

TO: ALA Executive Board

RE: Office for Diversity and Spectrum Scholarship Program Update (2011 Midwinter Meeting)

ACTION REQUESTED/INFORMATION/REPORT:

Information Only.

CONTACT PERSON:

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SUMMARY: Recent activity of the Office for Diversity and Spectrum Scholarship Program is featured, including updates on 2010 Spectrum Scholarships, a fielded survey of Spectrum Scholars, submission of two IMLS grants, IMLS-funded Discovering Librarianship recruitment initiative, and work with the five affiliate associations of ethnic librarians.

Office for Diversity Report to Committee on Diversity
2011 ALA Midwinter Meeting —January 7-11 San Diego, CA

Programs at Midwinter

The Committee on Diversity will have two meetings during the 2011 ALA Midwinter Meeting, an All-Subcommittee Business Meeting on Friday January 7th from 3:00-5:00 pm and a Business Meeting on Sunday January 9th from 8:00 am - 12:00 noon. Additionally, the Committee on Diversity and the Diversity Research Grants Advisory Committee will host a DiversiTEA on Sunday January 9th from 4:00-5:30 in the Hilton Bayfront, Room Aqua 314 during the 2011 ALA Midwinter Meeting in San Diego CA. The DiversiTEA launches the 2011 Diversity Research Grants call for applications and provides a forum for attendees to discuss current work in diversity research and explore the opportunities provided by the Diversity Research Grants program.

Spectrum Scholarship Program

The Spectrum Scholarship Program continues to be a primary focus for the Office for Diversity. The Office announced 75 2010 Spectrum Scholarship recipients and is working to orient the 75 to their scholarship year and its benefits.

The Office for Diversity has secured a no-cost extension from IMLS to extend funding from the Laura Bush 21st Century Librarianship “REACH21” grant through 2010 to help fund the Spectrum Scholars attendance at the Spectrum Leadership Institute and to provide REACH21 Scholarships to non-Spectrum Scholars interested in attending the Spectrum Leadership Institute.

The Office for Diversity launched a survey of Spectrum Scholars in the Fall of 2010. The primary focus of the survey was to assess Scholars’ educational attainment and professional placement since receipt of the Spectrum Scholarship. As of December 1, 2010, 263 of 605 scholars have responded.

In December 2010 the Office for Diversity submitted two grants to the IMLS’s Laura Bush 21st Century Librarian Program. One application will seek to support the Spectrum Scholarship Program through the provision of an additional 25 scholarships per year. The second application seeks to fund a second round of Spectrum Doctoral Fellowships. Decisions regarding IMLS’s Laura Bush 21st Century Librarian Program should be available in June 2011.

The Office for Diversity continues to support the Spectrum Presidential Initiative, which will be reported on by the ALA Development Office.

IMLS Grant—Discovering Librarianship: The Future is Overdue

The Office for Diversity has made good progress with its new recruitment grant, “Discovering Librarianship: The Future is Overdue,” which will enlist early career librarians to develop recruitment materials and serve as ambassadors for the profession at local career, education, and cultural events attended by ethnically diverse high school and undergraduate students.

In November, the Office for Diversity selected 35 early career librarians to serve as recruiters in the *Discovering* project. The Office received nearly 100 completed applications from individuals interested in recruiting high school and undergraduates to careers in libraries.

The Office will host three training sessions at the 2011 ALA Midwinter Meeting to help prepare the field recruiters for their work. Training topics will include diversity in the profession, career opportunities within LIS, academic preparation for librarians, and salaries and compensation. Training will continue through the Spring and recruiters will also help develop content for recruitment materials and a Web site. Recruiters will identify two recruitment events each to attend beginning in the Fall of 2011.

The Office is particularly excited for this project as it provides us with the funding and strategy to develop effective recruitment materials, deploy them throughout the country, and build a recruitment pipeline which Spectrum and many other diversity recruitment initiatives so desperately need.

ALA Affiliated Associations of Ethnic Librarians

The Office for Diversity continues to maintain ALA liaison responsibilities for the five affiliated associations of ethnic librarians (AILA, APALA, BCALA, CALA, and REFORMA). This responsibility includes the sharing of ALA news and information with the affiliates, special support provided to the affiliates (conference scheduling, etc.), and more.

The Office for Diversity exhibited at the 7th National Conference of African American Librarians, hosted by BCALA, August 4-8, 2010 in Birmingham, AL.

Joint Conference of Librarians of Color 2012

The Office maintains liaison responsibilities to the Steering Committee of the 2012 Joint Conference of Librarians of Color (September 19-23, 2012 in Kansas City, MO). This steering committee is composed of two representatives from each of the ethnic affiliates and non-voting secretary and treasurer. The Committee is co-chaired by Janice Rice from the American Indian Library Association and Haipeng Li from the Chinese American Librarians Association. The Office for Diversity has been responsible for coordinating the JCLC Steering Committee's meetings at the Midwinter and Annual Conferences and working with Amy McGuigan of ALA Conference Services to help begin to solicit RFP's for the various services required of the JCLC.

The JCLC Steering Committee will be selling lapel pins throughout the Midwinter Meeting as a fundraiser for their event. Additionally, ALA President Roberta Stevens is hosting a fundraising reception for JCLC on Saturday January 8, 2011 from 4:00-6:00 pm in the Presidential Suite of the San Diego Marriott Hotel & Marina. For more information on JCLC 2012, please visit www.ala.org/jclc.

Exhibiting

In addition to exhibiting at the National Conference of African American Librarians, the Office for Diversity also exhibited at the National Diversity in Libraries Conference, held July 14–16, 2010 in Princeton, New Jersey.

Staffing

Rubina Isaac, Administrative Assistant in the Office for Diversity, left the Association in October 2010.