

TO: ALA Executive Board

RE: Proposed Equity, Diversity, and Inclusion Implementation Working Group

ACTION REQUESTED/INFORMATION/REPORT:

To appoint an Equity, Diversity, and Inclusion Implementation Working Group before the 2016 Annual Conference

ACTION REQUESTED BY:

ALA Task Force on Equity, Diversity, and Inclusion

CONTACT PERSON:

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DRAFT OF MOTION:

We move that an Equity, Diversity, and Inclusion Implementation Working Group be appointed with the composition and charge as described in the attachment.

DATE: 23 March 2016

BACKGROUND:

At the 2016 Annual Conference in Orlando, the ALA Task Force on Equity, Diversity, and Inclusion will present a report including numerous recommendations for changes and initiatives within the Association. To ensure that action is taken on these recommendations, we believe an Implementation Working Group is necessary to oversee the process and provide regular progress reports.

ATTACHMENTS:

Recommendation to form working group

Recommendation to form the Equity, Diversity, and Inclusion Implementation Working Group

Composition:

One member each from the following groups (selected based on the number of recommendations delegated to the various groups):

- Committee on Diversity
- Executive Board
- Conference Committee
- Committee on Education
- TOLD
- LBC Member Initiative Group
- ODLOS Advisory Committee

There would also be four at-large members for a total of eleven members. In addition, the ODLOS director (or a designee) would serve as the staff liaison. We are also recommending that there be two co-chairs. These co-chairs may also occupy either an at-large slot or a liaison slot. One of the four at-large members should be a librarian who is not a member of ALA to provide the perspective of people not able to participate in Association activities and events due to the financial barriers posed by membership dues and travel costs. This person will have the option to call in for meetings scheduled at conferences, but should be available to attend the annual meeting in Chicago (see below).

Recommended charge:

The Equity, Diversity, and Inclusion Implementation Working Group shall be appointed in the Spring of 2016 with terms ending after the 2018 Annual Conference, with an option to renew for one additional year through the end of the 2019 Annual Conference. The first meeting of the EDI Implementation Working Group shall coincide with the final meeting of the ALA Task Force on Equity, Diversity, and Inclusion. The EDI Implementation Working Group will work to implement the recommendations of the Task Force on EDI with the units designated by the Task Force final report. Units charged with a recommendation that do not have an official representative on the Implementation Working Group shall be appointed a liaison from the Working Group. The Implementation Working Group shall explore partnerships with the ethnic affiliates of the Association and other related groups as needed to implement the recommendations, and may consider appointing liaisons to other groups, such as the ethnic affiliates, to facilitate communication as needed. The Implementation Working Group shall conduct its business through meetings at Midwinter and Annual, through virtual means on a regular basis, and an annual meeting in Chicago as needed. Beginning in 2017, the Implementation Working Group shall provide reports to the Executive Board at Midwinter and Annual and to the ALA Council at each Annual Conference for the duration of its existence. A final report detailing the status of all recommendations shall be submitted to the Executive Board and Council at the 2019 Annual Conference and shall include an assessment plan for monitoring the impact of the recommendations as well as delegations of any recommendations yet to be implemented.

Budget:

Funds sufficient to support one in-person meeting a year in Chicago in addition to meetings at Midwinter and Annual.

Funds for regular conference calls to support the work of the Working Group.