

**TO:** ALA Executive Board

**RE:** Task Force on Equity, Diversity and Inclusion Recommendations

**ACTION REQUESTED/INFORMATION/REPORT:**

No action requested

**ACTION REQUESTED BY:**

Keith Michael Fiels, ALA Executive Director  
Mary Ghikas, ALA Senior Associate Executive Director

**CONTACT PERSON:**

Jody Gray, 312-280-5295, jgray@ala.org

**DRAFT OF MOTION:** N/A

**DATE:** October 12, 2016

**BACKGROUND:**

Report on the follow up to the Task Force on Equity, Diversity, and Inclusion Recommendations that were accepted at ALA Annual 2016 in Orlando, FL.

**ATTACHMENTS:**

Background information and breakdown of recommendations in Excel.

## **Background: Task Force on Equity, Diversity, and Inclusion (TF-EDI) Report & Recommendations**

The TF-EDI Report and recommendations accepted by the Board at the 2016 Annual Conference in Orlando, FL, were reviewed by Keith Michael Fiels (Executive Director), Mary Ghikas (Senior Associate Executive Director), and Jody Gray (Director, Office for Diversity, Literacy and Outreach Services).

### **Changes to the Original Recommendations**

- A couple of the recommendations were broken down further, moving the final count of recommendations to 61.
- The timeline of “Now, Year 1, Year 2, and Year 3” was removed and replaced with a difficulty level gauge.
  - This change was in part due to the fact that ODLLOS was assigned 38 of the 61 recommendations and could not realistically be held to a 3 year timeline. In addition, some of the recommendations directly impact or relate to other recommendations that would take systematic communications and support, which might also impact the timeframe identified in the original TF-EDI Report.
- A few of the referrals were reassigned and distributed to various parts of the organization or assigned to the Equity, Diversity, and Inclusion-Implementation Working Group (EDI-IWG)

### **Next Steps**

The new breakdown of the recommendations was given to all Unit Managers on September 28, 2016. The identified leads have all started reviewing their recommendations. The Unit Managers agreed to come together on a quarterly basis to check in on the progress of the recommendations. The call for this gathering was assigned to the Office for Diversity, Literacy and Outreach Services.

In addition, Keith, Mary, and Jody are meeting monthly with the EDI-IWG, co-chaired by ALA members Martin Garner and Melissa Cardenas Dow.

### **Breakdown of Equity, Diversity, and Inclusion Recommendations**

- 58 recommendations from the Task Force on Equity, Diversity, and Inclusion
- 61 Recommendations after review from Keith Michael Fiels, Mary Ghikas, and Jody Gray
- 3 Categories
  - 17 Easy
  - 25 Medium
  - 19 Hard
- 38 referred to the Office for Diversity, Literacy and Outreach Services as the lead
- 8 referred to Conference Services as the lead
- 2 referred to Divisions
- 3 referred to Offices
- 6 referred to HRDR as the lead
- 3 to referred to Membership
- Committees, Offices, Assemblies, etc. include:
  - Committee on Diversity

- Affiliate Groups
- Equity, Diversity, and Inclusion – Implementation Working Group
- ITTS
- Conference Committee
- Public Awareness office,
- Todaro Initiative
- Chapter Relations
- Recruitment Assembly
- HRDR Advisory Committee
- ORS
- APA
- ALCTS
  - PARS
- ACRL
  - RBMS
- WAC
- SAED
- CFL
- Round Tables
- ERT
- COE
- Marketing

TFEDI Recommendation - Sorted by Number

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	COD; ODLOS		Easy
1.2		Engage in diversity with "big name" speakers, even when controversial, and have speakers represent underrepresented constituencies.	Conference Committee; Conference Services	Happening already but needs to be more clearly shown. Clarify process for recommending speakers.	Easy
1.3		Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.	Conference Committee; Conference Services	Needs to be clarified. What does this look like? What does accountability look like?	Hard
1.4		Develop a conference theme related to EDI matters/issues typical of the [host] region/area.	Conference Committee; Conference Services	Look at "content stream" approach.	Medium
1.5		Offer a free preconference on diversity issues.	COD; ODLOS	Explore costs, options	Medium
1.6		Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Conference Committee; Conference Services	See EDI program list AC2016. Clarify tagging.	Easy
1.7		Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.	Conference Committee; Conference Services	Needs further discussion.	Hard

TFEDI Recommendation - Sorted by Number

1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	COD; ODLOS	Start with COD/ODLOS, then work with Conference Committee.	Medium
1.9	1.10	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	COD; ODLOS		Medium
1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	COD; ODLOS		Medium
1.11		Have a COD representative on the conference planning committee.	Conference Committee; Conference Services; SAED	(1) Conference Cte (standing) - Consider, recommend change to COO; COO recommends to Council. (2) CPCT -- Conf Cte can change composition to add	Easy
1.12		Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.	COD; ODLOS	Series, beginning MW2017 (JG)	Easy
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	COD; ODLOS	Start, then talk with Conference Committee; Conference Services	Medium
1.14		Conduct a session on archival projects that provide context on the history of local areas	ALCTS PARS; ACRL RBMS	Series, beginning MW2017	Hard
2.1		Create a list of local minority owned businesses & cultural institutions with a focus on issues related to EDI for conference attendees to frequent/support	COD; ODLOS - working with local libraries, host chapter(s)	Start, then work with Conference Services	Easy

