

ACRL Virtual Vote Doc 1.0
Voting period: 11/2/2022 – 11/8/2022

Association of College & Research Libraries
ALA/ACRL American Library Association
225 N Michigan Ave, Suite 1300
Chicago, IL 60601
acrl@ala.org, <http://www.acrl.org>



Board of Directors Action Form

To: ACRL Board of Directors

Subject: Consider proposed EDI goal and revised objectives

Submitted by: Julie Garrison, Past-President, ACRL Board of Directors

Date submitted: October 24, 2022

Background

On October 11, 2022, the ACRL Board of Directors discussed the following draft goal and objective language prepared by the ACRL Equity, Diversity and Inclusion Committee:

Goal: Academic and research libraries will practice cultural humility, promote community accountability, and be unwavering in their ongoing, iterative commitment to remedy systemic inequalities in their contexts.

- **Objective 1:** Acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.
- **Objective 2:** Foster more trusting and inclusive working environments by attracting, hiring, supporting, retaining, and promoting workers from marginalized communities at all levels of the organization.
- **Objective 3:** Build relationships and coalitions to cultivate “collective ownership, accountability, and responsibility” ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).

The Board agreed with the goal statement and language for Objective 3. After thoughtful discussion, the Board determined that Objective 1 and 2 required further iteration. A small Board Working Group was formed to make edits to address the following:

- shift the focus to how ACRL will assist academic and research libraries with this work
- align language with other objectives in the Plan for Excellence
- incorporate belonging into Objective 2.

The Board Working Group proposes the following new goal and objective language for addition to the Plan for Excellence:

Electronic submission is preferred for all Board actions. If electronic submission of the entire document is not possible, please send the Action Form to ACRL Program Officer Allison Payne electronically at apayne@ala.org and the remainder in hard copy.

ACRL Virtual Vote Doc 1.0

Voting period: 11/2/2022 – 11/8/2022

Goal: Academic and research libraries will practice cultural humility, promote community accountability, and be unwavering in their ongoing, iterative commitment to remedy systemic inequalities in their contexts.

New Objective 1: Enhance members' capacity to acknowledge, interrogate, and dismantle white supremacist structures and other systems of oppression.

New Objective 2: Provide professional development and resources to attract, hire, support, retain, and promote workers from marginalized communities, which helps build inclusive working environments that center trust and belonging.

Objective 3: Build relationships and coalitions to cultivate "collective ownership, accountability, and responsibility" ([Cultural Proficiencies for Racial Equity: A Framework, 2022](#)).

Stakeholders

Other goal area committees have been made aware of this proposed new goal area.

Fiscal and Staffing Impact

In this case, the fiscal impacts appear most likely to be those from time and staffing impacts. ACRL Staff will likely participate in any changes made to the Plan for Excellence and how it's presented—and new EDI GAC goal language will create these changes. No change to direct expenses is expected for the FY23 budget, as prior to the EDI Committee being elevated to a goal-area committee, \$1,000 was budgeted for each of the four goal-area committees and EDI Committee.

Action Recommended

That the ACRL Board of Directors approves the Equity, Diversity and Inclusion goal and objectives for the ACRL Plan for Excellence.

Strategic Goal Area Supported

Please see the [ACRL Strategic Plan](#), and select from the drop-down the goal area that will be affected most by this action.

☐ **Value of Academic Libraries**

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

☐ **Student Learning**

Goal: Advance innovative practices and environments that transform student learning.

☐ **Research and Scholarly Environment**

Goal: Librarians accelerate the transition to more open and equitable systems of scholarship.

Electronic submission is preferred for all Board actions. If electronic submission of the entire document is not possible, please send the Action Form to ACRL Program Officer Allison Payne electronically at apayne@ala.org and the remainder in hard copy.

ACRL Virtual Vote Doc 1.0
Voting period: 11/2/2022 – 11/8/2022

☐ **New Roles and Changing Landscapes**

Goal: Academic and research library workforce effectively navigates change in higher education environments.

☒ **Equity, Diversity & Inclusion**

Goal: TBD

☐ **Enabling Programs and Services**

ACRL programs, services, and publications that target education, advocacy, and member engagement.