



Core Diversity & Inclusion Committee Committee Membership Survey Results and Analysis

Presented by Amber Billey

Bard College

 #coreforum2022

About the Core DEI Committee

Came in being after LLAMA, LITA, & ALCTS joined to be 1 division in 2020

Charge:

- Establishes and maintains anti-racism, diversity, and inclusion as fundamental principles of Core;
- Articulates the desired facets of anti-racism, diversity, and inclusion within Core;
- Proposes appropriate goals for anti-racism, diversity, and inclusion in Core membership, participation, and programming and metrics for measuring success;
- Advises and coordinates with other Core committees, project teams, and the governing board on strategies to meet these goals;
- Coordinates with other groups within ALA on EDI issues in the library workplace;
- Reports annually to the governing board on the Committee's progress.

Projects:

- [DEI Directory](#)
- Developing a Liaison Program for Core Committees
- Collaborating on a Core Diversity Statement
- Supporting members professional development and initiatives through programming
- Surveying Core members to inform Committee and Division directions

If you're interested in getting involved or learning more contact the Co-Chairs or submit a volunteer form through Core

Goals

To learn about the perceptions and aspirations of Core membership towards the Division's priorities for advancing our agenda with respect to ADEI.

Definitions

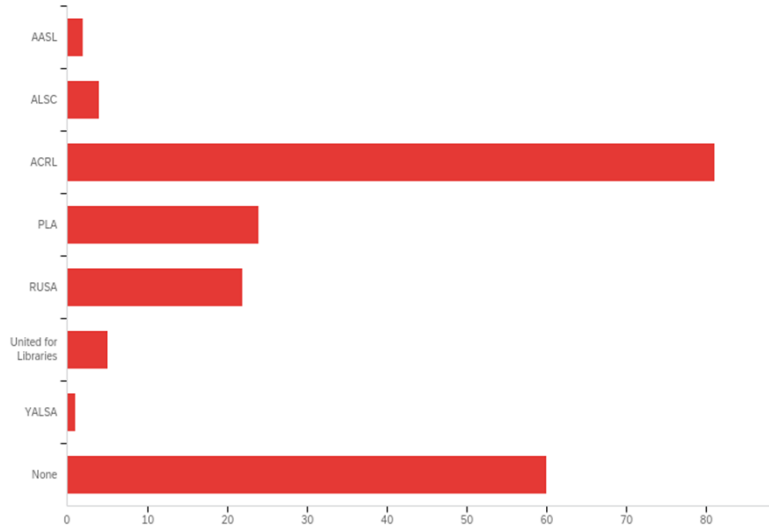
Accessibility: When a person with a disability or disabilities is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without disabilities, in an equally integrated and equally effective manner, with substantially equivalent ease of use. (adapted from Office for Civil Rights (OCR) at the U.S. Department of Education definition)

Diversity: The range of differences that may exist between members of a community, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religion, age, and (dis)ability status. (adapted from Association of American Colleges and Universities definition)

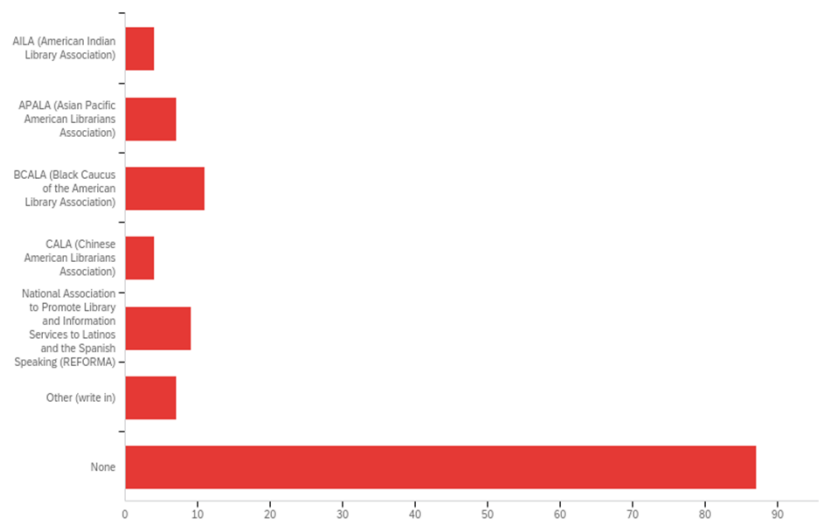
Equity: The guarantee of fair treatment, access, opportunity, and advancement for all members of a community, to be achieved by identifying and eliminating barriers that prevent full participation of some groups. (adapted from Association of American Colleges and Universities definition)

