**TO:** PLA Board of Directors

**RE:** PLA Equity, Diversity, Inclusion and Social Justice (EDISJ) Report

**DATE:** April 13, 2020

**ACTION REQUESTED/INFORMATION/REPORT:** Information

**ACTION REQUESTED BY:** N/A

**DRAFT OF MOTION:** N/A

**PLA Strategic Plan Goal: Equity, Diversity, Inclusion and Social Justice**

* **PLA advocates for equity, diversity, inclusion and social justice in order to enable every member, library, and community group to fully and equally participate in a society mutually shaped to meet their needs**

**PLA TASK FORCE ON EDISJ ACTIVITY**

*Submitted by Scott Allen, Deputy Director*

* The PLA Task Force continues to work on articles for its regular column in Public Libraries magazine.
* They had finally confirmed 6 Equity Starts with Us training dates and locations and were about to confirm the 7th and final 2020 event, when they were forced to cancel the first two scheduled for May 2020, due to COVID-19. They are holding meetings now to determine if they will continue with the August-November events and to determine if there are other formats to deliver the content.
* Staff met with leaders of the Illinois Heartland Library System (520+ member libraries in central and southern Illinois) to brainstorm a new model for EDISJ trainings, in partnership with the system. This model (which could be offered to other large systems and state agencies) has the potential to eliminate much of the logistics and marketing work for PLA staff and enable better follow up and support of training attendees, while equaling or improving on the fiscal impact of the trainings for PLA. Plans are being drafted.
* The Building Cultural Proficiencies for Racial Equity project, joint among the Association of College & Research Libraries (ACRL); ALA’s Office for Diversity, Literacy and Outreach Services (ODLOS); the Association of Research Libraries (ARL); and PLA, is on hold due to COVID-19 and staffing changes.

**INCLUSIVE INTERNSHIP INITIATIVE**

*Submitted by Mary Hirsh, Deputy Director*

PLA made the difficult decision to cancel the 2020 Inclusive Internship Initiative (III). PLA staff are working with IMLS, the program’s funder, on a one-year no cost extension that would allow libraries accepted in 2020 to participate in 2021. The budgetary impact is positive, as PLA was committed to $356,019 in cost share for 2020 which now comes off the books. Around $280,000 had been budgeted for 2021 to cover PLA’s share. PLA is grateful for IMLS’s ongoing support of III and willingness to rollover the grant for one year.

**EQUITY STARTS WITH US TRAINING EVENTS***Submitted by Leighann Wood, Program Manager*

As a response to the successful pilot series of *Social Justice and Public Libraries: Equity Starts with Us* regional trainings in 2019, PLA was on track to offer six trainings across the U.S. in calendar year 2020. Due to the outbreak of COVID-19, PLA has indefinitely postponed the face to face trainings through August, it is undetermined if the remainder will happen as planned. The first cohort of the training member volunteers are working to develop alternative format options and new content designed to meet the quickly evolving professional needs that work to address issues of equity.