2017-2018 ALA CD#17.1\_62018

2018 ALA Annual Conference

**Report to ALA Council**

**Policy Monitoring Committee**

**2018 ALA Annual Conference**

In accordance with Policy A.4.2.6 of the ALA *Policy Manual*, the Policy Monitoring Committee (PMC) has reviewed all actions taken by the ALA Council during the 2018 ALA Midwinter Meeting for possible incorporation into, addition to, or changes to the ALA *Policy Manual*. Based on Council actions at the Midwinter Meeting in Denver, CO the Policy Monitoring Committee offers one point of information and finds the following six items that require Council action:

**Information**

**EDI Survey**

During the ALA Annual Conference in Chicago in 2017, Council tasked the Policy Monitoring Committee to review the documentation of all ALA units to ascertain their compliance with Equity Diversity and Inclusion.

In collaboration with the EDI Implementation Working group, PMC drafted a survey to all ALA Units asking them to specify the location in their documentation where they include language encapsulating the spirit of the new strategic direction. PMC sent the survey to all ALA units on April 25, 2018 asking them to reply by June 15, 2018. The survey questions are in Appendix A of this report.

We have heard back from 23 ALA units (two units answered twice). Their responses are in the Appendix B of this report. The remaining responses will be brought to Council during the 2019 ALA Midwinter Meeting in Seattle.

**Item #1**: **“Net Neutrality: An Intellectual Freedom Issue”**

During the 2018 Midwinter Meeting, Council passed action CD#19.1 “Net Neutrality: An Intellectual Freedom Issue” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.13 of the *ALA Policy Manual*:

“The American Library Association affirms that Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy. Allowing internet service providers to determine which speech receives priority access online and which speech can be delayed, or even blocked, based on commercial and financial interests censors voices without economic or political power and impairs access to the full range of ideas of our society. Net Neutrality is the only condition under which equitable access to information can be guaranteed for libraries and all users. In alignment with ALA’s Code of Ethics, and to fulfill the vision of the Library Bill of Rights, all those using, employed by, or working with libraries should commit to the preservation of, and advocacy for, Net Neutrality.”

**Item #2**: **“Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights”**

During the 2018 Midwinter Meeting, Council passed action CD#19.2 ““Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.14 of the *ALA Policy Manual*:

“The American Library Association affirms that visual and performing arts can be powerful components of library collections and services and should not be restricted based on content. In developing library arts exhibits and programs, libraries should present a broad spectrum of opinions and viewpoints and should not avoid developing exhibits or programs because of controversial content, or because of the beliefs or affiliations of those whose work is represented. Libraries are encouraged to be intentional in including diverse voices through creative projects, performances, and exhibits from many cultural traditions and should be proactive in seeking out a wide variety of representational and abstract artwork and performance art, with limitations set only with respect to space, installation, fiscal, and technical constraints. Libraries that choose to make gallery or performing space available for use by community groups or individuals should formulate a written policy for the use of these areas that ensures that space is provided on an equitable basis to all who request it.”

**Item #3: “ALA Policy Opposing Sweatshop Labor and Support Union Businesses”**

Based on Council Actions during the ALA Annual Conference in Anaheim in 2008 (2007-2008 ALA CD#58), **PMC MOVES** that the following language be added to section A.6.6 of the ALA Policy Manual.

“That the American Library Association (ALA) and its divisions, round tables, and all other units should purchase all products for distribution to membership from sweatshop free producers.”

**Item #4: ALA Executive Director**

In an online meeting of Council in November 2017, Council voted to reword the qualifications for the ALA Executive Director. Therefore, **PMC MOVES** that language in section A.4.1.1 be reworded to read:

“An ALA accredited Master’s Degree or a CAEP accredited Master’s Degree with a specialty in school library media is a strongly preferred qualification for the ALA Executive Director.”

