

# Council Committee Report Form

**TO: ALA Council**

**RE:** Committee on Diversity- Adopting DEI Scorecard for Library and Information

**ACTION REQUESTED/INFORMATION/ REPORT:**

Action request from Councilors is to cast their vote for acceptance of using DEI Scorecard as a primary means for ALA's measures for DEI particularly the following:

- Culture and Climate of the organization
- Training and Education
- Recruitment, Hiring, Retention, and Promotion
- Budget Priorities for DEI
- Data Practices

**ACTION REQUESTED BY:** 2021-2022 COD Committee

**CONTACT PERSON:** Kiera O'Shea Vargas; [kovargas01@gmail.com](mailto:kovargas01@gmail.com), Chair of the COD Committee

**STAFF LIAISON CONTACT:** Kevin Strowder

**DATE:** 1/08/2022

**BACKGROUND:**

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

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

The DEI Scorecard for Library and Information Organizations, (See Attachment) developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA's Core Values of Librarianship and ACRL's commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries.

During the 2021-22 year we have branched out into working groups, but our primary goal is pushing the use of the Equity Scorecard to ensure effective DEI practices in our area.

**EDI Grants Working Group** -Critically assess ALA grants and scholarships across all divisions regarding diversity, equity, and inclusion to ensure equitable access and distribution. As part of a series of diversity, equity, and inclusion initiatives, this audit aims to help build a more diverse and inclusive community -

**Diversity Committees Best Practices Working Group**-Develop a resource list, directory of groups, and best practices for institutional Equity, Diversity and Inclusion committees focused on organizational change within LIS. Working Group members will identify resources to include after reviewing recent publications, presentations, and national conversations on this topic, develop a directory, and promote contributing to the resource page to ALA members through the EDI Assembly, the ODLOS Newsletter, etc. The resource list, directory and best practices will be shared on the ALA website ([www.ala.org/advocacy/diversity/workplace](http://www.ala.org/advocacy/diversity/workplace))

**Equity Score card:** Goal is to have it adopted across ALA -Research and best practices will be the foundation for this tool that centers accountability and transparency and measures the effectiveness of diversity and equity in recruitment, retention, and promotions in libraries. This scorecard, which will be shared with ALA members, provides administrators with actionable

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data for strengthening their commitment to equity, diversity, inclusion, and justice in alignment with ALA's commitment to diversity.

### Committee on Diversity Committee

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Carla Y. Davis-Castro

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