TFEDI Recommendation - Sorted by Number

2.2		Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct	COD; ODLOS	Look at Code of Conduct & consider approach. Work with Conference Services on conference dissemination.	Medium
2.3		Make wifi hotspots available to committees and other groups to enable virtual participation.	Conference Committee; Conference Services		Hard
2.4		Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	EDI-IWG; ORS	Develop questions to add to current post-conference survey; work with Conference Services.	Hard
2.5	2.6	Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3).	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
2.6	2.5	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Hard
2.7		Establish a robust virtual option for conference attendance (e.g. main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Conference Committee; Conference Services		Hard
3.1		Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.	ODLOS	Work with Conference Services, Chapter Relations, MIG and other groups as appropriate for specific situation.	Medium

TFEDI Recommendation - Sorted by Number

3.2	3.1	Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.	ODLOS	Clarify intent. Work with Conference Services, Chapter Relations, MIG or other groups as appropriate for specific situations.	Medium
3.3	1.3	Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.	ODLOS	Clarify intent. Work with Conference Committee, Conference Services to implement and PAO to implement, depending on focus.	Medium
3.4		Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.	PAO	Already happening; clarify process and explore options.	Easy
3.5	1.3	Create programming open to the local community centered around equity, diversity, & inclusion.	Conference Committee; Conference Services	Legal issues (ALA not a "public" meeting); Can utilize invited local individuals (e.g., reactor panels)	Hard
3.6		Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion	ODLOS		Easy
3.7		Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,	ODLOS	Work with Affiliates; Work with Executive Office and Conference Services to implement.	Medium
4.1		Establish a process for consulting with COD and ODLOS on how to respond when issues arising related to equity, diversity, and inclusion that impact members.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium

TFEDI Recommendation - Sorted by Number

4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with EDI-IWG	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium
4.2b		Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.	COD; ODLOS; EDI-IWG		Medium
4.3		Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.	CFL		Medium
4.4		Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.	Divisions and Round Tables/Offices		Medium
4.5		Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.	Todaro initiative; HRDR; APA		Easy
4.6		Assess ALA equity, diversity, and inclusion activities across the Association to look for synergies	ODLOS; EDI-IWG	clarify	Hard
4.7		Consider creating a diversity and inclusion top ten [issues] list (similar to LITA's and ACRL's) to aid in research, program planning, etc.	ODLOS, working with Affiliates	develop News You Can Use presentation for each MW	Easy

TFEDI Recommendation - Sorted by Number

4.8		Work with other national associations to share checklists, clearinghouse information, etc.	COD; ODLOS		Easy
4.9		Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.	COD; ODLOS		Medium
4.10		Expand advertising and discussion for the ODLOS "Discovering Librarianship" initiative	HRDR Advisory; HRDR; ODLOS		Hard
4.11		Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on these issues.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium
4.12		Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general, as well as specific to individual minorities.	ODLOS, ORS, COD		Hard
4.13		Explore training for ALA staff and officers, etc. re organizational culture for diversity, equity and inclusion.	ODLOS, HR		Hard
4.14		Increase the capacity of the Diversity Research Grants program.	COD, ODLOS		Hard
4.15		Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.	ODLOS, ORS, CMS	CMS does current membership survey.	Medium

TFEDI Recommendation - Sorted by Number

4.16		Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversation but expanding their reach beyond conference attendees.	ODLOS, Chapter Relations		Medium
5.1		Revive the Diversity Town Hall at Midwinter Meetings	COD, ODLOS		Easy
5.2a		Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity {on one or both appointment committees?}	ODLOS, Transition Team	clarify intent and look at alternatives; see Bylaws Section VIII for language on ALA's appointment committees	Easy
5.2b		Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.	ODLOS, Transition Team	clarify intent and look at alternatives; offices have advisory groups or a committee which functions in that role	Easy
5.2c		Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group	ODLOS, Membership Services	Will involve IT	Easy
5.3		Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps	TOLD, HRDR, ODLOS	May want to work with Spectrum Alumni, Emerging Leaders	Hard
5.4		Create an infographic to advertise committee appointment process, understanding that involvement [in this case] encompasses just "committees" Develop a "how to get involved in ALA" campaign	Membership Services, ALA Marketing	Campaign exists; may want to work with Els and Spectrum alumni	Easy