**Item #5: Core Organizational Values**

Based on the 2014-2015 ALA CD #37\_62815\_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.4. of the *ALA Policy Manual* (Core Organizational Values) be changed to read:

The Association is committed to:

* Extending and expanding library services in America and around the world
* All types of libraries - academic, public, school and special
* All librarians, library staff, trustees and other individuals and groups working to improve library services
* Member service
* An open, inclusive, and collaborative environment
* Ethics, professionalism and integrity
* Excellence and innovation
* Intellectual freedom
* Social responsibility and the public good

**Item #6: Key Action Areas**

Based on the 2014-2015 ALA CD #37\_62815\_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.5 of the *ALA Policy Manual* (Key Action Areas) be changed to read:

***Advocacy for Libraries and the Profession***

ALA actively works to increase public awareness of the crucial value of libraries and librarians, to promote state and national legislation beneficial to libraries and library users, and to supply the resources, training and support networks needed by local advocates seeking to increase support for libraries of all types.

***Diversity***

Libraries play a crucial role in empowering diverse populations for full participation in a democratic society. In the library workforce, programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within the Association and in the services and operations of libraries, efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.

***Education and Lifelong Learning***

ALA provides opportunities for the professional development and education of all library staff members and trustees; it promotes continuous, lifelong learning for all people through library and information services of every type.

***Equitable Access to Information and Library Services***

ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, housing status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

***Intellectual Freedom***

Intellectual freedom is a basic right in a democratic society and a core value of the library profession. ALA actively defends the privacy and right of library users to read, seek information, and speak freely as guaranteed by the First Amendment.

***Literacy***

ALA assists and promotes libraries in helping children and adults develop the skills they need, including the ability to read and use technology, understanding that the ability to seek and effectively utilize information resources is essential in a global information society.

***Organizational Excellence***

The association is inclusive, effective and responsive to the needs of ALA members.

***Transforming Libraries***

ALA provides leadership in the transformation of libraries and library services in a dynamic and increasingly global digital information environment. Every library is a hub of community engagement, innovation and continual learning.

**Item #6: ALA Strategic Directions**

Based on the ALA Committee on Diversity recommendation that the ALA Strategic Directions be amended to add a 4th Strategic Direction on Equity, Diversity and Inclusion on Diversity, ALA CD#35-35.2\_12017\_ACT) as adopted by the ALA Council at the 2017 Midwinter Meeting, PMC MOVES that Section A.1.6 Strategic Directions be added to the ALA *Policy Manual* as follows:

*The strategic directions, goals and strategies represent areas of intense focus for the next 3-5 years. The goals articulate the outcomes the Association would like to achieve and answer the question: “what would success look like?” The strategies articulate how the Association would move toward the achievement of these goals. For each of the strategic directions, an implementation plan outlines objectives that support each strategy and tactics to achieve these objectives. These are updated on an ongoing basis as part of a continuous process of assessment and evaluation and are reflected in the Association’s annual action plan and budget.*

**Advocacy**

ALA and its members work with libraries, the broader library community and members of the public to advocate for the value of libraries and for public support for libraries of all types at the local, state, federal and international level.

This work includes a broad continuum of activities, including raising public awareness of the value of libraries, training and supporting library advocates, advancing legislation and policies that support information and library services in all types of libraries, and effectively responding to specific opportunities and threats.

Advocacy efforts support ALA’s core values, provide a vision of innovation, focus on the impact of libraries and librarians, enable the future of libraries and promote libraries as centers of community engagement, lifelong discovery, and learning.

**Goals**

* There is deep public understanding of the value and impact of libraries of all types on the communities they serve, the broad range of services offered by libraries, and the indispensable role of the librarian and library staff in providing these services.
* Decision-makers and stakeholders see a nationwide network of library advocates, advocating for libraries of all types.
* The library is a hub of community engagement and continual learning: a place to form the critical thinking skills fundamental to learning in a technologically evolving world, to access information, and to create and share new knowledge.
* Libraries are funded with staff and resources to meet the needs of their communities.
* Across a diverse library community, there is a shared focus and common understanding of advocacy and a sustained commitment to work collaboratively to reach common advocacy goals.
* Advocacy is integrated into the daily work of librarians and library staff.
* Advocacy is part of educational preparation for librarians and library staff.
* All libraries and all states have an advocacy plan.
* ALA plays a key role in formulating legislation, policies, and standards that affect libraries and is recognized in the U.S. as the voice for libraries and librarianship.
* ALA works with a wide range of partners and stakeholders to achieve library advocacy goals.
* ALA equips the library community with resources and training, available in a wide variety of formats and venues.

