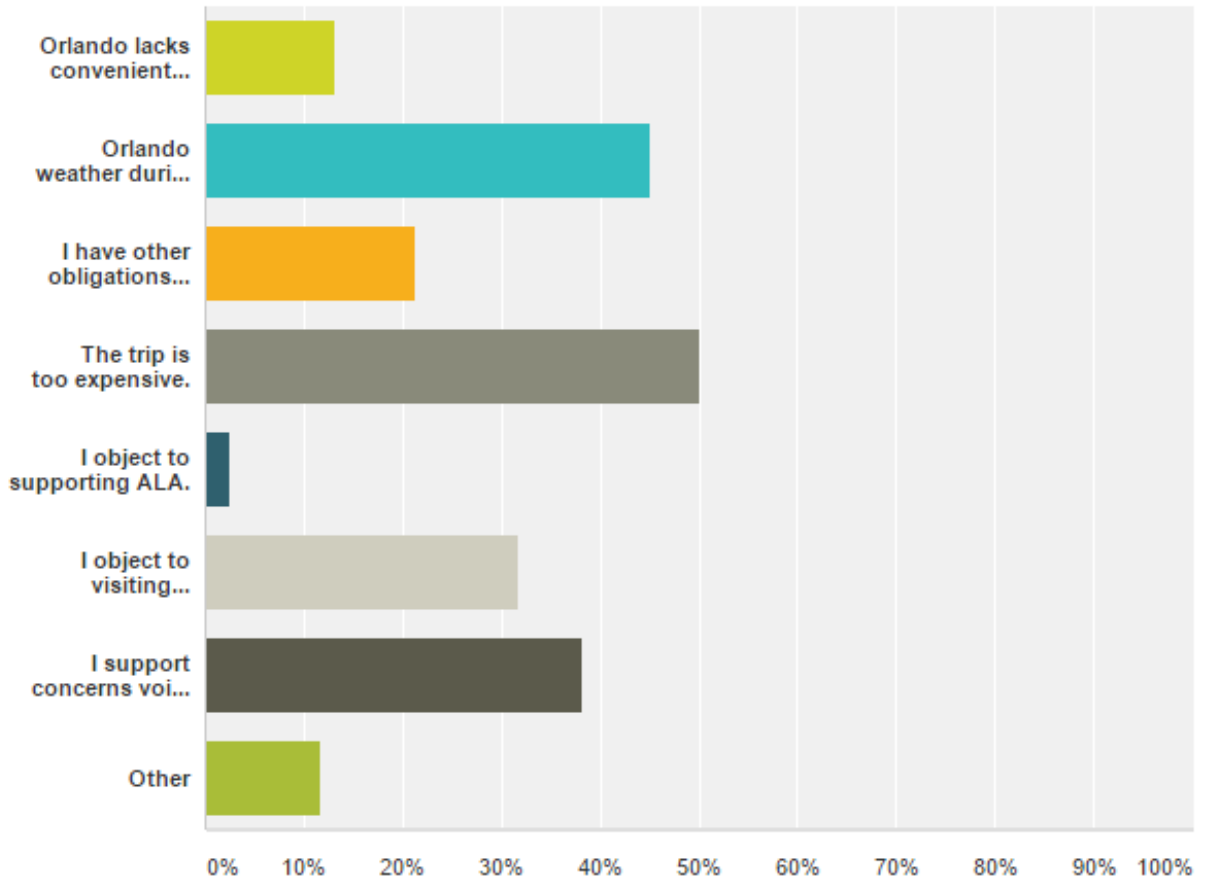
Answer Choices	Responses in Percentages	Responses by Count
Orlando lacks convenient amenities.	13.23%	113
Orlando weather during the summer is not ideal.	45.08%	385
I have other obligations that must take precedence.	21.19%	181
I object to supporting ALA.	2.58%	22
I object to visiting Florida, specifically because of its Stand Your Ground laws.	31.73%	271
I support concerns voiced by the Black Caucus of ALA	38.29%	327

Answer Choices	Responses in Percentages	Responses by Count
(BCALA).		
Other	11.59%	99
Total		*854*

For those who will not be attending ALA Annual Conference 2016 in Orlando, Florida, the most frequent response cited (50+% of responses) is that the trip is too expensive, followed by the choice "Orlando weather during the summer is not ideal" (about 45% of responses). The third most frequent response cited support concerns stated by the BCALA (Black Caucus of ALA) (about 38%). The fourth most selected response (31+%) cited objection to visiting the state of Florida, particularly due to the state's Stand Your Ground laws.

