



Form C Board of Directors Action Form

To: ALSC Board of Directors

Subject: ALSC Equity Fellowship proposals

Submitted by: Hanna Lee and Kirby McCurtis, Co-Chairs, Equity, Diversity, and Inclusion within ALSC Task Force

Date submitted: May 19, 2018

BACKGROUND:

Since the Equity, Diversity, and Inclusion within ALSC Task Force was assembled this past fall, we have worked to prioritize the many activities listed in our charge. In line with the ALSC Board of Directors' adoption of recommendations 3.5 and 5.4 of the Diversity Within ALSC Task Force (ALSC Board AC 2017, Doc #25a, attached), the Equity, Diversity, and Inclusion within ALSC Task Force recommends the implementation of an ALSC Equity Fellowship. This project demonstrates ALSC's sustained, substantive commitment to engagement of racial and ethnic minorities.

Some of concerns and barriers that this project would work to address include:

- Lack of equitable representation in ALSC membership, committees, and leadership—We have discussed barriers and solutions at great length. While one-off scholarships or gift memberships may remove one or another barrier, our conversations with ALSC members and review of the previous Task Force's work lead us to conclude that more sustained support to a few individuals, rather than minimal support to many, will be more effective in moving ALSC toward its strategic goal area of Diversity and Inclusion.
- Isolation and burnout among ALSC Black, Indigenous, People of Color (BIPOC) members—Creating a cohort, and ideally, cohorts of individuals works to fundamentally shift the cultural and appearance of ALSC, while ensuring that the individuals have built-in colleagues, support, and mentorship in the organization.
- Cost of membership and conference participation—The previous task force's reporting indicated that time and cost of participation are common barriers. This project addresses that for a cohort of individuals.
- Need for ALSC BIPOC feedback beyond scope of volunteer work—As ALSC moves toward its strategic goal areas and its members strive to offer outstanding service to their communities, we require the feedback and perspectives of new and different voices. The service that is needed of ALSC BIPOC goes above and beyond expectations for other

members due to the limited number of individuals who can currently serve in this role. Often these members are tasked with speaking for their ethnic group as a whole (ambassador) as well as serving as translator, history teacher, and token “other” at the table. This project offers a built-in focus group, of sorts, of ALSC BIPOC members, whose contributions are valued with awards for membership and conference participation.

ALSC’s Board of Directors has already acknowledged the need for action in this area, and our research and discussion indicate that this project would be a critical step in the right direction.

ACTION RECOMMENDED:

That the ALSC Board of Directors approve an ALSC Equity Fellowship pilot cohort with a one-time \$13,295 funding award support the promotion and implementation of an ALSC Equity Fellowship program. Action would need to be taken immediately to take advantage of this year’s Institute (first external deadline would be June 15—see attached timeline).

HAVE OTHER STAKEHOLDERS BEEN CONSULTED:

We have consulted extensively with Alena Rivers, ALSC Deputy Director and our staff liaison. We have also met with representatives of the 2018 Emerging Leader Team, the Education Committee, Early Childhood Programs and Services Committee, the Grant Administration Committee and Jody Gray, Director of ALA’s Office for Diversity, Literacy, and Outreach Services. Board Member Vicky Smith has been an essential resource in helping us navigate the process, and ALSC Fiscal Director Paula Holmes has helped us clarify our understanding of the fiscal aspects.

DESCRIBE POTENTIAL FISCAL AND STAFFING IMPACT AND SUSTAINABILITY:

We estimate costs for one cohort of the fellowship to come to around \$13,500—around \$2,700 per person. Please see Appendix C for a breakdown of costs.

ALSC staff impacts are anticipated in the following areas:

- Developing a marketing plan and promoting fellowship through ALSC channels – estimated four hours
- Setting up landing page (text provided by Task Force) and application (provided by Task Force) – estimated five hours
- Staff review of and feedback on landing page and application content – estimated two hours
- Press release and social media text (text provided by Task Force) – estimated two hours
- Official notification letters sent to winners – estimated two hours
- Processing memberships and disbursing funds – estimated sixteen hours
- Survey creation, administration and dispersing results – estimated three hours

We have been advised that ALSC staffing may not allow for a rollout in time to include ALSC Institute, but we wanted to submit this form as is to allow the Board to consider prioritizing the inclusion of ALSC National Institute. We will continue to work with our ALSC staff liaison to adjust the timeline as needed.