**Strategies**

1. Develop a sustained national advocacy campaign to increase public awareness of the value, impact and services provided by librarians and libraries of all types.
2. Provide coordinated resources and training to keep library advocates informed and engaged.
3. Recruit, mobilize and inspire a growing network of library advocates at the local, state, national and international levels.
4. Gather, develop, and disseminate research documenting the value, outcomes and impacts of libraries of all types.
5. Explore funding, organizational and governance structures and their impact on libraries of all types in order to ensure the sustainability and future of libraries.
6. Identify advocacy best practices, using research and evidence to increase support and funding for libraries of all types.
7. Identify and work with partners and stakeholders to achieve advocacy goals for all types of libraries.

**Information Policy**

ALA’s information policy efforts empower people to use libraries and information-based resources to improve their lives and communities. Information policy comprises laws, regulations, court decisions, doctrines, and other decision-making and practices related to information creation, storage, access, preservation, communication, accessibility, and dissemination.

ALA advocates in diverse policy areas including intellectual freedom, privacy, civil liberties, telecommunications, funding for education and research programs, funding for libraries, copyright and licensing, open access, government information, and literacy. Progress in these policy areas enables libraries to advance important societal goals such as employment, education, entrepreneurship, equity, personal empowerment, community engagement, creation of new knowledge, literacy, and civic participation. ALA’s interests reside at the local, regional, state, national, and international levels. ALA serves as a knowledgeable resource and advocate on policy issues within these areas for ALA members, library professionals, decision makers and influencers, the media, and the public.

**Goals**

* ALA is among the first tier of groups that governments and other organizations turn to and trust on information policy issues.
* Treaties (and other international statements), legislation, regulation, court cases, corporate policies, and other important information policy outcomes incorporate ALA positions.
* ALA policy positions are easily available, accessible and comprehensible to all audiences.
* ALA leaders have sufficient understanding of information policy so that they may be effective policy advocates. Some of these leaders are cultivated as national policy champions. The ALA and library communities at large understand the basics of information policy and why it is important for libraries.
* The requisite structures (including social media and other technology) are in place for ALA to engage in effective advocacy on information policy in the long run.

**Strategies**

1. Develop and revise positions and strategies for each information policy issue based on ALA values and priorities and substantive (facts and data) and analysis of threats and politics.
2. Develop and maintain information policy messaging and mechanisms to communicate with all relevant audiences.
3. Lead and participate in effective coalitions, with member participation, to take action in addressing information policy issues.
4. Initiate policy advocacy (including research) towards the attainment of ALA information policy goals.
5. Develop and maintain a process for coordinating information policy activities across policy topics and ALA units.

**Professional and Leadership Development**

Recognizing that the professional and leadership development of all who work in libraries is essential to high-quality professional practice and the future of libraries and information services, ALA will:

Provide professional development opportunities appropriate to all levels of experience and expertise, in multiple formats/venues, with diverse presenters and educators;

* Provide leadership development opportunities both within the Association and for the field;
* Maintain strong but flexible accreditation standards and processes;
* Coordinate the multiple opportunities available throughout ALA to provide coherent and accessible continuing education frameworks for all members;
* Attach meaningful recognition to learning opportunities;
* Increase diversity and inclusion within the field;
* Provide clear pathways that help members set and meet professional and leadership development goals;
* Develop a pervasive culture that encourages continuous learning based on content and forms of recognition provided by ALA;
* Align leadership development and continuing education with the best thinking about the changing information environment and ALA’s Center for the Future of Libraries.

**Goals**

* ALA is a premier provider of quality professional development, including continuing education, for a global membership.
* All library staff and trustees have the education and training they need to be successful in a disruptive environment, with pathways and a suite of options that meet them where they are.
* There is a commitment to ongoing professional development and continuing education with formal, meaningful recognition (e.g., certification, digital badging, micro-credentialing).
* It is easy for members to get involved in ALA.
* Association-wide mentoring engages emerging leaders and supports diversity. Paths to leadership within the Association are clear, and people at all levels want and are helped to be library leaders. Leadership is recognized as both formal and informal, managerial and non-managerial.
* Peer-to-peer learning/interaction facilitated by ALA helps members reach their goals.
* Librarianship and library leadership reflect the communities they serve as well as the world around them.
* The outcome of learning is knowledge supporting positive individual and organizational change.
* The MLIS curriculum addresses changing 21st-century library and information services and community needs.
* Library administrators and trustees value and support all library staff having professional and leadership development opportunities.
* Libraries are viewed as exciting places that offer various career paths for people who want to work in them.