Survey 2. Question 4:
What should ALA prioritize in selecting conference locations as it pertains to ensuring a welcoming and inclusive environment? Examples might be "sites where local/state legislation align with ALA Values, affordability, etc."

For this fourth question in Survey #2, the first question in the survey that specifically asked for open-text responses, 1,028 responses were provided and 516 skipped. Since this survey question asked for priorities, most respondents provided multiple responses that could be grouped into different categories. One entry, therefore, counted in more than one category. The majority of the responses cited affordability, convenience to attendees, and accessibility as the most important considerations. The second most significant set of considerations was a welcoming, inclusive environment of the host city. This second category also included the concern for diversity, as well as the comfort and safety of attendees of color. Weather and

climate of conference location was the third most cited priority. There was also some nuance in the responses given. Many respondents were concerned that the exclusion of cities will ultimately "punish" members of the potential host city who are attempting to change local and state views. Many also stated that going to cities which exhibit values contrary to those stated by ALA provides the organization with the opportunity to demonstrate ALA value. Others mentioned that ALA should not be too concerned about local and state politics and that the organization should primarily be concerned about libraries and their function and work.

Survey 2. Question 5:
We heard, in the first survey, that ALA, at times, is not inclusive. What personal actions can you take in order to improve the climate of diversity and inclusion within ALA?

In this question, 807 responses were provided while 737 skipped. While a little less than half of the survey respondents skipped the above question, about 35% of those who did respond did decide to type in comments that didn't answer the question directly. They expressed supportive or dissenting opinions about diversity and inclusion or suggested solutions that they think ALA should undertake. Of those who addressed the question, most expressed support for recruitment and mentoring efforts, as well as finding ways to enable colleagues to attend and participate in the conference and associated programs.

Summary for Survey #2
The respondents to ALA TFEDI's second survey have demonstrated that the cost of attending ALA Annual 2016 is a major factor in their decision whether to attend the Orlando conference. In the two open-ended questions asked, concerns about ALA's demonstration of valuing equity,

diversity, and inclusion are mixed with expressions that such values are political in nature, not related to the work of libraries, and therefore are not primary concerns for a professional library organization.

Details of Survey #3

The initial raw findings of the third and last survey conducted by the ALA TFEDI focused on the theme of the affordability of participation in ALA functions and events. This third survey was the most responded to of all three released by the Task Force, garnering 2802 responses over the 26 days it was open, from February 22, 2016 to March 18, 2016. Most respondents indicated that the cost of attendance and of participation are major stumbling blocks for people who would like to become ALA members, or are already members but who would like to become more meaningfully involved. More details are provided below.