TFEDI Recommendation - Sorted by Number

5.5		Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.	Membership Committee	Advise consultation with COD.	Hard
5.6		Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.	WAC, ITTS	Will require consultation with groups across the Association. There are accessibility concerns that must be resolved.	Hard
5.7		Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.	Membership Committee	Significant exploration has already occurred, both Membership Committee and Divisions.	Hard
6.1		Develop and implement a long-term library profession recruitment plan; increase changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward	HRDR Advisory Committee; Recruitment Assembly	See also ODLOS recruitment initiative; work with ethnic affiliates	Medium
6.2		Assess ALA's mentor programs for equity, diversity, and inclusion.	TOLD, HRDR Advisory	Will need to work with ALA Divisions and others	Medium

TFEDI Recommendation - Sorted by Number

6.3		Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.	COE, HRDR	Work with ODLOS, existing Task Force on the Context for Future Accreditation. Some clarification of intent and approach likely valuable, e.g. how to best frame this for compliance where there is not control	Medium
6.4		Explore expanded training and continuing education so ALA members can easily educate themselves about (1) diverse groups, (2) building connections between people who are not like themselves	COD, ODLOS	Collaborate with ethnic affiliates and ALA Divisions	Medium
6.5		Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.	ODLOS, ORS		Hard
6.6		Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career	COE, HRDR, APA	Work with Mary Mackay/Mary Ghikas -- team leads on ALA Professional and Leadership Development strategic direction	Hard
6.7		Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives	COE, HRDR; COA, OA		Medium

TFEDI Recommendations-- All Sorted by Referral

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
1.14		Conduct a session on archival projects that provide context on the history of local areas	ALCTS PARS; ACRL RBMS	Series, beginning MW2017	Hard
4.3		Tasl the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.	CFL		Medium
4.11		Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on these issues.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium
4.14		Increase the capacity of the Diversity Research Grants program.	COD, ODLOS		Hard
5.1		Revive the Diversity Town Hall at Midwinter Meetings	COD, ODLOS		Easy
6.4		Explore expanded training and continuing education so ALA members can easily education themselves about (1) diverse groups, (2) building connections between people who are not like themselves	COD, ODLOS	Collaborate with ethnic affiliates and ALA Divisions	Medium
1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	COD; ODLOS		Easy
1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	COD; ODLOS		Medium

TFEDI Recommendations-- All Sorted by Referral

1.12		Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.	COD; ODLOS	Series, beginning MW2017 (JG)	Easy
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	COD; ODLOS	Start, then talk with Conference Committee; Conference Services	Medium
1.5		Offer a free preconference on diversity issues.	COD; ODLOS	Explore costs, options	Medium
1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	COD; ODLOS	Start with COD/ODLOS, then work with Conference Committee.	Medium
1.9	1.10	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	COD; ODLOS		Medium
2.2		Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct	COD; ODLOS	Look at Code of Conduct & consider approach. Work with Conference Services on conference dissemination.	Medium
4.1		Establish a process for consulting with COD and ODLOS on how to respond when issues arising related to equity, diversity, and inclusion that impact members.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium
4.8		Work with other national associations to share checklists, clearinghouse information, etc.	COD; ODLOS		Easy

TFEDI Recommendations-- All Sorted by Referral

4.9		Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.	COD; ODLOS		Medium
2.1		Create a list of local minority owned businesses & cultural institutions with a focus on issues related to EDI for conference attendees to frequent/support	COD; ODLOS - working with local libraries, host chapter(s)	Start, then work with Conference Services	Easy
2.5	2.6	Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3).	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
2.6	2.5	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Hard
4.2b		Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.	COD; ODLOS; Implementation Team		Medium
4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with Implementation Team	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium

TFEDI Recommendations-- All Sorted by Referral

6.3		Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.	COE, HRDR	Work with ODLOS, existing Task Force on the Context for Future Accreditation. Some clarification of intent and approach likely valuable, e.g. how to best frame this for compliance where there is not control	Medium
6.6		Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career	COE, HRDR, APA	Work with Mary Mackay/Mary Ghikas -- team leads on ALA Professional and Leadership Development strategic direction	Hard
6.7		Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives	COE, HRDR; COA, OA		Medium
1.2		Engage in diversity with "big name" speakers, even when controversial, and have speakers represent underrepresented constituencies.	Conference Committee; Conference Services	Happening already but needs to be more clearly shown. Clarify process for recommending speakers.	Easy
1.3		Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.	Conference Committee; Conference Services	Needs to be clarified. What does this look like? What does accountability look like?	Hard
1.4		Develop a conference theme related to EDI matters/issues typical of the [host] region/area.	Conference Committee; Conference Services	Look at "content stream" approach.	Medium

