**TO:** PLA Board of Directors

**RE:** Task Force on Equity, Diversity and Inclusion

**DATE:** January 4, 2019

**ACTION REQUESTED/INFORMATION/REPORT:**

Action Requested

**ACTION REQUESTED BY:**

Amita Lonial and Richard Kong, co-chairs, Task Force on Equity, Diversity and Inclusion

**DRAFTS OF MOTIONS:**

1. The PLA Board of Directors hereby approves renaming the PLA Task Force on Equity, Diversity and Inclusion to the PLA Task Force on Equity, Diversity, Inclusion, and Social Justice (EDISJ).
2. The PLA Board of Directors hereby approves the PLA Task Force on Equity, Diversity, Inclusion and Social Justice to continue for another two-year term, from July 2019 to June 2021, with reappointments and new appointments to occur in the spring of 2019 by incoming President Ramiro Salazar.

**BACKGROUND**

The PLA Task Force on Equity, Diversity and Inclusion (EDI) was formally approved by the PLA Board of Directors at its 2017 Midwinter meeting, with a term of July 2017 to June 2019. It has been co-chaired by Richard Kong, a member of the PLA Board of Directors and the director of the Skokie (Ill.) Public Library, and Amita Lonial, Assistant Library Director for Tacoma (Wash.) Public Library and previously Principal Librarian at San Diego County Public Library. The Task Force has 13 additional members. The Task Force first convened informally at the 2017 Midwinter Meeting in Atlanta, Georgia prior to formal appointments, and members have met consistently at every ALA conference since then, while also holding online meetings nearly every month.

**TASK FORCE ACTIVITY**

The Task Force began its work by orienting its members on issues such as social justice, power and oppression by engaging a consultant (Mia Henry, Arcus Center for Social Justice) to create a day-long training. They provided input to the PLA strategic planning process, resulting in a new goal area addressing EDISJ. Members have proposed and spoken at multiple ALA and PLA educational programs and webinars during their two-year existence, and helped PLA coordinate with activities of the ALA Office for Diversity, Literacy and Outreach Services (ODLOS) and other ALA units. The Task Force has created an EDI e-mail newsletter and interest group on ALA Connect to engage and educate the broader PLA membership on related issues. In late 2018, the Task Force completed plans for three regional training events in 2019 which will train up to 300 public librarians on EDISJ issues and strategies for their libraries. Members have also attended relevant meetings such as the National Joint Conference on Librarians of Color and the Race Forward conference, to represent PLA and bring back ideas and learnings for the Task Force.

**RECOMMENDATIONS FOR BOARD ACTION**

Through its learning processes and work developing the PLA Strategic Plan, members of the Task Force came to see social justice as a critical concept in its work and therefore requests that the name of the Task Force be changed to Equity, Diversity, Inclusion and Social Justice.

Also during recent meetings, Task Force members agreed it is critically important for PLA to continue to be involved in EDISJ work, and that working on EDISJ can help turn PLA and its members into leaders on the issue, both nationally and in their communities. Members agreed the Task Force should continue for at least another two years, and that there is potential for the group to become a standing committee in the future. It was also recommended that the current size and structure (up to 20 members, including 2 co-chairs) has served the Task Force well and should be continued, but that the 2019 and 2020 appointments processes should consider varying appointment terms to include 1-year appointments and reappointments to better stagger the composition of co-chairs and members.