Survey 3. Question 1:
How often does the cost of the following
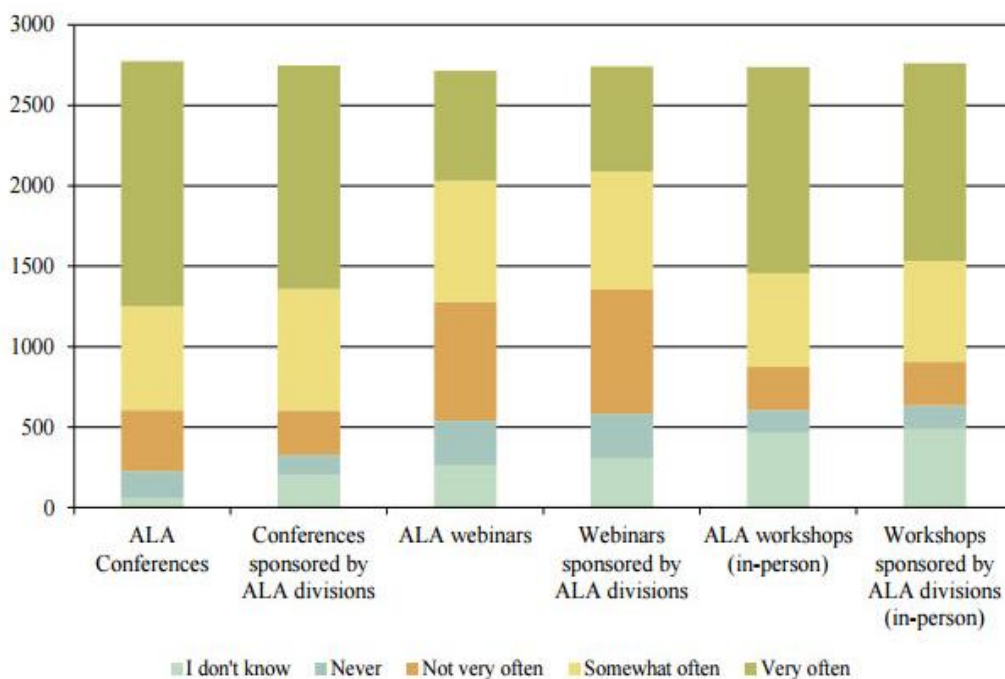
ALA events deter your attendance? Please respond for each event.

Answer Choices	Very often	Somewhat often	Not very often	Never	I don't know	Total
ALA Conferences	54.97% / 1,525	23.22% / 644	13.66% / 379	6.16% / 171	1.98% / 55	2,774

Survey 3. Question 1

Responded = 2,786
Skipped = 16

Conferences sponsored by ALA divisions	50.56% / 1,389	27.45% / 754	10.08% / 277	4.62% / 127	7.28% / 200	2,747
ALA webinars	25.22% / 685	27.65% / 751	27.28% / 741	10.20% / 277	9.65% / 262	2,716
Webinars sponsored by ALA divisions	23.85% / 654	26.73% / 733	28.12% / 771	10.07% / 276	11.23% / 308	2,742
ALA workshops (in-person)	46.82% / 1,282	21.26% / 582	9.82 % / 269	5.15% / 141	16.95% / 464	2,738
Workshops sponsored by ALA divisions (in-person)	44.51% / 1,229	22.64% / 625	9.89% / 273	5.22% / 144	17.75% / 490	2,761

Of the 2786 responses to the first question, which focused on the cost of ALA events as deterrence to fuller participation, the most frequent response chosen at the highest possible rating of "very often" was ALA conferences, followed by conferences sponsored by ALA divisions. The most frequent comments indicated that the cost of travel has significant effect on whether respondents choose to attend an ALA conference.

Survey 3. Question 2:
Do you believe there are specific means to
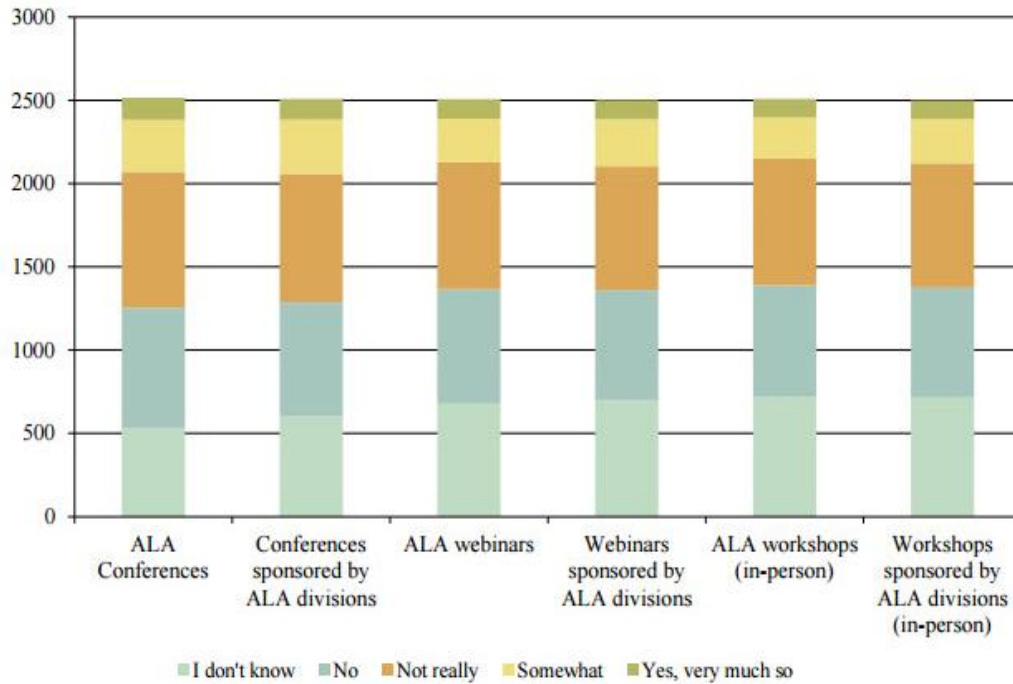
Survey 3. Question 2