TFEDI Recommendations-- All Sorted by Referral

1.6		Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Conference Committee; Conference Services	See EDI program list AC2016. Clarify tagging.	Easy
1.7		Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.	Conference Committee; Conference Services	Needs further discussion.	Hard
2.3		Make wifi hotspots available to committees and other groups to enable virtual participation.	Conference Committee; Conference Services		Hard
2.7		Establish a robust virtual option for conference attendance (e.g. main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Conference Committee; Conference Services		Hard
3.5	1.3	Create programming open to the local community centered around equity, diversity, & inclusion.	Conference Committee; Conference Services	Legal issues (ALA not a "public" meeting); Can utilize invited local individuals (e.g., reactor panels)	Hard
1.11		Have a COD representative on the conference planning committee.	Conference Committee; Conference Services; SAED	(1) Conference Cte (standing) - Consider, recommend change to COO; COO recommends to Council. (2) CPCT -- Conf Cte can change composition to add	Easy
4.4		Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.	Divisions and Round Tables/Offices		Medium

TFEDI Recommendations-- All Sorted by Referral

6.1		Develop and implement a long-term library profession recruitment plan; increase changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward	HRDR Advisory Committee; Recruitment Assembly	See also ODLOS recruitment initiative; work with ethnic affiliates	Medium
4.10		Expand advertising and discussion for the ODLOS "Discovering Librarianship" initiative	HRDR Advisory; HRDR; ODLOS		Hard
2.4		Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	Implementation Team; ORS	Develop questions to add to current post-conference survey; work with Conference Services.	Hard
5.5		Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.	Membership Committee	Advise consultation with COD.	Hard
5.7		Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.	Membership Committee	Significant exploration has already occurred, both Membership Committee and Divisions.	Hard

TFEDI Recommendations-- All Sorted by Referral

5.4		Create an infographic to advertise committee appointment process, understanding that involvement [in this case] encompasses just "committees" Develop a "how to get involved in ALA" campaign	Membership Services, ALA Marketing	Campaign exists; may want to work with Els and Spectrum alumni	Easy
3.1		Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.	ODLOS	Work with Conference Services, Chapter Relations, MIG and other groups as appropriate for specific situation.	Medium
3.2	3.1	Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.	ODLOS	Clarify intent. Work with Conference Services, Chapter Relations, MIG or other groups as appropriate for specific situations.	Medium
3.3	1.3	Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.	ODLOS	Clarify intent. Work with Conference Committee, Conference Services to implement and PAO to implement, depending on focus.	Medium
3.6		Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion	ODLOS		Easy
3.7		Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,	ODLOS	Work with Affiliates; Work with Executive Office and Conference Services to implement.	Medium
4.6			ODLOS	clarify	Hard
4.16		Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversation but expanding their reach beyond conference attendees.	ODLOS, Chapter Relations		Medium

TFEDI Recommendations-- All Sorted by Referral

4.13		Explore training for ALA staff and officers, etc. re organizational culture for diversity, equity and inclusion.	ODLOS, HR		Hard
5.2c		Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group	ODLOS, Membership Services	Will involve IT	Easy
6.5		Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.	ODLOS, ORS		Hard
4.15		Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.	ODLOS, ORS, CMS	CMS does current membership survey.	Medium
4.12		Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general, as well as specific to individual minorities.	ODLOS, ORS, COD		Hard
5.2a		Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity {on one or both appointment committees?]	ODLOS, Transition Team	clarify intent and look at alternatives; see Bylaws Section VIII for language on ALA's appointment committees	Easy
5.2b		Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.	ODLOS, Transition Team	clarify intent and look at alternatives; offices have advisory groups or a committee which functions in that role	Easy

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4.7		Consider creating a diversity and inclusion top ten [issues] list (similar to LITA's and ACRL's) to aid in research, program planning, etc.	ODLOS, working with Affiliates	develop News You Can Use presentation for each MW	Easy
3.4		Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.	PAO	Already happening; clarify process and explore options.	Easy
4.5		Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.	Todaro initiative; HRDR; APA		Easy
6.2		Assess ALA's mentor programs for equity, diversity, and inclusion.	TOLD, HRDR Advisory	Will need to work with ALA Divisions and others	Medium
5.3		Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps	TOLD, HRDR, ODLOS	May want to work with Spectrum Alumni, Emerging Leaders	Hard
5.6		Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.	WAC, ITTS	Will require consultation with groups across the Association. There are accessibility concerns that must be resolved.	Hard

TFEDI Recommendations-- Sorted by Difficulty

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	COD; ODLOS		Easy
1.2		Engage in diversity with "big name" speakers, even when controversial, and have speakers represent underrepresented constituencies.	Conference Committee; Conference Services	Happening already but needs to be more clearly shown. Clarify process for recommending speakers.	Easy
1.6		Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Conference Committee; Conference Services	See EDI program list AC2016. Clarify tagging.	Easy
1.11		Have a COD representative on the conference planning committee.	Conference Committee; Conference Services; SAED	(1) Conference Cte (standing) - Consider, recommend change to COO; COO recommends to Council. (2) CPCT -- Conf Cte can change composition to add	Easy
1.12		Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.	COD; ODLOS	Series, beginning MW2017 (JG)	Easy
2.1		Create a list of local minority owned businesses & cultural institutions with a focus on issues related to EDI for conference attendees to frequent/support	COD; ODLOS - working with local libraries, host chapter(s)	Start, then work with Conference Services	Easy

