

DIVERSITY, EQUITY for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of staff. The *eScorecard* includes areas that impact these factors such as training, budgeting, and data practices. The *Scorecard* is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The *Scorecard* is in alignment with [ALA's Core Values of Librarianship](#)

_____ and ACRL's commitment to diversity as outlined in [Diversity Standards: Cultural Competency for Academic Libraries](#).

Scorecard measures:

Embeddedness of DEI into the Culture and Climate of the Organization: Integration of diversity, equity, and inclusion into the organization which ensures that DEI is a priority.

Training and Education: The organization provides training that keeps staff current on

DEI SCORECARD FOR LIBRARY AND INFORMATION ORGANIZATIONS

5. Does the director ensure that there is pay equity for BIPOC personnel?

1. Does the library's budget include funding for diversifying the collections to include resources written by or about BIPOC?
2. Does the library identify and purchase from local and online BIPOC booksellers/bookstores and vendors?

1. To what extent has the organization built capacity for obtaining, archiving, using, and applying data toward developing an inclusive work environment?
2. What are the organization's plans for continuous assessment of DEI?
3. How are the data that the library collects used to effect positive change?

American Library Association. *ALA Strategic Plan (2017 Update)*.

http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/governance/StrategicPlan/Strategic%20Directions%202017_Update.pdf

American Library Association. *Core Values of Librarianship*.

<http://www.ala.org/advocacy/intfreedom/corevalues>

American Library Association. *Equity, Diversity, and Inclusion*.

<http://www.ala.org/advocacy/diversity>

Association of College & University Librarians. *Equity, Diversity, and Inclusion*. **65d**