

# Emerging Leaders 2019 Team Report

**Project Team 'Letter':** H

**Project Title:** Equity, Diversity, & Inclusion for Staff Development

**Project Host Unit:** Learning Round Table

**EL Team Members:** Robbin Degeratu, Jina DuVernay, Amber Loveless, Lorisia MacLeod, Catherine Mancini, Mimosa Shah

**Member Guide:** Natalie Starosta

**Staff Liaison:** Danielle Alderson

**Project Description:** We invite you, new ALA Emerging Leaders, to help us open up the field of Staff Development! This exciting topic will encourage you to explore the various topics that staff and trainers should be familiar with in terms of Equity, Diversity, & Inclusion in our field so that we can better address and anticipate the needs of our communities. We want you to help us bring these topics to the forefront of Staff Development through your work. Keep reading to find out how!

**Full Report** (Attach any documents developed or links to websites.)

**Additional Materials**(Attach all documents your team developed and/or used for the poster session.)

## For LRT ALA:

### Finding Speakers- a note on criteria

It is worth noting that while attention to EDI and a move toward education and training in libraries has made great strides in the recent year in terms of bringing traditionally underrepresented voices to the table, there are still voices that are missed and still an area for future continuous improvement. As such, rather than attempt to outline strict criteria for speakers, we will outline potential questions and areas to look for speakers with the understanding that this 'criteria' will and should evolve and change as our knowledge related to EDI grows. This is by no means an exhaustive list but is rather meant to start the process while allowing the community members to direct the evolution of this list.

1. **Are they a member of the community they speak on?** Prioritizing voices by the communities, for the communities, should be a keystone value of this list. Try to avoid outside 'experts' who speak on communities without engagement or giving back.
2. **Have they been recommended by another community member/EDI speaker?** Community members will often know who else speaks on these topics and often these voices have already been reviewed through a form of community evaluation and validation. Community members may disagree of course, but it is important to recognize the voices of the community before external experts.

3. **Have they presented/spoke on EDI topics before?** This mostly speaks to their comfort presenting on these topics, but it's not a requirement- newer voices may not have had an opportunity to speak previously and should be considered.
4. **Do they speak on the intersectionality of their area of experience/expertise with other areas within EDI?**  
Intersectionality is an important perspective for understanding why their voice alone is not enough. Prioritize trainers who can reiterate how differences are experienced across race, gender, ethnicity, and ability. Such an approach will enhance professional development, and open the door for further inquiry.
5. **Do they have a solid history in their area of expertise?** Does their resume show a track record of doing EDI work consistently? We want to be cautious of speakers who may view it as a "trend". On the other hand, everyone starts somewhere and a person with limited speaking/training experience may just be getting started, so it is important to also look at the previous criteria and the person's background. Dr. Cooke wrote to me: "If this work is to be sustainable, we need people for whom this is their passion and who have/will do this work consistently."
6. **If it is a community group/resource, does their mission statement/strategic documents reflect a dedication to EDI education?**

## Recommendation 1: Potential Partnership with Speaker's Bureau

During our tenure working on this project, the ALA Speaker Bureau was made live on ALA's webpage. With the scope of our project well underway it was decided with representatives from LRT that we would not actively pursue that potential partnership in the context of this project; however, the potential benefits of a partnership will be noted here as an area of potential growth for this list.

1. The current EDI Speaker's Bureau is a beautifully designed portal but only contains less than 20 names (it appears that they may all be based in the USA as well) so they have the beautiful infrastructure and need names, whereas we have names but lack a beautiful infrastructure.
2. A partnership would avoid duplication of lists of these speakers, and more specifically, it would improve the ease with which speaker information could be updated.
3. The placement of the EDI Speaker's Bureau on ALA's homepage may increase knowledge of this resource as it is already a recognized portal for these types of speakers and media promotion.
4. The final directory from this project includes other types of resources, and attempts to provide increased detail for library workers to supplement their knowledge and continuing education efforts.

## Recommendation 2: Contact Potential Interested Speakers from ALA Conference 2019 and beyond

1. Contact the potentially interested speakers that signed up to be considered at the 2019 ALA Conference during the Emerging Leaders poster session
2. Seek out more speakers from other conferences, specifically in Canada and Mexico for better representation.

## Recommendation 3: Email Interested People Once This List Goes Live

1. People who were interested in this project signed up at the 2019 ALA conference to be notified when this resource goes live, please plan to send an email to this group when the resource is on the ALA LRT website.
2. Contact ALL presenters when this resource goes live so that they know that their information has been posted and made public.

## Recommendation 4: Go Global

Currently, this list only includes information from Speakers from Canada and the United States of America. A list like this would benefit from including speakers and material from across the global. Particularly, given that technology would allow even small institutions to invite Speakers from around the world without large travel fees.

1. Consider contacting International Federation of Library Associations (IFLA) about sharing a Speaker form for future Speakers or finding Speakers from IFLA programs
2. Consider contacting other library associations globally to connect with other Speakers

## Recommendation 5: Consider a Deep Dive into Accessibility

While there are a number of Speakers on this list that can speak on accessibility, this Emerging Leader project lacked the length of time for a deep dive into accessibility. For a future project, a deep dive into accessibility would be an area of potential growth.

1. Consider if accessibility should be explicitly named in the title of this list? Or is it best included implicitly under EDI?
  - a. Consider a definition of accessibility if it will be included?
  - b. Specifically call out this field as “DEAI” or “IDEA”?
2. Find a broad list of Speakers and materials on accessibility? (consider different types of accessibility too ie: mental, physical, emotionally accessible)

## Recommendation 6: Potential partnership with YALSA (Young Adult Library Services Association)

YALSA has expressed interest in collaborating on this project, but we decided at this early stage we were not ready to engage in a partnership. Future Emerging Leaders should be aware that there is good opportunity for resource sharing and may wish to pursue this further. Namely:

1. YALSA is working on an EDI Toolkit, completion date TBD.
2. Continuing to develop speakers and resources related to youth and EDI.
3. YALSA has completed work on an EDI Taskforce. The report can be found online. Taskforce Chair Dr. Nicole A. Cooke (U of IL Champaign-Urbana) has also offered her support to our project. [nacooke@illinois.edu](mailto:nacooke@illinois.edu)
4. The current YALSA president is Crystle Martin [crystle.martin@gmail.com](mailto:crystle.martin@gmail.com), who was the first to be supportive of a collaboration/partnership.

## Recommendation 7: Seek out community resources

Many libraries will find it useful to partner with nonprofit community groups that have EDI education as their edict. These groups often take on the majority of financial burden for providing these training programs, thus making them accessible to libraries with small budget allotments. We feel it is outside the capacity of this project to list such organizations by name, especially since many will be specific to single areas. We recommend the Learning Round Table encourage libraries to examine their local communities for partnerships. Organizations that have national reach can provide excellent online resources, but for the in-person experience, look for organizations with similar mandates at the local level to find speakers, workshops, and trainers. Libraries may find this in religious institutions, clubs, nonprofit organizations, or academic institutions.

## For Users of the list:

When contacting EDI speakers here are some questions and tips to keep in mind.

1. Ask about fees! EDI work is important work and our subject experts should be paid for that work. Keep in mind that travel distance, presentation format, and length of the presentation can impact a speaker's fees.
2. Ask about preferred audience size. Do they prefer to have smaller group workshops or would they prefer a larger group discussion?

3. Consider if it would benefit your staff to invite the speaker back after a length of time (ie a year) to allow staff a chance to revisit the concepts and an opportunity to check in on their learning.