TFEDI Recommendations-- Sorted by Difficulty

2.5	2.6	Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3).	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
3.4		Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.	PAO	Already happening; clarify process and explore options.	Easy
3.6		Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion	ODLOS		Easy
4.5		Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.	Todaro initiative; HRDR; APA		Easy
4.7		Consider creating a diversity and inclusion top ten [issues] list (similar to LITA's and ACRL's) to aid in research, program planning, etc.	ODLOS, working with Affiliates	develop News You Can Use presentation for each MW	Easy
4.8		Work with other national associations to share checklists, clearinghouse information, etc.	COD; ODLOS		Easy
5.1		Revive the Diversity Town Hall at Midwinter Meetings	COD, ODLOS		Easy
5.2a		Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity {on one or both appointment committees?}	ODLOS, Transition Team	clarify intent and look at alternatives; see Bylaws Section VIII for language on ALA's appointment committees	Easy

TFEDI Recommendations-- Sorted by Difficulty

5.2b		Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.	ODLOS, Transition Team	clarify intent and look at alternatives; offices have advisory groups or a committee which functions in that role	Easy
5.2c		Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group	ODLOS, Membership Services	Will involve IT	Easy
5.4		Create an infographic to advertise committee appointment process, understanding that involvement [in this case] encompasses just "committees" Develop a "how to get involved in ALA" campaign	Membership Services, ALA Marketing	Campaign exists; may want to work with Els and Spectrum alumni	Easy
1.4		Develop a conference theme related to EDI matters/issues typical of the [host] region/area.	Conference Committee; Conference Services	Look at "content stream" approach.	Medium
1.5		Offer a free preconference on diversity issues.	COD; ODLOS	Explore costs, options	Medium
1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	COD; ODLOS	Start with COD/ODLOS, then work with Conference Committee.	Medium
1.9	1.10	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	COD; ODLOS		Medium
1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	COD; ODLOS		Medium
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	COD; ODLOS	Start, then talk with Conference Committee; Conference Services	Medium

TFEDI Recommendations-- Sorted by Difficulty

2.2		Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct	COD; ODLOS	Look at Code of Conduct & consider approach. Work with Conference Services on conference dissemination.	Medium
3.1		Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.	ODLOS	Work with Conference Services, Chapter Relations, MIG and other groups as appropriate for specific situation.	Medium
3.2	3.1	Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.	ODLOS	Clarify intent. Work with Conference Services, Chapter Relations, MIG or other groups as appropriate for specific situations.	Medium
3.3	1.3	Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.	ODLOS	Clarify intent. Work with Conference Committee, Conference Services to implement and PAO to implement, depending on focus.	Medium
3.7		Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,	ODLOS	Work with Affiliates; Work with Executive Office and Conference Services to implement.	Medium
4.1		Establish a process for consulting with COD and ODLOS on how to respond when issues arising related to equity, diversity, and inclusion that impact members.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium

TFEDI Recommendations-- Sorted by Difficulty

4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with EDI-IWG	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium
4.2b		Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.	COD; ODLOS; EDI-IWG		Medium
4.3		Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.	CFL		Medium
4.4		Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.	Divisions and Round Tables/Offices		Medium
4.9		Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.	COD; ODLOS		Medium
4.11		Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on these issues.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium

TFEDI Recommendations-- Sorted by Difficulty

4.15		Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.	ODLOS, ORS, CMS	CMS does current membership survey.	Medium
4.16		Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversation but expanding their reach beyond conference attendees.	ODLOS, Chapter Relations		Medium
6.4		Explore expanded training and continuing education so ALA members can easily educate themselves about (1) diverse groups, (2) building connections between people who are not like themselves	COD, ODLOS	Collaborate with ethnic affiliates and ALA Divisions	Medium
6.1		Develop and implement a long-term library profession recruitment plan; increase changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward	HRDR Advisory Committee; Recruitment Assembly	See also ODLOS recruitment initiative; work with ethnic affiliates	Medium
6.2		Assess ALA's mentor programs for equity, diversity, and inclusion.	TOLD, HRDR Advisory	Will need to work with ALA Divisions and others	Medium
6.3		Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.	COE, HRDR	Work with ODLOS, existing Task Force on the Context for Future Accreditation. Some clarification of intent and approach likely valuable, e.g. how to best frame this for compliance where there is not control	Medium

TFEDI Recommendations-- Sorted by Difficulty

6.7		Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives	COE, HRDR; COA, OA		Medium
1.3		Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.	Conference Committee; Conference Services	Needs to be clarified. What does this look like? What does accountability look like?	Hard
1.7		Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.	Conference Committee; Conference Services	Needs further discussion.	Hard
1.14		Conduct a session on archival projects that provide context on the history of local areas	ALCTS PARS; ACRL RBMS	Series, beginning MW2017	Hard
2.3		Make wifi hotspots available to committees and other groups to enable virtual participation.	Conference Committee; Conference Services		Hard
2.4		Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference.	EDI-IWG; ORS	Develop questions to add to current post-conference survey; work with Conference Services.	Hard
2.6	2.5	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Hard