**Strategies**

1. Develop the ALA professional development space as one centralized online space to search and discover all ALA learning options (all formats, all topic areas, all levels, all ALA sources) and related tools including self-assessment, recognition, and tracking. Integrate face-to-face, online and blended learning.
2. Develop pathways to support and guide networking, professional development, continuing education, and mentoring.
3. Develop clear education tracks and streams of content for continuing education, with formal, meaningful mechanisms to recognize achievement.
4. Articulate the role of engagement within the Association in professional and leadership development.
5. Facilitate and increase opportunities for informal, collaborative, and peer-to-peer, member-to-member learning/activity at face-to-face events and in online spaces.
6. Develop an association-wide mentoring/ peer-to-peer network, building on components throughout the Association, its division and round tables, affiliates and chapters, to engage emerging leaders and support diversity and inclusion.
7. Enhance recruitment/retention for diversity across the profession.
8. Focus on changing practice in a rapidly evolving environment; adjust competency statements, standards, and content to the skills and knowledge needed in libraries as they continuously evolve.
9. Work with graduate programs in LIS to rethink and reenergize LIS curricula and accreditation and improve the connections with changing workforce skill requirements.

**Equity, Diversity, and Inclusion**

The American Library Association recognizes that equity, diversity, and inclusion (EDI) impacts all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries. This work includes addressing, dismantling, and transforming policies, structures and biases throughout the organization and the field of librarianship. ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse, and inclusive society.

**Goals**

* Commit to ameliorating marginalization and underrepresentation within the Association and the communities served by libraries through increased understanding of the effects of historical exclusion.
* Expand the work of ALA and its allies in building a diverse and inclusive profession.
* Provide context and understanding of the concepts of equity, diversity, and inclusion and recognize their intersectional and complex nature.
* Empower ALL ALA members to participate in the life of their organization.
* Establish resources and support so libraries and librarians can be effective advocates for the inclusion of all individuals in the life of their community.
* Establish ALA as a major voice for the values of equity, diversity, and inclusion in all areas of information policy.
* Provide safe, respectful space for diverse voices and perspectives.

**Strategies**

1. Conduct or provide professional development opportunities that address issues of equity, diversity, and inclusion.
2. Review ALA alliances and coalitions to increase focus on equity, diversity, and inclusion.
3. Build a national advocacy campaign based on existing advocacy assets which focus on the values of equity, diversity, and inclusion; empower all ALA members to advocate within their workplace, their community and beyond.
4. Gather, develop, and disseminate research documenting the value of equity, diversity, and inclusion.
5. Review information policy positions and strategies and revise as needed to clearly articulate the values of equity, diversity and inclusion.
6. Work with graduate programs in Library and Information Science (LIS) to increase focus on equity, diversity and inclusion within LIS programs and within the subject matter of the curricula.
7. Enhance recruitment, mentoring and networking activities by all parts of ALA (including ALA Chapters) – building on and expanding all components of the Association (including Spectrum), as well as its affiliates and chapters – to build a diverse and inclusive leadership for the Association and the profession.
8. Ensure that the values of equity, diversity and inclusion are embedded in all continuing education, including ALA and ALA Division conferences, relating to all aspects of the profession and its practice.
9. Develop continuing education specifically focused on understanding and addressing unconscious bias, power dynamics, microaggressions, white privilege and other topics related to equity, diversity and inclusion.
10. Critically examine the way that equity, diversity, and inclusion are addressed and coordinated throughout the Association.

**In Conclusion**

The Committee would like to thank our staff liaison, Lois Ann Gregory-Wood, for her knowledge sharing, her patience, and her cheerful, ready assistance. We wish her all the best during a well-earned retirement.