Responded = 2,522
Skipped = 280

express your opinions about the cost of attending the following ALA events? Please respond for each event.

Answer Choices	Yes, very much so	Somewhat	Not really	No	I don't know	Total
ALA Conferences	5.29% / 133	12.41% / 312	32.45% / 816	28.71% / 722	21.15% / 532	2,515
Conferences sponsored by ALA divisions	4.90% / 123	13.00% / 326	30.74% / 771	27.35% / 686	24.00% / 602	2,508
ALA webinars	4.67% /	10.34% / 259	30.49% /	27.29% /	27.21% /	2,506

Answer Choices	Yes, very much so	Somewhat	Not really	No	I don't know	Total
	117		764	684	682	
Webinars sponsored by ALA divisions	4.64% / 116	11.27% / 282	29.66% / 742	26.58% / 665	27.86% / 697	2,502
ALA workshops (in-person)	4.47% / 112	9.85% / 247	30.34% / 761	26.71% / 670	28.63% / 718	2,508
Workshops sponsored by ALA divisions (in-person)	4.48% / 112	10.64% / 266	29.92%/ 748	26.36% / 659	28.60% / 715	2,500

The majority of respondents felt that there is little to no means for attendees to express their opinions on the cost of attendance, especially attending ALA conferences. In the comments, the most frequently expressed comment was not knowing where to address or offer their opinion about the cost of attendance and participation.