TFEDI Recommendations-- Sorted by Difficulty

2.7		Establish a robust virtual option for conference attendance (e.g. main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Conference Committee; Conference Services		Hard
3.5	1.3	Create programming open to the local community centered around equity, diversity, & inclusion.	Conference Committee; Conference Services	Legal issues (ALA not a "public" meeting); Can utilize invited local individuals (e.g., reactor panels)	Hard
4.6			ODLOS	clarify	Hard
4.10		Expand advertising and discussion for the ODLOS "Discovering Librarianship" initiative	HRDR Advisory; HRDR; ODLOS		Hard
4.12		Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general, as well as specific to individual minorities.	ODLOS, ORS, COD		Hard
4.13		Explore training for ALA staff and officers, etc. re organizational culture for diversity, equity and inclusion.	ODLOS, HR		Hard
4.14		Increase the capacity of the Diversity Research Grants program.	COD, ODLOS		Hard
5.3		Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps	TOLD, HRDR, ODLOS	May want to work with Spectrum Alumni, Emerging Leaders	Hard

TFEDI Recommendations-- Sorted by Difficulty

5.5		Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.	Membership Committee	Advise consultation with COD.	Hard
5.6		Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.	WAC, ITTS	Will require consultation with groups across the Association. There are accessibility concerns that must be resolved.	Hard
5.7		Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.	Membership Committee	Significant exploration has already occurred, both Membership Committee and Divisions.	Hard
6.5		Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.	ODLOS, ORS		Hard
6.6		Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career	COE, HRDR, APA	Work with Mary Mackay/Mary Ghikas -- team leads on ALA Professional and Leadership Development strategic direction	Hard

TFEDI Recommendations -- ODLOS

1.1	1.9	Plan a discussion on definitions of diversity where people who are doing diversity programming shall have a consistent message.	COD; ODLOS		Easy
1.12		Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior.	COD; ODLOS	Series, beginning MW2017 (JG)	Easy
2.1		Create a list of local minority owned businesses & cultural institutions with a focus on issues related to EDI for conference attendees to frequent/support	COD; ODLOS - working with local libraries, host chapter(s)	Start, then work with Conference Services	Easy
2.5	2.6	Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3).	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Easy
3.6		Create and distribute a T-shirt, Hashtag, or a tag that supports equity, diversity, and inclusion	ODLOS		Easy
4.7		Consider creating a diversity and inclusion top ten [issues] list (similar to LITA's and ACRL's) to aid in research, program planning, etc.	ODLOS, working with Affiliates	develop News You Can Use presentation for each MW	Easy
4.8		Work with other national associations to share checklists, clearinghouse information, etc.	COD; ODLOS		Easy
5.1		Revive the Diversity Town Hall at Midwinter Meetings	COD, ODLOS		Easy
5.2a		Provide guidance for committee appointments to include and increase diversity and inclusion by including a representative from the Committee on Diversity {on one or both appointment committees?}	ODLOS, Transition Team	clarify intent and look at alternatives; see Bylaws Section VIII for language on ALA's appointment committees	Easy

TFEDI Recommendations -- ODLOS

5.2b		Assess ALA office advisory groups to determine if advisory groups are present and diverse enough.	ODLOS, Transition Team	clarify intent and look at alternatives; offices have advisory groups or a committee which functions in that role	Easy
5.2c		Add a demographic section to the volunteer form to allow members to self-identify as belong to an underrepresented group	ODLOS, Membership Services	Will involve IT	Easy
1.10	1.9, 1.3	Create an EDI programming checklist informed by all groups that includes guidelines on content, presenters, advertising, etc.	COD; ODLOS		Medium
1.13	1.10	Build in a thoughtful reflection at the start of every EDI-related program; create scripts/prompts for program hosts.	COD; ODLOS	Start, then talk with Conference Committee; Conference Services	Medium
1.5		Offer a free preconference on diversity issues.	COD; ODLOS	Explore costs, options	Medium
1.8	1.4, 1.6	Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers)	COD; ODLOS	Start with COD/ODLOS, then work with Conference Committee.	Medium
1.9	1.10	Create a clearinghouse (speakers bureau) of people with expertise in equity, diversity, and inclusion to aid program planners in choosing speakers.	COD; ODLOS		Medium
2.2		Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles; or, incorporate EDI principles into existing Code of Conduct	COD; ODLOS	Look at Code of Conduct & consider approach. Work with Conference Services on conference dissemination.	Medium
3.1		Provide additional staff support for the Libraries Build Communities Member Interest Group to enable them to carry out the work being suggested in the TF report.	ODLOS	Work with Conference Services, Chapter Relations, MIG and other groups as appropriate for specific situation.	Medium

