EQUITY, DIVERSITY, AND INCLUSION (EDI)

AN EQUITABLE FUTURE FOR LIBRARIES AND THE PROFESSION

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EQUITY, DIVERSITY, AND INCLUSION (EDI)

- Objectives
  - We'll define equity, diversity, and inclusion.
  - Overview of EDI history and activities.
  - Sample of EDI initiatives from various libraries.

EDI

- Starting the conversation
  - Aftermath of the George Zimmerman/Trayvon Martin case and the ALA Annual Conference in Orlando.
  - The Task Force on Equity, Diversity, and Inclusion (TF-EDI) was commissioned by ALA Past President Barbara Stripling to address membership concerns.
  - TF-EDI charge:
    - The Task Force on Equity, Diversity, and Inclusion will develop a plan and strategic actions to build more equity, diversity, and inclusion among our members, the field of librarianship, and our communities. The most important Task Force outcome is the public and honest conversation that will be generated by its plan and recommended actions. The final Task Force report will include recommendations for ensuring that a continuing focus on equity, diversity, and inclusion is embedded throughout the ALA organization.

Garnar, M. (2016, July 1). Accessible version of the TF-EDI report [Web log post]. Retrieved January 22, 2017, from http://connect.ala.org/node/255414

EDI

- TF-EDI process

  - Definitions of equity, diversity, and inclusion.

    - Equity – Equity is not the same as formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.

Garner, M. (2014, October 15). Update and Definitions [Web log post]. Retrieved January 22, 2017, from http://connect.ala.org/node/229669

EDI

- TF-EDI process

  - Definitions of equity, diversity, and inclusion.

    - Diversity – Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those things we cannot change and are external. However, diversity goes beyond this to what we call 'invisible' diversity. Invisible diversity includes those attributes that are not readily seen. So, when we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

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EDI

- TF-EDI process

  - Definitions of equity, diversity, and inclusion.
    - Inclusion - an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

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EDI

- TF-EDI Process
  - Working with ALA membership by:
    - Bringing programs/workshops to ALA conferences and beyond to address EDI and seek input from attendees.
      - TF-EDI facilitated conversations during 2015 ALA Midwinter Meeting and Annual Conferences.
      - TF-EDI facilitated conversations at other library conferences including: REFORMA, NCAAL, National Diversity in Libraries Conference.
      - Conversation facilitated by ALA host communities:
        - Community Change Inc of Boston (ALA Midwinter 2016)
      - TF-EDI participation in virtual conference meetings.

EDI

- TF-EDI Process
  - Surveys went out to membership.
    - Identity
    - Conference site selection
    - Financial aspects of attending ALA events

EDI

- Key findings
  - A majority of ALA members believe that the Association is equitable, diverse, and inclusive.
    - Extenuating issues (costs, organizational support) impede well rounded participation throughout the Association.
  - ALA members have very nuanced opinions regarding how the Association values equity, diversity, and inclusion.

EDI

- Key findings
  - Feedback from programs/surveys provided information that resulted in 58 recommendations shared in final report.
    - Conference Program Planning
    - ALA actions for all Annual Conferences
    - Working with the community for ALA host cities
    - Association Priorities and Planning
    - Membership and Participation
    - Recruitment, Education, and Retention

EDI

- Transition to working group
  - TF-EDI becomes Equity, Diversity, and Inclusion Implementation Working Group (EDI-IWG).
    - The EDI Implementation Working Group is working to implement the recommendations of the Task Force on EDI with the units designated by the Task Force final report.

EDI

- Recommendations currently in progress:
  - Create and distribute a pre- and post-conference survey to attendees about experiences related to equity, diversity, and inclusion at the conference. (EDI 2.4)
  - Research and collaborate with local community organizations who are doing work on equity, diversity, and inclusion; ask them what types of support they would like from ALA conference attendees. (EDI 3.2)
  - Create EDI statement that is included in the registration process, similar to the Code of Conduct, that outlines the Association's commitment to EDI principles. (EDI 2.2)

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EDI

- Recommendations currently in progress:
  - Create a scenario-based session on micro-aggressions that addresses how allies of targeted people can use the situations as teaching moments to help change behavior. (EDI 1.12)
  - Work with other national associations to share checklists, clearinghouse information, etc. (EDI 4.8)