Survey 3. Question 3:
Does your organization financially support your participation in ALA related activities? Please respond for each event.
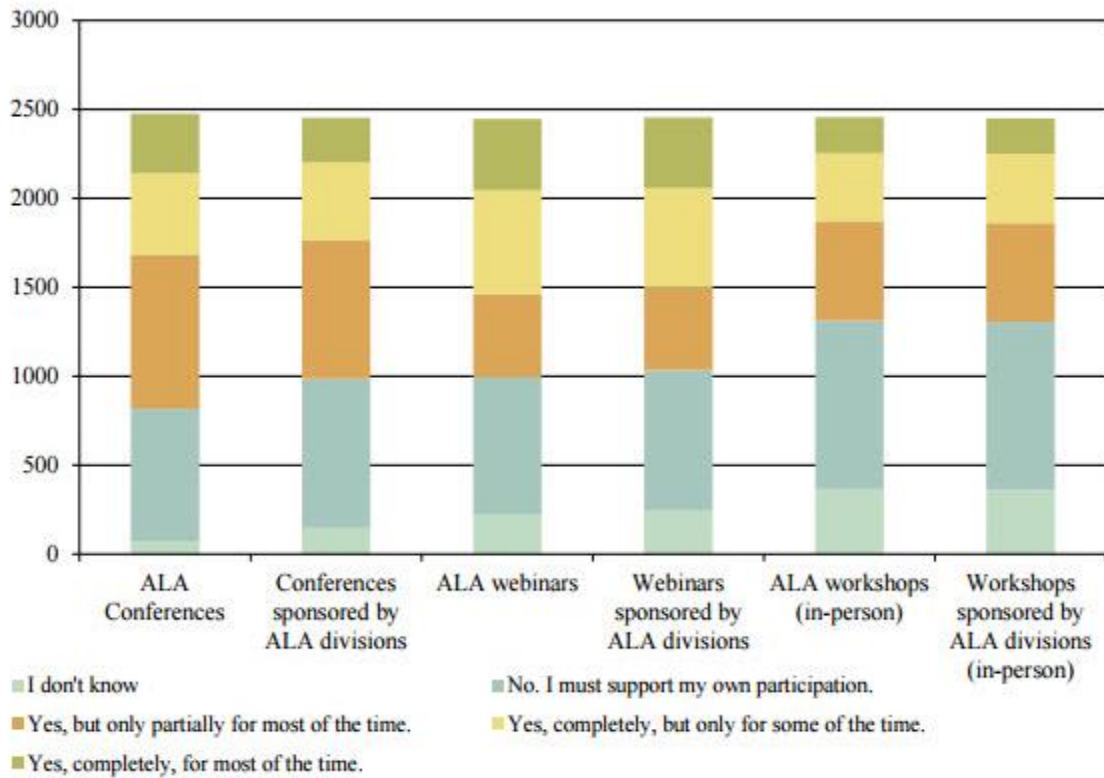
Answer Choices	Yes, completely, for most of the time.	Yes, completely, but only for some of the time.	Yes, but only partially for most of the time.	No. I must support my own participation.	I don't know.	Total
ALA Conferences	13.49% / 334	18.46% / 457	35.02% / 867	30.17% / 747	2.87% / 71	2,476
Conferences sponsored by ALA divisions	10.27% / 252	17.69% / 434	31.84% / 781	34.24% / 840	5.95% / 146	2,453
ALA webinars	16.39% / 401	23.87% / 584	19.17% / 469	31.47% / 770	9.11% / 223	2,447

Answer Choices	Yes, completely, for most of the time.	Yes, completely, but only for some of the time.	Yes, but only partially for most of the time.	No. I must support my own participation.	I don't know.	Total
Webinars sponsored by ALA divisions	16.21% / 398	22.81% / 560	18.82% / 462	32.18% / 790	9.98% / 245	2,455
ALA workshops (in-person)	8.22% / 202	15.51% / 381	22.84% / 561	38.52% / 946	14.90% / 366	2,456
Workshops sponsored by ALA divisions (in-person)	8.16% / 200	15.80% / 387	22.69% / 556	38.57% / 945	14.78% / 362	2,450

The most frequent response to this question indicates that respondents must support their own participation in ALA in-person workshops and in-person ALA division workshops. Partial support is provided by employers to attend ALA conferences. Following these, respondents indicate that they must support their own participation to conferences sponsored by ALA divisions. In the comments, most respondents wrote that their employer allots them a fixed budget for professional development. Some respondents said that they only receive funding for conference travel when they are presenting. Still others noted that they share their professional development budget among coworkers or with other cost items. A number of respondents commented that the choices in the survey were not applicable to their current situation. A few respondents wrote that they are self-employed, work freelance, work in a non-traditional setting, are currently unemployed, are retired, or are current students.

Survey 3. Question 4:
Do you believe that ALA's policies and actions actively work to achieve the following goals?