Inclusion: Inclusion is the active, intentional, and ongoing engagement with diversity—in individuals and in the communities (intellectual, social, cultural, geographical) with which individuals might connect—in ways that increase one's awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions. (adapted from Association of American Colleges and Universities definition)

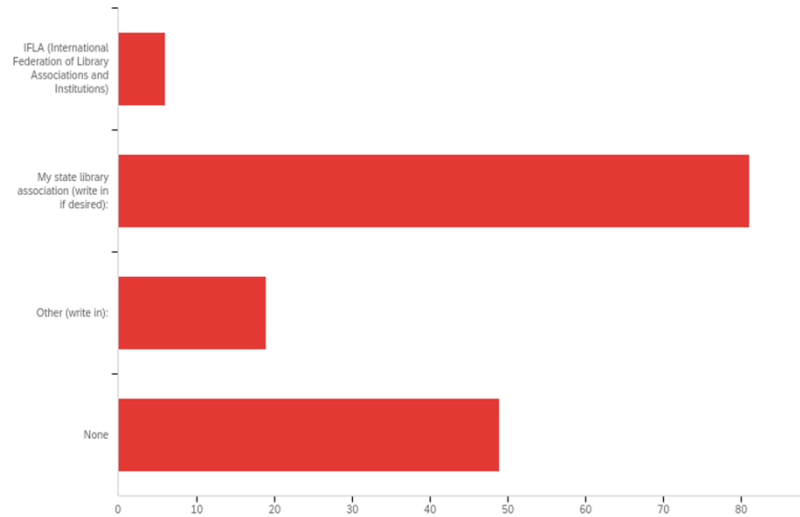
In addition to Core, I am a member of: Divisions



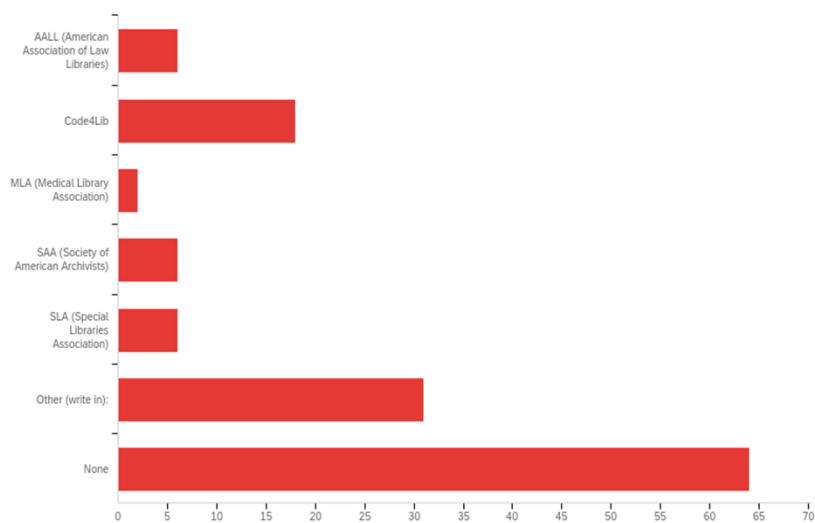
In addition to Core, I am a member of: Affiliate Orgs