**Policy Monitoring Committee**

Chris Corrigan, Chair

Jennifer Boettcher

Gladys Smiley Bell

Susan Hildreth, ALA Executive Board Liaison

Lois Ann Gregory-Wood, ALA Staff Liaison

## Appendix A: EDI Survey Questions

## Equity, Diversity, and Inclusion Survey

## Contact Information and Questions

## 1. ALA Unit

## Unit:

## Person Completing the Survey:

## E-mail Address:

## 2 Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

##  Yes

##  No

## 3 If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

##

## 4 If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

##

## 5 General Comments or Questions

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**Appendix B: EDI Survey Results**

1. ACRL

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

I am not clear on the question as I do not understand what documentation this question is intended to include). We work with ODLOS to ensure that we use appropriate EDI terminology. Should we develop a document that includes definitions we would start with the ones developed by ODLOS. ACRL's Board at the 2018 MW meeting approved a strategic initiative on EDI that is intended to infuse the association's work. The Board, members, and staff are working to develop specific tactics for this initiative and will be continuing the discussion at the Annual Conference 2018.

2. ALA Committee on Membership Meetings

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

We plan to discuss at Annual conference. Although the COMM charge does not have specific language in regards to EDI, the committee is indirectly responsible for ensuring that membership meetings are EDI appropriate.

3. ALA Publishing

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

For ALA Publishing, it really is a yes and no answer. The ALA Publishing Committee’s charge is inclusive, and the guidelines for the Carnegie Whitney Awards administered by that committee specify that materials prepared under the award are designed to be used by users in all types of libraries. ALA Publishing is comprised of seven different business units. What constitutes "documentation" is different for each unit, and covers a wide range of materials, so I’m not sure what “your unit’s documentation” would refer to for the department as a whole.

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

Throughout ALA Publishing’s business units and in published materials, we are working on more conscious inclusion wherever possible of ideas and language that use and incorporate the approved EDI definitions.

General Comments or Questions

Sandy Hirsh, the ALA Publishing Committee Chair, and I would welcome a later discussion about what the "unit's documentation" means in our case so we can focus on integrating the EDI language as effectively as possible. Thanks.

4. Association for Library Collections & Technical Services (ALCTS)

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

N/A

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

N/A

General Comments or Questions

We don't have any specific policy materials that define EDI. If we did, we will link to the ALA definitions. Our Diversity Statement is at <http://www.ala.org/alcts/about#diversity>.

5. Association for Library Service to Children

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

ALSC has not made intentional efforts to consistently incorporate the EDI definitions provided by ODLOS into any specific documentation or policies. Our board President has referred to the definitions in a recent ALSC Matters newsletter regarding EDI. The ALSC EDI Task Force members may or may not be aware of the ODLOS definitions of EDI, in which case ALSC can share the definitions with the task force and request that they consider how the definitions align with their current understanding of EDI. ALSC intends to do a full review of policy this year and can thin about how the ODLOS EDI definitions may be incorporated into future iterations of the policy.

6. Chapter Relations Office

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

http://www.ala.org/aboutala/student-chapter-answers-what-does-ala-do-help-student-chapters#diversity; see also general comments or questions box.

