

Equity, Diversity, and Inclusion Through a Social Justice Lens

The Role of the ALA Council

A dark blue diagonal graphic that starts from the bottom left corner and extends towards the top right corner, creating a triangular shape in the bottom right of the slide.



Loida Garcia-Febo
ALA President



Jody Gray
Director
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Maureen Sullivan
ALA Past President

Welcome

Loida Garcia-Febo

American Library Association
President



Objectives

- Provide a platform for councilors to share their questions and comments regarding EDI at ALA.
- Gain a familiarity with the already existing ALA efforts for EDI
- Encourage self-reflection and examination of social justice issues
- Share some resources to facilitate self-reflection



Social Justice Framework

Council Approved
Definitions

ALA Strategic
Direction

ALA Mission

Equity, Diversity, and Inclusion

Adopted by ALA Council in 2017 per the [recommendation](#) of the ALA Task Force on Equity, Diversity, and Inclusion.

- Can be found on the following website:
<http://www.ala.org/aboutala/odlos-glossary-terms>

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. (Adapted from National Association of Social Workers)

Diversity

Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as 'invisible' diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual. (Adapted from National Education Association)

Inclusion

Inclusion means 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. (Adapted from Society for Human Resources Management, Hewlett Packard, and Ferris State University)



Diversity

To create *understanding* and *appreciation* for cultural and social difference.

Cultural Competency

Effectively *interacting* with people of different backgrounds and cultures.

Social Justice

Focuses on *power dynamics* among different groups of people while acknowledging *historical* and *institutional inequities*.

Social Justice

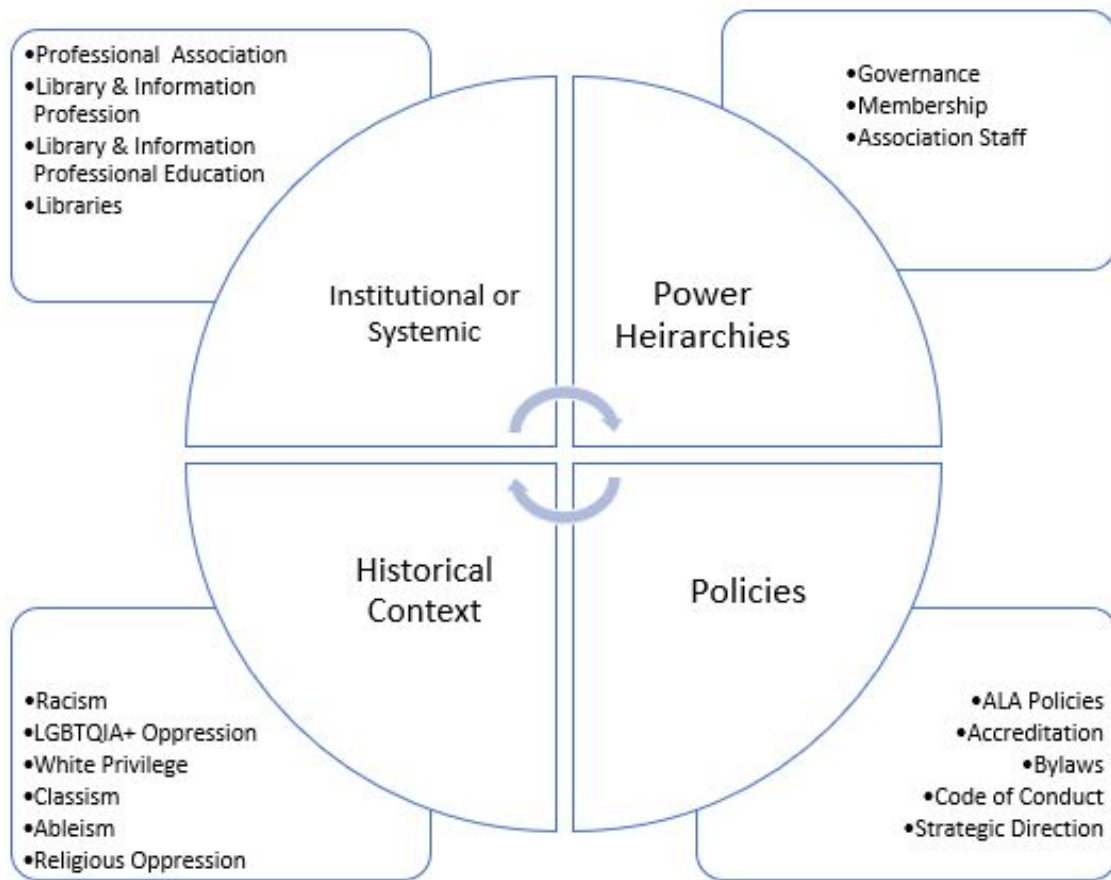
Goal: full and equitable participation of people from all social identity groups in a society that is mutually shaped to meet their needs.

A world in which the distribution of resources is equitable and sustainable, and all members are physically and psychologically safe, secure, recognized, and treated with respect.

Process: democratic and participatory, respectful and affirming of human agency and capacity for the working collaboratively with others to create change.

Must explore power and privilege within individuals, systems, and institutions.

Adapted from Teaching for Diversity and Social Justice Third Edition



Strategic Direction on
Equity, Diversity, and
Inclusion

Task Force on
Equity, Diversity, and
Inclusion: 58
Recommendations

EDI-Implementation
Working Group
Final Reflections at
Annual 2019



Committee on Diversity

ODLOS Advisory Committee (Which
includes ethnic and outreach
affiliates)

Rural, Native and Tribal Libraries of
ALL Kinds Committee

Committee on Literacy

Committee on Education

Spectrum Leadership Program

Ethnic and Multicultural Information
Exchange Round Table

Gay, Lesbian, Bi-sexual, and
Transgender Round Table

Social Responsibilities Round Table

EDI Priorities

- Continuing Education
- Community Building
- Leadership Development
- Recruitment and Retention
- Balance between responsive and strategic
- Communications
- Consistency

Dialogue

Guidelines for Dialogue

- Be fully present
- Listen to understand
- Keep an open mind
- Expect respect and work with differences
- Seek a “larger pool of meaning” and mutual understanding

Dialogue Questions

- In what ways do we, members of the ALA Council, demonstrate our commitment to EDI principles and practices?
- What changes in our mindsets and behaviors might be needed?
- What norms might we put in place to support active appreciation of EDI?
- How will we hold each other accountable to contributing to a culture of EDI?

What's Next?

Everybody's Everyday Work.

- Just the beginning of these conversations with councilors.
- DeEtta Jones will be leading a conversation at the ALA Annual Council 1 session in Washington DC.
- EDI Implementation Working Group final reflections will be submitted to the ALA Executive Board at Annual 2019.
- Implicit Bias and Microaggressions Trainings at Annual 2019 (Open to all members)
- Continuing Education with leadership from ODLOS
- Conference website on EDI
<https://2019.alaannual.org/equitydiversityandinclusion>