**TO:** PLA Board of Directors

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

**DATE:** February 10, 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 spends much of its time planning the Equity Starts with Us regional events (see below). Additionally, they have committed to a regular column in Public Libraries magazine, submitting “A Chorus of Voices Doing Important Work: PLA’s Equity and Social Justice Workshops” for the January/February issue and beginning to work on an article about the Kalamazoo Public Library's anti-racism transformation team (ARTT) for the May/June issue. They’ve recently created subcommittees to oversee training and other topics.

**BUILDING CULTURAL PROFICIENCIES FOR RACIAL EQUITY**

*Submitted by Scott Allen, Deputy Director*

In the fall of 2019, 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 initiated a project to develop a framework to serve as a foundational resource to help public and academic libraries build inclusive cultures, within libraries and their broader communities, through guidelines on the development and implementation of organizational policies and professional practices that support diverse libraries with a diverse workforce. PLA pledged to contribute $30,000 to this project, as did the other associations. A task force was recruited and the following public librarians were offered positions: Kristyn Caragher, Chicago Public Library; Jay Dela Cruz, Queens Public Library; and Andrew Harbison, Seattle Public Library (Caragher and Harbison are on the PLA EDISJ Task Force). In addition, Mia Henry, PLA’s Equity Starts with Us trainer/consultant, was offered a consulting position. Project management has stalled due to other priorities and PLA is waiting for updates from ACRL and ARL, who are leading the project.

**EQUITY STARTS WITH US TRAINING EVENTS**

*Submitted by Leighann Wood, Program Manager*

December of 2019 marked the end of a successful pilot series for the *Equity Starts with Us* regional trainings. Over 300 attendees participated in the four sessions across the U.S. in Denver, CO; Charleston, SC; Chicago, IL; and Toledo, OH. On average, 72% of respondents strongly agreed that they learned something that would help them in their work; 59% of respondents strongly agreed that they intend to apply what they learned in this symposium in their library when they return home. In 2020, PLA has secured 4 libraries to serve as hosts for 5 trainings this year:

May 18–19, 2020 and May 20—21, 2020: Austin Public Library (TX); August 24–25, 2020: The Seattle Public Library (WA); September 21–22, 2020: Broward County Public Library (FL); October 26–27, 2020: Kansas City Public Library (MO). Mia Henry will continue to be the lead facilitator for Day 1, and the EDISJ Task Force is hard at work at refining their Day 2 content for more consistency and applicability and will be introducing a few new presenters to deliver the presentation. We anticipate another successful year and hope to deliver additional, relevant content and engagement opportunities to build momentum in this important work.

**INCLUSIVE INTERNSHIP INITIATIVE**

*Submitted by Mary Hirsh, Deputy Director*

The 2020 Inclusive Internship Initiative is off to a strong start after receiving a record-breaking number of 194 applications. Of the 194 applications, 145 were from new libraries and 49 were from past participating libraries. The applications will be reviewed by past III mentors. PLA will again host 50 libraries from across the U.S. The kick-off will take place June 19-21, 2020 in Washington, DC. The wrap-up will take place September 25–27, 2020 in Chicago. After building in more intentional EDISJ content and dialogue in 2019, there was a noticeable shift in the types of connect learning projects the interns developed. At the wrap-up, many interns acknowledged how their social identities were integral to their projects as they tackled complex issues facing their own communities. In 2020, PLA will continue to weave EDISJ themes into the program to encourage interns and mentors to think about their own positionality within librarianship as well as the impact they have on their communities.