Survey 3. Question 4
Responded = 2,433
Skipped = 369
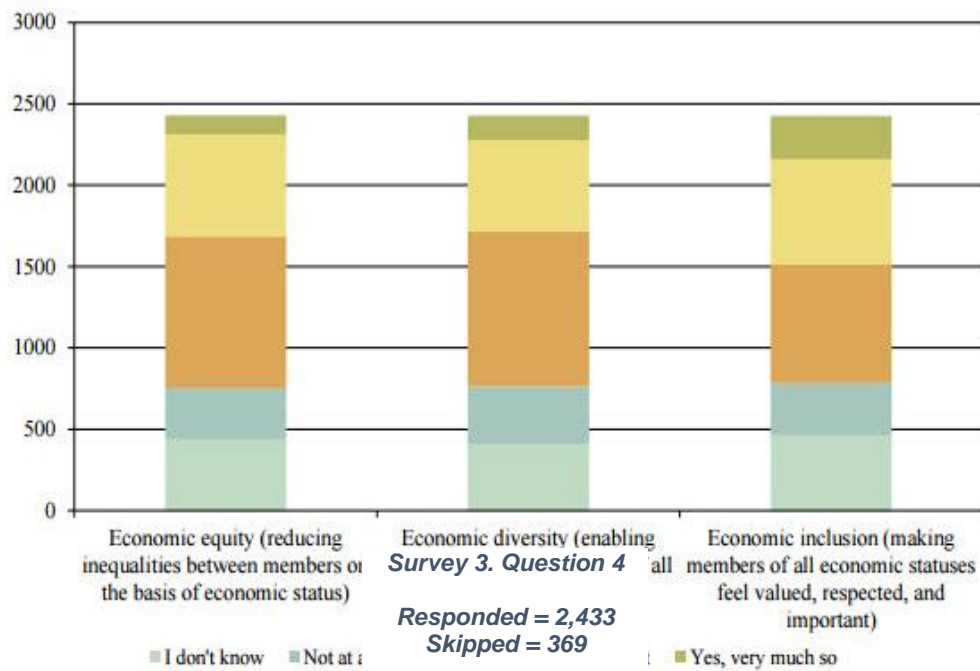
Answer Choices	Yes, very much so	Somewhat	No, not really	Not at all	I don't know	Total
Economic equity (reducing inequalities between members on the basis of economic status)	4.82% / 117	25.77% / 626	38.29% / 930	13.22% / 321	17.91% / 435	2,429
Economic	6.18% /	23.23% / 564	39.21% /	14.62% /	16.76% /	2,428

Answer Choices	Yes, very much so	Somewhat	No, not really	Not at all	I don't know	Total
diversity (enabling participation from members of all economic statuses)	150		952	355	407	
Economic inclusion (making members of all economic statuses feel valued, respected, and important)	11.01% / 267	26.83% / 651	29.88% / 725	13.31% / 323	18.96% / 460	2,426

The majority of respondents indicate that ALA's policies and practices do not really support economic equity, economic diversity, or economic inclusion. Brief definitions for each term were provided within the survey choices. Some respondents further commented that ALA does not make events or programs financially accessible to certain groups. Specifically mentioned were non-degreed support staff (4), library students (2), unemployed librarians (4), entry level librarians (9), members who reside outside of the contiguous 48 states (2), and part time staff (5). A few respondents mentioned the efforts of specific subdivisions of ALA.

Summary for Survey #3

This third survey focused on the affordability of ALA conferences and events. The questions focused on attitudes toward the cost of becoming and remaining meaningfully involved with ALA committee and task force work, as well as simply attending conferences. Organizational support for conference attendance and participation were also examined by this survey.

Conclusion

Taken together, the three surveys developed by ALA TFEDI indicate an interesting picture of equity, diversity, and inclusion within ALA as an organization and as a membership body. The third survey strongly suggested that financial matters impede ALA members from being able to participate fully--as committee, working group, and task force members and volunteers. Yet

most respondents indicated in the first survey that they believed ALA is an equitable, diverse, and inclusive organization. The contrast between the first and third surveys ought to be studied and probed further. The second survey indicated that ALA membership have a multiplicity of nuanced opinions regarding the association's values of equity, diversity, and inclusion, particularly with how these relate to matters regarded as political and not part of the domain of "library work."

To reiterate, it is important to recognize that these surveys should not be seen as "the voice of ALA," but as tools to gain insight and gauge future directions for research and change within ALA. For example, further analysis of all three surveys still needs to be undertaken in order to discern the professional and social classifications of all respondents, as well as the frequency of their responses. In addition, inferential and predictive analyses concerning the composition and perceptions of ALA members are beyond the scope of this report and the three surveys themselves. However, these survey results should still be weighed seriously, as a first step toward future actions, more thorough research-based investigations to ensure equity, diversity, and inclusion remain practiced, as well as uttered, values within ALA.