We are working on a plan for sustainability over the next year, ideally modeling on the Spectrum Scholarship and other long-standing programs.

DESCRIBE IN DETAIL HOW STRATEGIC GOAL AREA(S) WILL BE SUPPORTED: Please add additional sheets as needed to explain.

This project would immediately work toward directly making ALSC more diverse and inclusive by encouraging active, equitable engagement in the association. It removes barriers as described above and expands opportunities for members from underrepresented groups. It also creates a clear pathway from ALSC entry to service and leadership through ongoing mentorship and conference attendance.

This cohort will provide essential feedback for ALSC to shift institutional culture toward Diversity and Inclusion. EDI Task Force members will connect with Equity Fellows at least once monthly to encourage participation and feedback (discussion, email, surveys).

The ultimate goal of the ASLC Equity Fellowship program is to create equitable representation among ALSC's membership and leadership. We recommend that the Fellowship be offered every other year to cultivate ongoing cohorts of diverse ALSC leadership. We will assess the project with the following measures:

- Pre-project ALSC membership/participation rates of participants
- Post-project ALSC membership/participation rates of participants
- Demographics (racial and ethnic) of ALSC committees pre-project and post-project
- Fellowship participant narratives

Select the goal area and circle the objectives that will be affected most by this action.

Goal Area: Diversity and Inclusion

ALSC will become more diverse and inclusive, acting to promote these values in all aspects of library service to children.

Objective 1: Increase diversity in ALSC membership and reduce barriers to participation as measured against the Diversity in ALSC baseline survey by September 2019. *Transforming ALSC*

Objective 2: Expand opportunities for existing members from underrepresented experiences to serve in ALSC activities, as measured by longitudinal studies and/or focus groups, by September 2020. *Transforming ALSC.*

Objective 3: Increase the cultural competency of library staff serving youth by developing an accessible online cultural competency training series by September 2018. *Transforming Children's Librarianship*

Goal Area: Advocacy

ALSC will champion the value of library service to children and the resources necessary to deliver on our vision.

Objective 1: Establish an accessible content stream of valuation tools and research updates, including customizable content for members, by September 2018. *Transforming ALSC*

Objective 2: Articulate a prioritized research agenda, including but not limited to summer learning/out-of-school time, by September 2018, and pursue avenues for conducting and/or supporting the research by September 2020. *Transforming Children's Librarianship*

Objective 3: Amplify librarians' essential role as information literacy experts through advocacy outputs, including communications, webinars, and establishing collaborations, by September 2018. *Transforming Communities through Libraries*

Objective 4: Increase targeted messaging to the wider library profession and the public about the expertise of ALSC and our members to demonstrate the purpose and value of strong and meaningful children's librarianship by September 2019. *Transforming Communities through Libraries*

Goal Area: Professional and Leadership Development

ALSC will actively develop new generations of leaders.

Objective 1: Build a discernible pathway, along with opportunities for training and mentorship, to develop ALSC members as leaders in their libraries, the profession, and/or the association by September 2020. *Transforming ALSC*

Objective 2: Provide at least two educational opportunities in media mentorship and child development, ideally developed and/or presented with collaborative partners from other ALA units, by September 2018. *Transforming Children's Librarianship*

Objective 3: Organize and promote ALSC activities to position the core competencies as central to library service to children, by September 2018. *Transforming Children's Librarianship*

Objective 4: Develop a toolkit of research-based best practices for out-of-school time learning and disseminate the toolkit and practices to members by September 2019. *Transforming Communities through Libraries*

Email your completed Action Form to the current ALSC President (<http://www.ala.org/alsc/aboutalsc/governance/boardroster>) and ALSC Executive Director Aimee Strittmatter (astrittmatter@ala.org)

MOTION: Above recommendation moved No motion made Motion revised (see motion form)

ACTION TAKEN: Motion Approved Motion Defeated Other:

Appendix A:

ALSC Equity Fellowship Draft Language for Website

ALSC Equity Fellowship

Through the ALSC Equity Fellowship program, ALSC affirms its commitment to equity, diversity, and inclusion by seeking to engage new generations of racially and ethnically diverse library professionals.

