



American Library Association

Strategic Direction: Equity, Diversity, and Inclusion Implementation Plan DRAFT

Enhance recruitment, mentoring and networking activities by all parts of ALA (including ALA Chapters) building on and expanding all components of the Association (including Spectrum), as well as its affiliates and chapters to build a diverse and inclusive leadership for the Association and the profession.

Outcome measure/sign of success: A culturally competent library workforce inclusive of diverse abilities, experiences and perspectives is recruited.

How this will be measured: LIS degree program enrollment, degrees granted and placement data; ALA member demographics, retention studies, leadership attainment in ALA and in individual organizations, by people from u6063rrepresatt u6063rrepresatt u6063rrepresatt u60661represatt u60661r



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Develop continuing education specifically focused on understanding and addressing unconscious bias, power dynamics, microaggressions, white privilege and other topics related to equity, diversity and inclusion.

Outcome measure/sign of success: ALA creates content clusters and streams of education for library professionals to they can develop their proficiency in the areas of equity, diversity, and inclusion. These areas will be integrated into all professional development areas across the association.

How this will be measured: Number of learners completing learning options with formal recognition attached. Pre and Post evaluations of continuing education options. Working in alignment with efforts from the Professional and Leadership Development strategic direction.

Impact Zone(s): Association, Profession, Libraries

Goal(s) Impacted: 1, 2, 3, 7

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Oritically examine the way that equity, diversity, and inclusion are addressed and coordinated throughout the Association.

Outcome measure/sign of success: ALA has a pervasive culture of equity, diversity, and inclusion. There will be consistent messaging across all units of ALA around EDI issues, as well as, shared definitions and best practices shared across the association.

How this will be measured: Member surveys, organizational climate study, audit of messaging and definitions periodically.

Impact Zone(s): **Association**

Goal(s) Impacted: 1, 2, 3, 4, 5, 6, 7

See Task Force on Equity, Diversity, and Inclusion Final Report See Conference Accessibility Task Force (REPORT In PROGRESS)

Submitted by Jody Gray, Director, Office for Diversity, Literacy and Outreach Services & Mary Ghikas, Senior Associate Executive Director, Member Programs & Services