

2016-2017 ALA CD#35_12017_cover_act
2017 ALA Midwinter Meeting

changes made to the draft based on that feedback. The Board now seeks Council discussion and approval.

As happened with the other three Strategic Directions, following approval of the ALA Strategic Directions, a staff team, including in this case the Office for Diversity, Literacy and Outreach, will be asked to develop an implementation plan, in consultation with member groups and staff across the Association. The Implementation Plan will be strongly informed by the work of the Equity, Diversity and Inclusion Task Force, as well as the work of other groups across ALA.

Assuming approval at the 2017 Midwinter Meeting, the initial Implementation Plan would be developed for presentation to the ALA Executive Board not later than Annual Conference 2017. As with other plans, regular reports and updates would be received by the ALA Executive Board. Participation and coordination as they review Implementation Plans and updates.

As is true with the other implementation plans, the EDI Implementation Plan would be much more specific. So, for instance, the Strategic focused on increasing diversity within the profession might include implementation actions such as the following:

- increase funding for the Spectrum scholarship program
- expand support for Spectrum scholars to attend ALA meetings and conferences and to participate in the work of the Association
- working with ALA Divisions and external groups, expand support for first professional internships in libraries.

Specific implementation actions -- -- are reevaluated and modified by those charged with implementation as conditions change, technological tools shift or new opportunities become available. While receiving regular review by the Board, they are appropriately separate from the leadership approval of the strategic directions.

This fourth Strategic Direction supports and will advance key Programmatic Priorities of the Association, particularly Diversity and Equity of Access. These Programmatic Priorities are approved annually by Council, as a foundation for planning for the upcoming budget year. The ALA Treasurer will move approval of the Programmatic Priorities at Council III.

Related Documents:

cd#35.1_Strategic Direction: Equity, Diversity and Inclusion Draft 2 w/track changes
cd#35.2_Strategic Directions: Equity, Diversity and Inclusion Draft 2 w/changes accepted
[ALA Strategic Directions, adopted by Council at 2015 Annual Conference \(2014-15 cd#37\)](#)