Form C Board of Directors Action Form

To: ALSC Board of Directors

Subject: Provide an additional year of conference funding for ALSC Equity Fellows

Submitted by: Hanna Lee, Kirby McCurtis co-chairs, Equity, Diversity, and Inclusion Within ALSC Task Force

Date submitted: March 7, 2019

BACKGROUND: In May 2018 this Task Force submitted a proposal to the ALSC Board of Directors asking for funding for an Equity Fellowship. The fellowship was designed to address lack of equitable representation in ASLC membership, isolation and burnout among ALSC Black, Indigenous, People of Color (BIPOC) members, and to address the barrier of cost. At the Annual Conference the Board approved this Fellowship. Included in the Fellowship was ALSC membership for two years and conference funding for one year.

ACTION RECOMMENDED: That the ALSC Board of Directors approve an additional year of conference funding for Equity Fellows who serve on an ALSC committee during this time. See Appendix A for breakdown.

HAVE OTHER STAKEHOLDERS BEEN CONSULTED: The current Equity Fellows, Alena Rivers, ALSC Deputy Director, ALSC Fiscal Officer Paula Holmes via Alena Rivers, and our staff liaison, Sujei Lugo our Board liaison.

DESCRIBE POTENTIAL FISCAL AND STAFFING IMPACT AND SUSTAINABILITY: We estimate costs for one additional year of fellowship conference funding to come to around $15,090—around $2515 per person. Equity Fellows would only be eligible for this funding if they submit a volunteer form by July 5, 2019. We would work with the ALSC Vice President to ensure that Equity Fellows have opportunities for committee service, since this initiative aims, in part, to increase diverse representation on ALSC committees.

The amount that we have requested reflects full participation of all six Fellows, but the amount spent would be less if one or more Fellows does not commit to committee service in the upcoming year. Please see Appendix A for a breakdown of costs.

ALSC staff impacts are anticipated in the following areas:
- Processing memberships and disbursing funds – estimated twelve hours

The ALSC Board will need to consider its long term strategic and financial commitment to this effort, recognizing that building up a broad, sustainable network of diverse leadership will require sustained effort and funds. While we believe a two-year program will be effective in creating one strong cohort, we eventually anticipate recommending that the program be offered annually or every other year.

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 Objectives 1 and 2 of the Diversity & Inclusion Strategic Plan area by directly making ALSC more diverse and inclusive through encouraging active, equitable engagement in the association. It removes barriers as described above and expands opportunities for members from underrepresented groups. It also addresses Objective 1 of the Learning & Development Strategic Plan area as it creates a clear pathway from ALSC entry to service and leadership through ongoing mentorship, committee experience, and conference attendance.

During this additional year of conference attendance, the cohort will continue to 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, the Fellows will continue to connect at least once monthly, and Fellows will be encouraged to provide feedback to PGCs on their committee experience.

The ultimate goal of the ASLC Equity Fellowship program is to create equitable representation among ALSC’s membership and leadership. After just one year of conference attendance the Fellows were introduced to and excited about ALSC. We recommend another year of conference sponsorship to allow the Fellows to serve in an official ALSC capacity. This will also allow them to provide greater narrative about their experiences in ALSC as well as increase the likelihood that they will stay involved after their Fellowship experience ends. We also think this might be helpful in recruiting more BIPOC members based on anecdotal evidence from children’s services professionals that seeing another person that looks like them makes them feel more welcome in a space.

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*

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

**ACTION TAKEN:** Motion Approved  Motion Defeated  Other:
Appendix A:
ALSC Equity Fellowship Budget and Staff Impacts

The budget request is for conference support for six ALSC Equity Fellows each including:
ALA Midwinter Meeting Early Bird Registration Fee
ALA Midwinter Meeting Stipend
ALA Annual Conference bundled Registration Fee
ALA Annual Conference Stipend

$15,090 total for one cohort of six ALSC Equity Fellows
Full amount of stipends and registration fees for both conferences to be paid in September 2019 (FY20) in time for the Midwinter open registration in mid-September.

FY20
ALA 2020 Midwinter Meeting Early Bird Registration Fee $245
ALA 2020 Midwinter Stipend $1000

Total FY20
ALA 2020 Annual Conference bundled registration fee $270
ALA 2020 Annual Conference Stipend $1000

$2515 per person