TFEDI Recommendations -- ODLOS

3.2	3.1	Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees.	ODLOS	Clarify intent. Work with Conference Services, Chapter Relations, MIG or other groups as appropriate for specific situations.	Medium
3.3	1.3	Research the local community perspective on equity, diversity, and inclusion and share with attendees in order to build understanding before going to a city for a conference.	ODLOS	Clarify intent. Work with Conference Committee, Conference Services to implement and PAO to implement, depending on focus.	Medium
3.7		Honor local culture (Native and other) by inviting presenters to be part of the opening of the conference,	ODLOS	Work with Affiliates; Work with Executive Office and Conference Services to implement.	Medium
4.1		Establish a process for consulting with COD and ODLOS on how to respond when issues arising related to equity, diversity, and inclusion that impact members.	COD; ODLOS	Work with ALA Management and ALA Executive Board as needed to implement.	Medium
4.11		Maintain ongoing audits of goals, strategies and outcomes to ensure diversity and inclusion is present, with an annual report to Council on these issues.	COD, ODLOS	COD is a Council committee. Work with Council Secretariat to schedule recurring (annual) verbal report to Council. Written report already goes to Council.	Medium
4.15		Survey the membership on a triennial basis about issues related to EDI, using the TFs surveys as examples of the topics to be explored.	ODLOS, ORS, CMS	CMS does current membership survey.	Medium
4.16		Conduct interviews and focus groups around the country on EDI issues within the association and the profession, using the model of the Kitchen Table conversation but expanding their reach beyond conference attendees.	ODLOS, Chapter Relations		Medium
4.9		Seek benchmarks and best practices to determine paths to increase the Association's diverse membership, diversity programming, etc.	COD; ODLOS		Medium

TFEDI Recommendations -- ODLOS

6.4		Explore expanded training and continuing education so ALA members can easily educate themselves about (1) diverse groups, (2) building connections between people who are not like themselves	COD, ODLOS	Collaborate with ethnic affiliates and ALA Divisions	Medium
4.2a		Add the definition of EDI developed by the TF to the ALA Policy Manual.	COD; ODLOS; with Implementation Team	If definitions to become part of ALA Policy (with a policy #) Council approves. If definitions to clarify/illuminate policy, then attach to consolidated guide to ALA policies related to EDI, add to website in same area as Policy Manual.	Medium
4.2b		Audit all definitions of equity, diversity, and inclusion across the Association to ensure the broadest possible understanding and explore core values and roles and responsibilities statements to assess equity, diversity and inclusion.	COD; ODLOS; Implementation Team		Medium
2.6	2.5	Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way.	COD; ODLOS; ERT	Meet with ERT to discuss & solicit ideas; work with ERT, Conference Services to implement	Hard
3.5	1.3	Create programming open to the local community centered around equity, diversity, & inclusion.	Conference Committee; Conference Services	Legal issues (ALA not a "public" meeting); Can utilize invited local individuals (e.g., reactor panels)	Hard
4.10		Expand advertising and discussion for the ODLOS "Discovering Librarianship" initiative	HRDR Advisory; HRDR; ODLOS		Hard
4.12		Design a research agenda for equity, diversity, and inclusion that could include diverse collection development, models for delivery of reference services in general, as well as specific to individual minorities.	ODLOS, ORS, COD		Hard
4.13		Explore training for ALA staff and officers, etc. re organizational culture for diversity, equity and inclusion.	ODLOS, HR		Hard

TFEDI Recommendations -- ODLOS

4.14		Increase the capacity of the Diversity Research Grants program.	COD, ODLOS		Hard
4.6			ODLOS	clarify	Hard
5.3		Assess existing pathways to professional success within the organization for underrepresented groups; make suggestions to fill gaps	TOLD, HRDR, ODLOS	May want to work with Spectrum Alumni, Emerging Leaders	Hard
6.5		Audit the definitions of and track the levels of professional success that affect the retention of LIS workers from underrepresented groups during their education and their career advancement, given the variety of acceptable education for library professionals.	ODLOS, ORS		Hard

TFEDI Recommendations-- Conference Services

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
1.2		Engage in diversity with "big name" speakers, even when controversial, and have speakers represent underrepresented constituencies.	Conference Committee; Conference Services	Happening already but needs to be more clearly shown. Clarify process for recommending speakers.	Easy
1.6		Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events.	Conference Committee; Conference Services	See EDI program list AC2016. Clarify tagging.	Easy
1.11		Have a COD representative on the conference planning committee.	Conference Committee; Conference Services; SAED	(1) Conference Cte (standing) - Consider, recommend change to COO; COO recommends to Council. (2) CPCT -- Conf Cte can change composition to add	Easy
1.4		Develop a conference theme related to EDI matters/issues typical of the [host] region/area.	Conference Committee; Conference Services	Look at "content stream" approach.	Medium