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EDI

- EDI work being done by other library organizations:
  - The 2018 ALSC National Institute was designed with equity, diversity and inclusion in mind throughout the program. The program will include an ALSC Connection Reception at the National Underground Railroad Freedom Center engaging members and invited guests from local organizations as well as keynote speakers and programs that represent an inclusive and diverse group of individuals, topics and viewpoints. EDI 1.3, EDI 3.2

Gray, J. (2018). Equity, Diversity, and Inclusion Recommendations Report II January-December 2017. [pdf] Chicago, IL: American Library Association. Available at: http://www.ala.org/aboutala/equity-diversity-and-inclusion-implementation-working-group

EDI

- EDI work being done by other library organizations:
  - The PLA Board of Directors formed the Task Force on Equity, Diversity and Inclusion (EDI) in January 2017. The charge of the Task Force is "to develop a strategic and coordinated approach for PLA related to issues of equity, diversity and inclusion" and "to explore methods and consider resources to be developed that will allow PLA to take a multifaceted approach." EDI 4.8, EDI 5.3

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EDI

- EDI work being done by other library organizations:
  - The Center For The Future of Libraries uses seven key categories to organize its trend collection, including Demographic changes. Diversity, equity, and inclusion remain a primary lens for how each new trend is evaluated in the context of librarianship.

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EDI

- EDI-IWG is working with Divisions, Committees, Round Tables, Offices, and Ethnic Caucuses to provide guidance throughout the implementation process.

EDI

- Working Group (as well as the Task Force that preceded it) have served in a grassroots advocacy capacity on issues that involve EDI.

  - Drafted or offered input on resolutions involving gun violence, Libraries as Responsible Spaces, and segregation of African-Americans in public libraries.

  - Worked with the ALA Executive Board to include EDI efforts/initiatives in ALA's strategic plans going forward.

  - The definitions of EDI developed by the Task Force are being added to the ALA Policy Manual.

  - ALA Council approved a new interpretation of equity, diversity, and inclusion within the ALA Library Bill of Rights.

EDI

- Where do we go from here?
  - How do we want to make the case that issues of equity, diversity, and inclusion (EDI) are relevant to libraries?
  - How do we embrace or promote EDI when elements of our own government seem to be openly against it?
  - Is the profession moving towards a post-neutral stance? Do you think the profession should take stances on issues that are normally considered outside the scope of librarianship, especially as it relates to EDI?
  - Do you think libraries are safe havens? What does that mean going forward for libraries?

EDI IN ACTION!

- Penn State Wilkes Barre Library interactive display on gender roles.
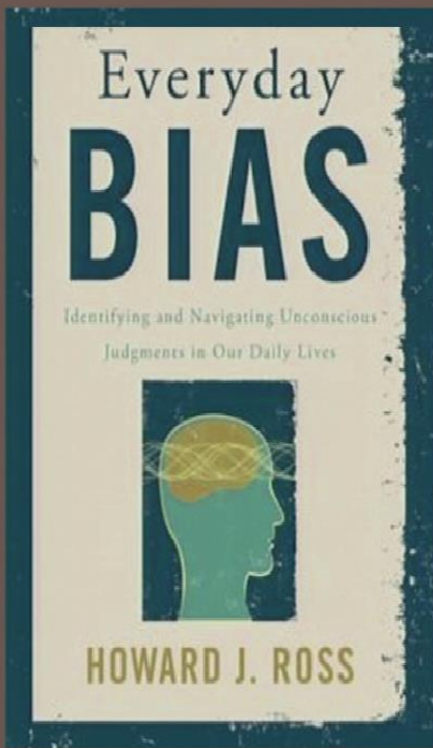

Mac Gregor,M. (2017). He-Women, Femme-Men, and everything in between [PowerPoint slides]. Retrieved September 27, 2017, from https://www.eventscribe.com/2017/ALA-Annual/fsPopup.asp?Mode=presInfo&PresentationID=257857

EDI IN ACTION!

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EDI IN ACTION!

