

TO: ALA Executive Board

RE: *Office for Diversity & Spectrum Scholarship Program Update*

ACTION REQUESTED/INFORMATION/REPORT:

Information only

ACTION REQUESTED BY:

None

CONTACT PERSON:

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DRAFT OF MOTION:

DATE: *June 9, 2011*

BACKGROUND:

Summary of Office for Diversity and Spectrum Scholarship Program activities since the January 2011 Executive Board Report

Attachments: Report

Office for Diversity and Spectrum Scholarship Program Update

Programs at Annual

The Committee on Diversity will host a Town Hall Meeting on Diversity on Friday June 24th from 8:00am-12:00pm in the Convention Center Room 265-268. The Town Hall Meeting will feature two opportunities for breakout sessions, the first addressing diversity in different library environments and the second looking at different elements of diversity (recruitment, retention, promotion, representation, etc.) for the profession and the association.

The Committee on Diversity will present, "Urging Leaders: Moving Diverse Librarians' Careers Forward" on Saturday June 25th from 10:30am-12:00pm in the Sheraton New Orleans Napoleon C1 Room. The program will feature diverse library leaders providing their experience and advice for moving from middle management to leadership positions.

The Diversity Research Grants Advisory Committee will present "Charting Courses: Diversity Research Grants" on Sunday June 26th from 4:00pm-5:30pm in the Convention Center Room 342. The program will feature presentations by the three recipients of 2010-2011 Diversity Research Grants.

The Diversity Council will present "Diversity is Everyone's Business: Sensitivities in the Workplace" on Monday June 27th from 10:30am-12:00noon in the Convention Center Room 342. The program will feature representatives from the five ALA-affiliated associations of ethnic librarians, the GLBTRT, and ASCLA-LSSPS discussing how library managers and staff can be more respectful of the profession's diverse workforce.

The Spectrum Scholars Interest Group will present "The Job Hunt: What to Do While You Wait" on Saturday June 25th from 1:30pm-3:30pm in the Convention Center Room 355. The program will feature Spectrum Scholars discussing how they stayed active and honed their skills while seeking new job opportunities.

The Office for Diversity and the University of Washington's Information School will present "Leaders Wanted / LIS Doctoral Program Options Fair: Cultivating Diversity in LIS Education" on Saturday June 25th from 10:30am-12:00pm in the Marriot New Orleans Mardi Gras E room. The program provides interested individuals with an opportunity to learn about doctoral study in library and information science.

The Office for Diversity will host "Many Voices, One Nation: New Orleans" on Saturday June 25th from 12:00pm-1:30pm at the Hotel Monteleone Queen Anne Ballroom. The program has been moved to Saturday in light of changes to the Conference Schedule and Exhibits Opening Reception. It will feature writers and artists from different perspectives and presents a rich program of spoken word and performance that celebrates and reminds us of the many unique cultures sharing one world.

The Office for Diversity is hosting the 2011 Spectrum Leadership Institute (SLI). This year's Institute will be attended by over 100 early career professionals, including the Spectrum Scholars, 20 recipients of the REACH 21 Scholarship for attendance at the Spectrum Leadership Institute, and scholars from the San Jose State University Circle of Learning program. This year's SLI will be conducted from Thursday June 23rd through Sunday June 26th. The new schedule will provide Scholars with increased opportunities to attend Annual Conference programming, network with ALA members, and build new leadership skills.

Spectrum Scholarship Program

The Spectrum Scholarship Program remains a primary focus for the Office for Diversity.

The Office continues to work with the 75 Spectrum Scholars selected in June of 2010. These Scholars will participate in a Spectrum Leadership Institute at the 2011 Annual Conference.

The Office for Diversity selected 20 library school students and recent graduates for REACH 21 Scholarships to attend the Spectrum Leadership Institute at the 2011 Annual Conference. The scholarships are awarded through the REACH 21: Preparing the Next Generation of Librarians for Leadership project funded by the Institute of Museum and Library Services (IMLS).

The Spectrum Scholarship Program received over 140 completed applications for the 2011 Spectrum Scholarships. The Office for Diversity will announce the names of 50 individuals selected to receive 2011 Spectrum Scholarships before the 2011 ALA Annual Conference.

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 submitted an application to the Bill & Melinda Gates Foundation to support the Spectrum Scholarship Program. The application sought to provide an additional 35 additional scholarships over the next two years; develop a library technology curriculum provided to the 2011 and 2012 cohorts of Spectrum Scholars and all interested Spectrum alumni; expand the Spectrum Leadership Institute with new sessions addressing technology's impact on ethnically diverse communities; and continue the development of a network of supporters of the Spectrum Scholarship Program and ALA's workforce development and diversity efforts.

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's IMLS-funded diversity recruitment initiative continues to progress.

The Office hosted training sessions at the 2011 ALA Midwinter Meeting to help prepare the field recruiters for their work. Training topics included diversity in the profession, career opportunities within LIS, academic preparation for librarians, and salaries and compensation.

Recruiters are currently developing content for recruitment materials and a Web site. Recruiters will identify two recruitment events each to attend beginning in the Fall of 2011.

Diversity Research Grants

The Office for Diversity received 16 applications for the 2011-2012 Diversity Research Grants. This year's call for proposals was not restricted by topic, but instead accepted proposals which sought to address recruitment and promotion of diverse individuals within the profession or the provision of library services to diverse populations. The Diversity Research Grant consists of a one-time \$2,000 award for original research and a \$500 travel grant to attend and present at the 2012 ALA Annual Conference. The three selected proposals will be announced at the 2011 Annual Conference.

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.

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.

For more information on JCLC 2012, please visit www.ala.org/jclc.