General Comments or Questions

Our documentation primarily consists of promoting EDI on web pages created by the Chapter Relations Office, to which the CRC serves as an advisory committee. For example: Feature slides on these four landing pages promote Equity, Diversity, and Inclusion as fundamental values of the association and its members and link to http://www.ala.org/advocacy/diversity: http://www.ala.org/aboutala/offices/cro; http://www.ala.org/aboutala/affiliates/chapters; http://www.ala.org/aboutala/affiliates/chaptercouncilor; http://www.ala.org/aboutala/affiliates/chapters/student/studentchapters1 Navpods on these two landing pages promote Equity, Diversity, and Inclusion as fundamental values of the association and its members and link to http://www.ala.org/advocacy/diversity: http://www.ala.org/aboutala/offices/cro; http://www.ala.org/aboutala/affiliates/chapters/student/studentchapters1 A Navpod on our page at State and Local Resources at http://www.ala.org/advocacy/advleg/statelocalefforts links to http://www.ala.org/advocacy/diversity Under ALA Strategic Directions heading at http://www.ala.org/advocacy/advleg/statelocalefforts; http://www.ala.org/aboutala/chapter-councilor-answers; http://www.ala.org/aboutala/offices/chapter-answers-1; http://www.ala.org/aboutala/offices/get-involved; http://www.ala.org/aboutala/offices/cro-answers; etc., we note ALA's core organizational values: ALA Mission; Core Organizational Values; Key Action Areas; and Strategic Directions: Advocacy, Information Policy, Professional and Leadership Development, and Equity, Diversity, and Inclusion. In addition, at the CRC's page, http://www.ala.org/aboutala/committees/ala/ala-crc, we note ALA's core organizational values: ALA Mission; Core Organizational Values; Key Action Areas; and Strategic Directions: Advocacy, Information Policy, Professional and Leadership Development, and Equity, Diversity, and Inclusion. Final Report of the ALA Task Force on Equity, Diversity, and Inclusion, June 2016, 2.1, asks ODLOS, host chapters, ethnic affiliates, round tables to "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." CRO assists in this. In addition, we hosted Majed Khader as the CRC representative from the ALA Task Force on Equity, Diversity, and Inclusion. At the 2018 Annual Conference, we also have invited Martin Garnar, Co-Chair, ALA Equity, Diversity, and Inclusion Implementation Working Group, to present to the CRC II, which meets on Monday, June 25, 1:00–2:30 p.m., Hilton Riverside, Prince of Wales Room (Second floor). Thanks to volunteers and appointing officers, the CRC continues to reflect ALA's EDI values.

7. Committee on Organization

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

COO will review our documentation along with the ODLOS glossary at one of our meetings at annual in June 2018.

General Comments or Questions

Thank you for the opportunity to participate

8. GODORT

General Comments or Questions

I am not sure how to respond to this survey. Our unit does not mention EDI in our Bylaws or our Policy & Procedures Manual. Certainly we can add these definitions, but I think that would not be meaningful unless we also add functional assignments within our unit that directly engage with EDI. Is ALA asking that we reform what our group is doing, or only that, if we use any of these terms, we use them correctly? Thank you.

9. HRDR Advisory Committee

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

We will discuss opportunities to more explicitly and accurately address EDI definitions during our meeting at ALA Annual 2018. In particular, we will work to incorporate EDI priorities into the Best Practices for Working with HRDR document we update and post to ALA Connect each year.

10. Intellectual Freedom Committee

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

Example= Equity, Diversity, Inclusion: An Interpretation of the Library Bill or Rights <http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI>

11. Library History Round Table

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

Regarding social media: Inappropriate: Offensive content (racist, sexist, anti-gay, etc.), and content that does not directly address library history or cannot be reasonably tied to the subject. Most interactions with other users will focus on answering questions and fostering discussion. One way to do this is to ask questions of a user who posts a comment to get him or her (or other users) to continue talking about a subject. However, the SMM should not continue engaging with a user who makes discriminatory remarks, engages in trolling (unkind comments directed at the page admin or other users), or behaves in other ways that deride the administrator and/or other users or that encourage inflammatory responses. When this happens, the SMM is encouraged to end that interaction by emphasizing that LHRT encourages lively dialogue, but aims for creating a social media space in which everyone can interact respectfully and where readers from all backgrounds can feel safe, before indicating that the current discussion/comment/etc. does not fit with that vision. If a user is engaging in ongoing abusive language and does not stop after being asked, the SMM has the authority to block that person. The main content regarding equity is in discussion though, and themes of past CFPs in LHRT's Research Forum. For instance - this year it was all about services for marginalized populations.

General Comments or Questions

This is a little bit difficult to answer. I do want to do more outreach next year as chair.

12. LITA

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

We do have our own statement on diversity, as well as a committee responsible for D&I: http://www.ala.org/lita/statement-diversity http://www.ala.org/lita/lit-divincl This reflects some but not all of the ODLOS language. LITA's efforts right now are taken up by a potential merger with ALCTS and LLAMA so it does not make sense for us to overhaul this language at this time. If the merger executes, we will need to develop a consensus statement suitable for the new division, and that will be a good time to consider how to incorporate ODLOS definitions.