- Staff Development initiative

INDIANAPOLIS PUBLIC LIBRARY
STAFF DEVELOPMENT BOOK CLUB

Tiffani N. Carter
Public Services Librarian
Indianapolis Public Library

BEYOND BOOKS AND BIAS
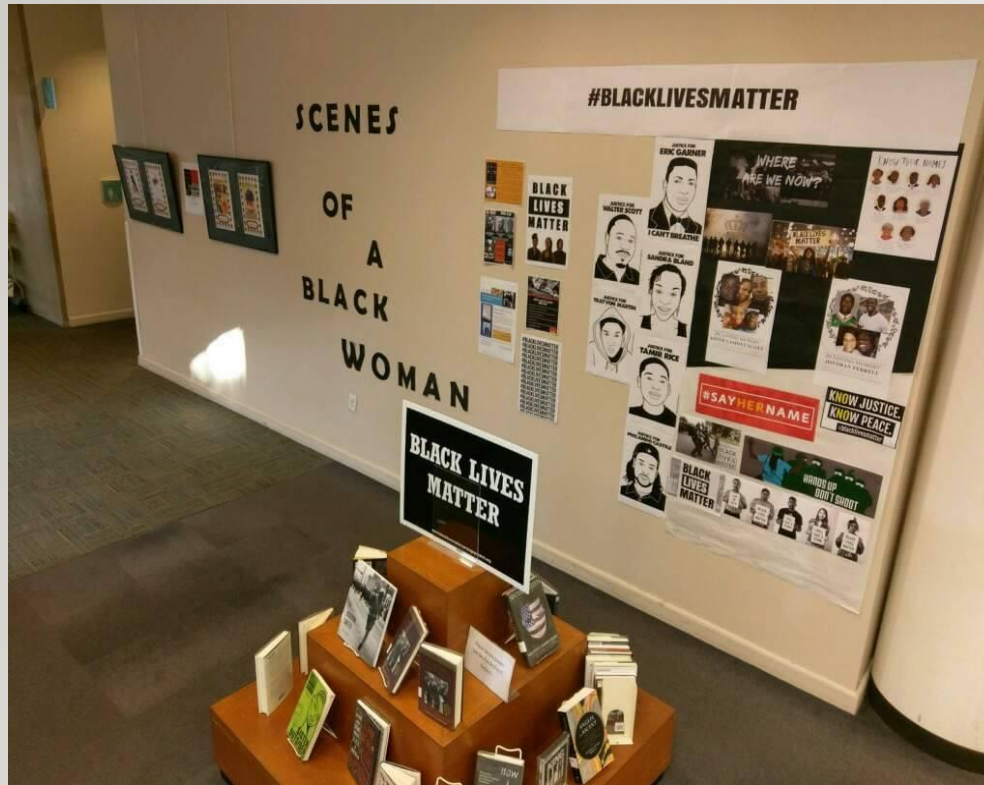
Carter, T. (2017). Beyond Books and Bias [PowerPoint slides]. Retrieved September 27, 2017, from https://www.eventscribe.com/2017/ALA-Annual/fsPopup.asp?Mode=presInfo&PresentationID=257857

EDI IN ACTION!

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Engelbrecht,K. (Photographer) (2017) Black Lives Matter display created by A. Truesdale (Photograph). Charlotte, NC. Charlotte Mecklenburg Library.

Boeglen,T. (Photographer) (2017) Black Lives Matter display created by A. Truesdale (Photograph). Charlotte, NC. Charlotte Mecklenburg Library.

EDI

- Please help us shape the future of EDI in our profession!
  - Stories to share?
  - More ideas?
    - Please share them with us!
      - Melissa Cardenas-Dow, melissa.cardenasdow@gmail.com
      - LaJuan Pringle, lpringle@cmlibrary.org

TF-EDI RECOMMENDATIONS

- Resources:
  - Boeglen,T. (Photographer) (2017) Black Lives Matter display from A.Truesdale (Photograph). Charlotte, NC. Charlotte Mecklenburg Library.
  - Carter, T. (2017). Beyond Books and Bias [PowerPoint slides]. Retrieved September 27, 2017, from https://www.eventscribe.com/2017/ALA-Annual/fsPopup.asp?Mode=presInfo&PresentationID=257857
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  - Mac Gregor,M. (2017). He-Women, Femme-Men, and everything in between [PowerPoint slides]. Retrieved September 27, 2017, from https://www.eventscribe.com/2017/ALA-Annual/fsPopup.asp?Mode=presInfo&PresentationID=257857