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ALA Midwinter 2014
I attended the Committee on Diversity Friday 1/24, and identified myself as the ARLIS/NA board appointed liaison to the ALA Office for Diversity. In attendance was an ALA office for diversity staff person. There was discussion about the creation of a new Diversity Membership Initiative Group (MIG), a place for non-appointed interested members to participate on diversity, like liaisons from affiliated organizations. This would invite as much participation as possible.

Representatives from the Diversity Council were in attendance and brought up how the Council has not gotten information on how to continue as a group going forward from the Office of Diversity. It was pointed out that ALA members can sign up for read-only listservs and follow committees like ALA Council. Participants noted that committees have trouble reporting out their minutes and reports. The Spectrum subcommittee has a work plan and other subcommittees may put these in place.

A project was proposed to follow up on diversity grants projects and outputs and report out.

Another project was proposed to identify the overlap between diversity groups in ALA and share the structure so that conflicts are avoided at conferences. This would bring awareness to programs and activities related to diversity at the conference. The Diversity Council plans to do a power and privilege and LIS education presentation at an upcoming meeting.

Another proposed project would be to find successes at workplaces and share widely, through online learning or conference or in the library literature. The School Library Journal May issue will be a diversity issue. There is a lack of diversity articles in library literature. There are plans for a diversity fair in the exhibits at the annual conference.

A team created a training on microaggressions for Emerging leaders and now it can be delivered as a web training. The Office for Diversity noted there is a need for more people to develop diversity training content. There is the possibility for a safe space training at annual.

Saturday morning, 1/25, I attended the Reforma committees meeting and made contacts with the president, who can provide more access to documents; and the membership committee chair who can be contacted for working on committee projects.
Saturday afternoon I attended the ACRL Diversity committee meeting. The chair noted the change in committee name with a subcommittee, the Josey Spectrum Scholar Mentor program, now reporting to the committee. A new communication loop is needed with the subcommittee.

A LibGuide toolkit to using cultural competency standards at your library, standard by standard, is almost complete. JCLC round table discussions were incorporated into the toolkit. The committee members will give feedback on the toolkit by March 1 and then the toolkit will be rolled out and marketed.

To address new broader focus of committee away from just race and ethnicity to diversity in general, it was asked if the standards should be revised. The chair will check in with discussion groups and round tables for GLBT and disability, perhaps through a forum at a conference. Potentially revise the standards for ACRL 2015 and propose an ACRL presentation/facilitated discussion on how to prepare libraries for demographic changes.

Reforma is doing a numbers program at Reforma 2015 that could be incorporated. Another project will be to create training materials on standards implementation, and a publication of case studies of applying standards. The committee's activities can be followed on ALA connect. Visitors attending the meeting can let the chair know if you are interested in appointment to committee for a maximum 4 year appointment, and fill out ACRL volunteer form due February 1.

The last session I attended was the diversity grants update. Qiong Xu and Danny Wallace presented on the LIS diversity longitudinal study of the ALISE statistics, looking at the gender and race of students and faculty in MLIS programs. Minority students enrollment increased at a higher rate than white but less in degrees awarded during the period 1989-2012. Tenured male professors are greater but the gap between male and female narrowed significantly. A great increase in faculty members after 2010 was due to a great increase in minority faculty. Ratio of male to female tenure-track faculty does not reflect the student ratio. A rise in minority faculty is not even with more Hispanic and Asian faculty. For questions contact @rmohini.

The distinguished service award was given to P. Montiel-Overall, who created the cultural competence framework.