

Equity, Diversity, and Inclusion Resources for ALA Member Leaders

Definitions for Equity, Diversity, and Inclusion

These definitions were developed by the Task Force on Equity, Diversity, and Inclusion and were adopted by ALA Council in 2017.

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 National Association of Social Workers)

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. (Adapted from National Education Association)

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, Hewlett Packard, and Ferris State University)

Definitions be found on the following website: <http://www.ala.org/aboutala/odlos-glossary-terms>

Strategic Direction: Equity, Diversity, and Inclusion

ALA Council adopted a fourth strategic direction on equity diversity, and inclusion at Midwinter Meeting 2017

Summary

The American Library Association recognizes that equity, diversity and inclusion impact 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.

This strategic direction is made up of 7 goals and 10 strategies, along with an implementation plan can be found online: <http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/diversity/EDI-SD-Implementation-FINAL.pdf>

Key Groups

Committee on Diversity

Committee of Council

Provides information to council and ALA members for the establishment of ALA policies, actions and initiatives related to national diversity issues and trends.

<http://www.ala.org/aboutala/committees/ala/ala-minconcul>

Office for Diversity, Literacy, and Outreach Services (ODLOS)

ALA Office

Equity, diversity, & inclusion, literacy, and outreach are part of the work across the American Library Association. None of these areas should be delegated to one office. It is where these issues intersect with social justice that the Office for Diversity, Literacy and Outreach Services provides leadership, education, and consultation.

ODLOS Advisory Committee

ALA Committee

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 ethnic and outreach affiliates that align with the Office for Diversity, Literacy, and Outreach Services are independent organizations that have similar mission and values. The ethnic and outreach affiliates that are represented on the ODLOS Advisory Committee are as follows:

Ethnic Affiliates	Outreach Affiliates
American Indian Library Association	Association of Bookmobile and Outreach Services
Asian Pacific American Librarians Association	Association for Rural and Small Libraries
Black Caucus of the American Library Association	
Chines American Librarians Association	
REFORMA	

This resource is a snapshot of the numerous efforts to integrate equity, diversity, and inclusion in the American Library Association. This document was created by the ALA Office for Diversity, Literacy and Outreach Services for member leaders. Please visit the website <http://www.ala.org/diversity> for a comprehensive overview of EDI efforts across the association. If you have any comments or questions, please contact diversity@ala.org.

ALA OFFICE FOR DIVERSITY, LITERACY
& OUTREACH SERVICES