

TO: ALA Executive Board

RE: *Information Being Reported*

ACTION REQUESTED/INFORMATION/REPORT:
Information Report

ACTION REQUESTED BY:
Keith M. Fiels, Executive Director, ALA
Cynthia Vivian, Director, Human Resources

CONTACT PERSON:
Cynthia Vivian, 312.280-5063, cvivian@ala.org

DRAFT OF MOTION:
None required.

DATE: 06/19/09

BACKGROUND:

The association provides ongoing monitoring of diversity via recruitment and demographic reviews on a quarterly basis.

Each new job search initiative is reviewed based on department demographics, overall diversity and discussions with department managers.

Attachments

**WORKFORCE ANALYSIS
DEPARTMENT SUMMARY**

TOTAL ALA

AS OF 06/19/09

JOB TITLE	SALARY CODE	TOTAL EMPLOYEES	TOTAL MINORITIES	FEMALE							MALE						
				TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more	TOTAL	W	B/AA	H/L	Asian	NA/PI	2 or more
Senior/Executive Officials & Managers		49	10	31	24	5	1	1			18	15	1	1	1		
First/Mid-Level Officials & Managers		59	10	40	31	3	4	2			19	18	1				
Professionals		93	23	64	48	9	2	3	1	1	29	22	3	1	1		2
Technicians		7	2	4	2	1	1				3	3					
Sales Workers		2		1	1						1	1					
Administrative Support Workers		74	37	59	27	26	3	2	1		15	10	3		1		1
Craft Worker																	
Operatives																	
Laborers																	
Service Workers		3	3	1			1				2		1	1			
#TOTAL		287	85	200	133	44	12	8	2	1	87	69	9	3	3		3
%TOTAL			30%	70%	46%	15%	5%	3%	1%	1%	30%	24%	3%	1%	1%		1%

RACE KEY: W=WHITE;B/AA=BLACK/AFRICAN AMERICAN;H/L=HISPANIC/LATINO;ASIAN=ASIAN;NA/PI NATIVE AMERICAN/PACIFIC ISLANDER; 2 OR MORE=2 OR MORE RACES