

American Library Association Committee on Diversity
Report to Council
2015 Annual Conference, San Francisco, CA

Charge: To provide a forum to research, monitor, discuss, and address national diversity issues and trends. To analyze and address the impact of diversity issues and trend on the profession, and the relevance and effectiveness of library leadership, library organizations and library services to an increasingly diverse society. To provide to council and ALA membership information, needed for the establishment of ALA policies, actions and initiatives related to national diversity issues and trends. To encourage and facilitate diversity in ALA membership and

Todd Deck (Intern, July 1, 2013, to June 30, 2015)

Jose Miguel Ruiz (Intern, July 1, 2014, to June 30, 2016)

Gwendolyn Prellwitz (Staff Liaison, July 1, 2009, to June 30, 2015)

Office for Diversity, Literacy and Outreach Services

Staff changes included Michelle Harrell Washington departing the Office for Diversity, Literacy and Outreach Services in mid March and Gwendolyn Prellwitz moving into the role of Acting Director.

Accomplishments from January 2015 through June 2015 (6 months):

scholarship program activities. ***Please see attached report of this committee's many activities.***

Diversity Research Grants Repository: COD members collected and organized all data for 12 years of findings, presentations, publications and additional research. This data will be housed online, in a repository through LARKS (ALA Office for Research and Statistics).

Bringing visibility to conference programming: COD members created a list of over 100 programs that are searchable in the ALA Scheduler by using the tag
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Demographic Questionnaire the Committee will review the demographic questions asked in the past two surveys undertaken by the TF-EDI to discuss and develop a demographic questionnaire that they may seek to take to Council for use across the Association.

Discussions at ALA Annual 2015:

COD discussed the ALA Strategic Plan and was pleased to see increasing mention of diversity throughout the document. COD members; however, would like to see more emphasis on assessment and measurement of success.

COD reviewed and voted on the following Resolutions and actions:

Systemic Racism Voted to endorse if moved by membership and to have COD move to Council if membership does not approve the resolution. Passed unanimously.

Gun Violence Voted against endorsing and submitted comments to mover/second.

Resolution on Spanish language books in detention centers Voted to endorse in spirit.

25th ADA Resolution Tribute Voted to endorse.

Planned activities for the coming year:

The Committee on Diversity will continue to monitor the merger and ensure that the Advisory Committee for the Office for Diversity, Literacy, and Outreach Services supports the office and the work of the diversity committees.

Stronger engagement between the Council and this Council Committee.

Improving the visibility of diversity programming at ALA conferences and create a centralized location of all diversity programming.

New projects as they emerge.

Issues that affect the committee's work and their implications for the future:

For the past year, COD has used a public document in ALA Connect to serve as a Project Workpla

workplan allows COD to track activities, engage committee members and serves as a historical document that can be passed on to the next slate of members each year.

alumni and COD members are invited to participate in lunch on Friday and the Closing breakfast on Sunday. RSVP form will be distributed to the email lists next week).

Ellen Fader Crossing the Finish Line Scholarships have been awarded to Claudia Flores who used the funds to complete her degree in May and Sabrina Dyck who after completing her degree has returned to school to obtain her library media certification. Thank you to our Jury: Holly Smith, Lessa Pelayo-Lozada and past ALSC President Linda A. Perkins for their selections.

The Spectrum Jury has completed their individual review of the 141 applicants for 2015-2016 Spectrum Scholarships. The Spectrum office will announce 60 recipients in conjunction with the ALA annual conference. Our thanks to Jury Chair Deana Greenfield and jurors Arpita Bose, Kathy Carroll, Ana Elisa de Campos Salles, Jennifer Himmelreich, Amiya Hutson, Derek Mosley, Teresa Omidsalar, Thomas Padilla, and Chris(tiane) Warburton.

ACRL EJ Josey Mentoring Program Committee (Chaired by Spectrum alumni HarrAma99oereen) -11(m)-6(e)-3stl(a)-3(st)-3(w)12(e)-3(e)-3((a)4(n)-3(d)-3(i(s)8(f)-11(w)

Create community to support local hosts/organizers in a Fall series of

Coordinate alumni fundraising week focused on friends and family appeals and local Spectrum fundraising events

Continue and refine current work plan under the re-established SSIG and engage new members of Spectrum Advisory Committee around Spectrum funding next steps

Other comments/information you believe will help the Association in its work:

The Spectrum Advisory Committee also closely monitors and supports the Knowledge Alliance recruitment initiative (<http://knowledgealliance.org/>) and will

Interaction with other units within ALA:

At its current status the Spectrum Scholarship Program and by extension the Advisory Committee works in some capacity with most ALA units and many external institutions and organizations.

Committee self-check on value and viability:

The Advisory Committee is a valuable and vital necessity to ensure that the program continues at its current level; especially given the need for additional staff support.

Diversity Research Grants Program**Report from the Diversity Research Grant Advisory Committee – ALA Annual Meeting 2015****Submitted by: Chair LaVerne Gray on June 24, 2015**

Accomplishments since last meeting, a concise account:

The Diversity Research Grant Advisory committee launched a call for proposals with a May 26, 2015 deadline to accommodate the academic calendar. The call was distributed via highlights on the ALA website, email announcements, LIS Schools, and social media.

The committee received 11 proposals and completed their individual scoring and comprehensive review by June 19, 2015.

FOR CONFIDENTIAL RELEASE ONLY: The recipients of the 2015-2016

Movement & the Color Line Behind the Desk at the Enoch Pratt Free Library, 1926-194; Aditi Gupta and Sarbjit Kaur Randhawa: Exploring library perceptions, reading habits and library usage of the South Asian Population in BC (British Columbia); and Dr. Win Shih and Edward Tinico: Facilitating the Learning and Academic Performance of Student Veterans. The committee is working with the Office for Diversity, Literacy and Outreach Services onsite at conference to notify the recipients, and publically announce the winning proposals via a press release.

Planned activities for upcoming six months, a concise account:

The committee will explore using an online form to accept proposals to better assist the review process and to support new researchers in adhering to the proposal guidelines by creating a more prescriptive proposal system.

Additionally in order to support individuals developing proposals the committee may explore providing clear guidelines and suggested/reasonable amounts for commonly proposed budget figures such as travel, materials, and other provisions.

The committee may also consider using an online form to guide recipients in submitting interim and final reports.

Issues that affect the committee's work and their implications for the future:

The committee looks forward to implementing the online archive of Diversity Research Grants spearheaded by COD.

The ALA Awards Database permissions and slow performance make it difficult to update and the dual maintaining of historical information in two places poses problems for the visibility of this grant program and acknowledgement of recipients.

Committee recommends that it be added to the ALA Volunteer form to increase awareness for the opportunity to serve on this subcommittee and to ensure appointments are made on an Annual basis by the incoming Committee on Diversity Chair.

Interaction with other units within ALA:

The committee is working with ORS on building out the Diversity Research Grant program information, including historical information, on the LARKS website <http://www.ala.org/research/larks>.

Committee self-check on value and viability:

The Diversity Research Grant Program, and by extension the committee, remains extremely relevant and stands as a clear commitment on behalf of ALA to advance diversity.

Respectfully submitted,