TFEDI Recommendations-- Conference Services

1.3		Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process.	Conference Committee; Conference Services	Needs to be clarified. What does this look like? What does accountability look like?	Hard
1.7		Make entire conference more participatory -- e.g. "walk-through" exhibits, "tunnels of oppression," partnerships with local groups.	Conference Committee; Conference Services	Needs further discussion.	Hard
2.3		Make wifi hotspots available to committees and other groups to enable virtual participation.	Conference Committee; Conference Services		Hard
2.7		Establish a robust virtual option for conference attendance (e.g. main speakers, key workshops, membership meetings, Council sessions) that allows members and non-members to participate at a reasonable cost in real time.	Conference Committee; Conference Services		Hard

TFEDI Recommendations-- Divisions

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
4.4		Strongly encourage all offices, divisions, and round tables within ALA to audit their goals, strategies and outcomes for diversity and inclusion every three years.	Divisions and Round Tables/Offices		Medium
1.14		Conduct a session on archival projects that provide context on the history of local areas	ALCTS PARS; ACRL RBMS	Series, beginning MW2017	Hard

TFEDI Recommendations-- Offices

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
3.4		Make connections to local media outlets, and release press statements on how librarians support the local organizations advocating equity, diversity, and inclusion.	PAO	Already happening; clarify process and explore options.	easy
4.3		Task the Center for the Future of Libraries with inclusion of trends illustrating equity, diversity, and inclusiveness within the profession as part of their work.	CFL		Medium
5.6		Develop uniform modes for member involvement in committees, task forces, and other Association activities that does not require conference attendance; look at division initiatives in this area as a starting point.	WAC, ITTS	Will require consultation with groups across the Association. There are accessibility concerns that must be resolved.	Hard

TFEDI Recommendations-- HRDR

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
4.5		Expand ALA marketing to include promotion of librarians and library works, in addition to libraries.	Todaro initiative; HRDR; APA		Easy
6.1		Develop and implement a long-term library profession recruitment plan; increase changes of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library experiences and career information early -- from childhood forward	HRDR Advisory Committee; Recruitment Assembly	See also ODLOS recruitment initiative; work with ethnic affiliates	Medium
6.2		Assess ALA's mentor programs for equity, diversity, and inclusion.	TOLD, HRDR Advisory	Will need to work with ALA Divisions and others	Medium
6.3		Ensure equity, diversity, and inclusion (and overall cultural competence) is integrated into every part of every library school class and training and is not a separate training.	COE, HRDR	Work with ODLOS, existing Task Force on the Context for Future Accreditation. Some clarification of intent and approach likely valuable, e.g. how to best frame this for compliance where there is not control	Medium

TFEDI Recommendations-- HRDR

6.7		Assess education and accreditation standards in order to holistically include the profession's values of equity, diversity, and inclusion, from various historical, theoretical, and practical perspectives	COE, HRDR; COA, OA		Medium
6.6		Investigate a model for requiring continuing education (in relation to equity, diversity, and inclusion) and development throughout a career	COE, HRDR, APA	Work with Mary Mackay/Mary Ghikas -- team leads on ALA Professional and Leadership Development strategic direction	Hard

TFEDI Recommendations-- Membership

Rec. #	Relates to #	Recommendation	Refer To	Notes	Difficulty
5.4		Create an infographic to advertise committee appointment process, understanding that involvement [in this case] encompasses just "committees" Develop a "how to get involved in ALA" campaign	Membership Services, ALA Marketing	Campaign exists; may want to work with Els and Spectrum alumni	easy
5.5		Determine the numbers of members from underrepresented groups within the association and increase representation of these populations within membership to match the proportions found in society. Use the TFEDI demographic questions as a model for collecting the information.	Membership Committee	Advise consultation with COD.	hard
5.7		Investigate alternative dues structure, including salary-based categories and options to include an initial division and round table membership without additional costs.	Membership Committee	Significant exploration has already occurred, both Membership Committee and Divisions.	hard

## 1.4 Develop a conference theme related to EDI matters/issues typical of the [host] region/area. (Conference Services)

1.6

Add a section to the conference program that identifies all events related to equity, diversity, and inclusion; create a process to ensure that the tagging system is used to identify all relevant events. (Conference Services)

1.8

Create a vision statement for EDI inclusion in conference programming; share statement with publishers (as main source of big name speakers) (ODLOS)

## Relational Breakdown

2.5 Encourage diversity among exhibitors and their representatives participating in ALA Annual Conference and/or Midwinter Meeting and/or other ALA activities, in alignment with ALA's policy on equity, diversity and inclusion (B.3). (ODLOS)

2.6

Identify and implement an incentive program for vendors who strive to meet the diversity goals of recommendation 2.5 in a meaningful way. (ODLOS)

1.3

Encourage grassroots efforts to push for equity, diversity and inclusion (EDI) programming at all levels of ALA, including Division presidents' programs, and encourage all program selection committees to consider inclusion of EDI as part of the [selection] process. Conference Services

## Relational Breakdown