13. LLAMA

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

At this point we don't have "documentation" around EDI. A commitment to diversity is part of our strategic directions: http://www.ala.org/llama/sites/ala.org.llama/files/content/LLAMA%202017-18%20Strategic%20Directions\_0.pdf We're continuing to develop our leadership/mgmt competencies, and online courses to support them: http://www.ala.org/llama/leadership-and-management-competencies and EDI will be represented, so the committee will work from the definitions provided.

General Comments or Questions

An online directory of how various units are using these definitions would be helpful.

14. MAGIRT

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

No changes are needed because the language of MAGIRT's documentation is neutral on all points of concern. <http://www.ala.org/rt/magirt/policies-procedures>

General Comments or Questions

"Language can both contribute to oppression and be a tool of liberation"

15. ODLOS Advisory Committee

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

"The Office for Diversity, Literacy and Outreach Services (ODLOS) Advisory Committee provides advice and support to the ODLOS on the areas of diversity, literacy and outreach. The Advisory Committee is comprised of member groups that represent diverse viewpoints and constituents and will provide a two way forum to communicate member needs to ODLOS and for the Office to share information with member groups. The Advisory Committee members will offer dynamic perspectives to help guide the strategic direction of ODLOS, will assess program effectiveness, encourage the exploration of new ideas and initiatives, and strengthen the growth of equity and inclusion within the American Library Association and the profession as a whole. Members are appointed to the ODLOS Advisory Committee through recommendations from the Presidents/Chairs of the stakeholder committees and organizations, with an additional three members appointed by the ALA President-elect."

16. Office for Accreditation

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

The nature of a demonstrably diverse society is referenced throughout the Standards because of the desire to recognize diversity, defined in the broadest terms, when framing goals and objectives, designing curricula, and selecting and retaining faculty and students. Student learning outcomes address: I.2.6 The role of library and information services in a diverse global society, including the role of serving the needs of underserved groups; The curriculum II.2.4 Responds to the needs of a diverse and global society, including the needs of underserved groups; III.3 The program has policies to recruit and retai n faculty from diverse backgrounds. The program has policies to recruit and retain students who reflect the diversity of North America's communities.

17. Office for Intellectual Freedom

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI>

18. PLA

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

In progress, PLA is adapting it's strategic plan to include a key strategy on equity, diversity and inclusion

General Comments or Questions

thank you for moving forward on this important issue.

19. Public Library Association

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

PLA doesn’t currently have a plan to incorporate the definitions into any specific documentation. We are not clear on how to define “documentation” for the purposes of the survey. Our board, EDI Task Force and staff are aware of and use the definitions. If we include definitions of EDI in any board policies, orientation materials, or other official documentation, we will begin with the ODLOS definitions, with the goal of aligning our work with that of ALA. Ultimately, however the leadership of PLA creating those materials – likely board or PLA EDI Task Force members – may be inclined to revise or expand on those definitions, which we would communicate to ODLOS. Our new 2018-2020 Strategic Plan includes an EDI goal. This document doesn’t define EDI but as we complete it, we may consider, for instance, a footnote referring to the ODLOS definitions.

20. RMRT

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

From the bylaws: Any member of the American Library Association may become a member of the Retired Members Round Table (RMRT) upon payment of ALA and RMRT dues. The Retired Members Round Table is an approved entity of the American Library Association, which is a 501(c)(3) organization incorporated in the Commonwealth of Massachusetts, and operates within the policies of the American Library Association.

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

Our definitions are general but include all who are pay to become a member. There is no plan to incorporate the definitions of EDI.

General Comments or Questions

We hopefully will have a long-range committee that will look at this.

21. Scholarships and Study Grants Committee

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

At ALA Annual 2018, SSGC will discuss revising the Scholarships and Study Grants Manual to add EDI definitions.

22. Social Responsibility Round Table

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

Will incorporate this language on the SRRT website

23. Video Round Table

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: No

If you answered "no," describe your unit's plan to incorporate the definitions of EDI in your documentation in the comment box below.

We plan to revise our mission and by-laws to reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS.

24. YALSA

Question: Does your unit’s documentation reflect the definition of Equity, Diversity, and Inclusion as defined by ODLOS?

Answer: Yes

If you answered "yes," please enter the language or provide a link (or links) in the comment box below.

<http://www.ala.org/yalsa/statement-diversity>