Five ALSC fellowships will be awarded to American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Middle Eastern and North African, and/or Native Hawaiian/Other Pacific Islander individuals who commit to service within ALSC and demonstrate a capacity for future leadership. Fellowship recipients will receive funding for two-year ALSC and ALA memberships and conference attendance and travel stipends for ALSC Institute and ALA Midwinter. The ALSC Grant Administration committee will review applications and select recipients.

Criteria

Demonstrated commitment to library service for youth

Potential for ALSC leadership as demonstrated by leadership in other arenas

Demonstrated commitment to equity either in personal or professional life

Requirements

Must be a student in an ALA accredited program LIS certificate or degree program

Must identify as American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Middle Eastern and North African, and/or Native Hawaiian/Other Pacific Islander

**Appendix B:
Revised ALSC Equity Fellowship Draft Timeline**

June 26 - Finalize wording for website (descriptive text included above, criteria, and requirements) and application (Task Force) and rubric for application review (Task Force)
July 11 - Review content (Staff)
July 16 - Market the application (Staff via ALSC channels, EDI Task Force through other channels)
July 16 - Website/links go live (Staff)
July 16 - Application EmailMe Form set up, tested (Staff)
August 15 - Application goes live (Staff)
September 14 - Applications due
September 15-23 - Review applications (EDI Task Force)
September 24-28 - ALSC staff verify that recipients are new members or have been members for fewer than five years (Staff)
October 1-3 - Recipients notified (EDI Task Force)
October 5 - Recipients receive official email communications (Staff)
October 12 - Submit requests to ALA Accounting for distribution of funds for stipends and transfer of funds for reimbursement for registration fees (Staff)
November - Fellows register for Midwinter meeting
December 3 - Schedule informal meet ups with relevant ALSC members/leadership at conferences (EDI Task Force)
January 2019 - Fellows attend Midwinter meeting, meet with Task Force representatives and ALSC Board members
January 2019 - June 2019 - EDI Task Force members connect with each Fellow at least monthly
May 2019 - Schedule informal meet ups with relevant ALSC members/leadership at conferences (EDI Task Force)
June 2019 - Fellows attend Annual Conference, meet with Task Force representatives and ALSC Board members
June 2019 - EDI Task Force Chairs will present a report to ALSC board about Fellows' experience and future recommendations as part of Task Force Final Report
June 2019 - January 2020 - EDI task force members connect with each Fellow at least monthly, encourage submission of volunteer

This revised timeline does not include ALSC National Institute preparation due to the turnaround time for this year, but in the future, we would recommend that ALSC National Institute be prioritized.

Revised: 5/24/18

Submitted by Co Chairs Hanna Lee and Kirby McCurtis

Appendix C:

Revised ALSC Equity Fellowship Budget

The budget request is for Fellowships for five individuals, each including:

ALSC 2 year Student Membership

ALA 2 year Student Membership

ALA Midwinter Meeting Early Bird Student Registration Fee

ALA Midwinter Meeting Stipend

ALSC Annual Conference Early Bird Student Registration Fee

ALSC Annual Conference Stipend

\$11,920 total for one cohort of five ALSC Equity Fellows

Revised for Annual Conference participation instead of National Institute

ALSC Student Membership Year 1	\$20
ALA Student Membership Year 1	\$37
ALA Midwinter Meeting Early Bird Student Registration Fee	\$110
ALA Midwinter Stipend	\$1000
Annual Conference Early Bird Student Registration Fee	\$160
Annual Conference Stipend	\$1000
Total FY19 Expense	\$2327 x 5 = \$11,635

FY20

ALSC Student Membership Year 2	\$20
ALA Student Membership Year 2	\$37

Total FY20 Expense **\$57 x 5 = \$285**

Revised: 6/18/18

Submitted by Staff Liaison, Alena Rivers