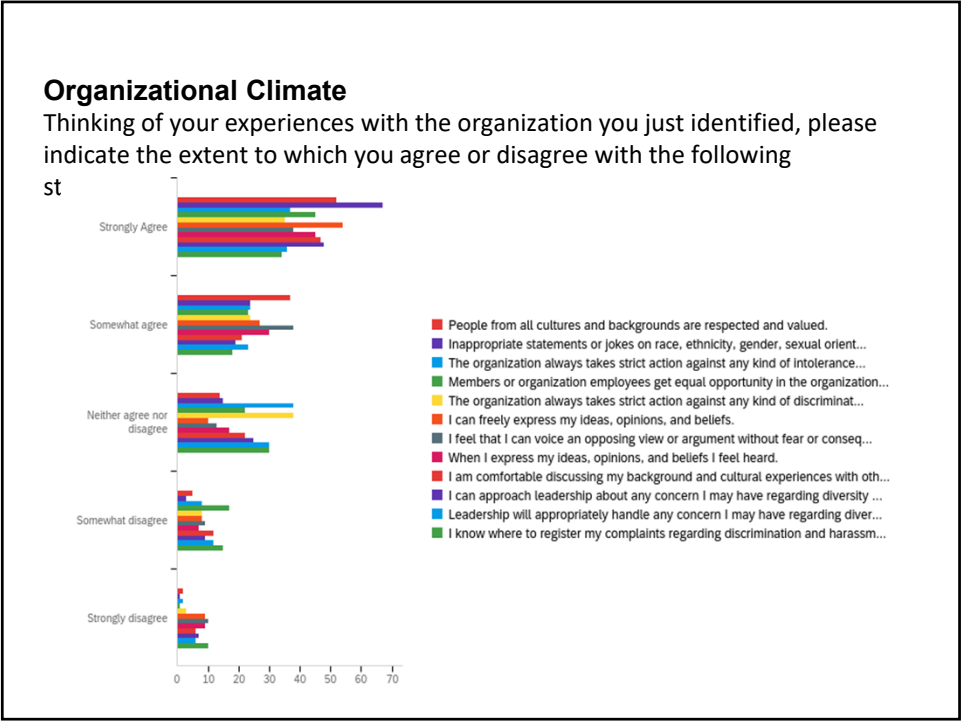


In addition to Core, I am a member of: Regional Orgs



In addition to Core, I am a member of: Orgs by type

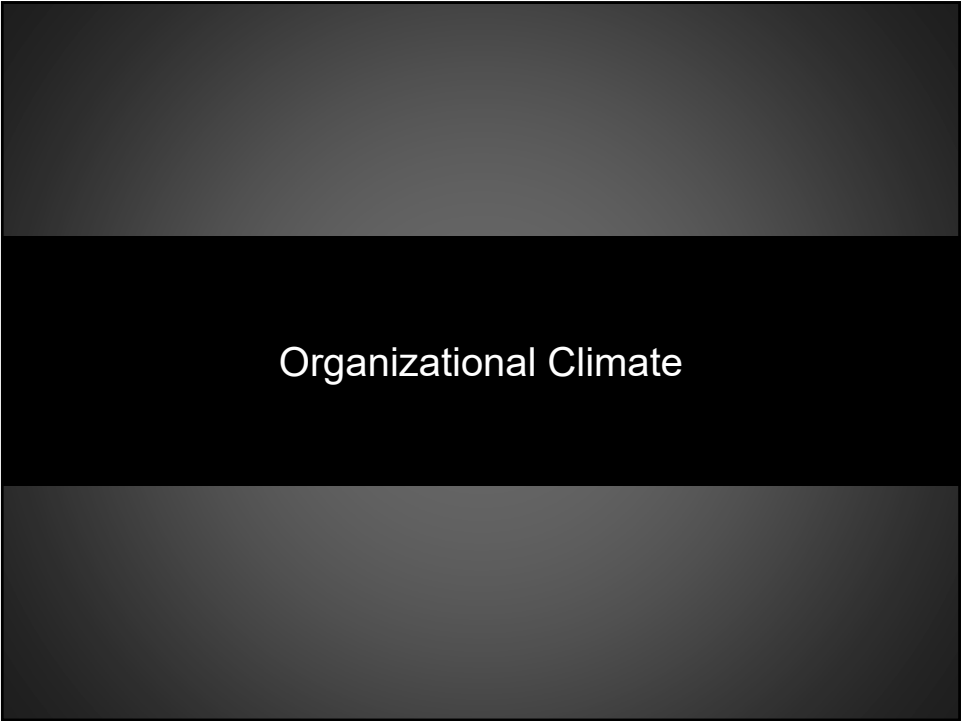




ACRL

Thinking of your experiences with the organization you just identified, please indicate the extent to which you agree or disagree with the following statements.

ACRL: Organizational Climate					
	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
People from all cultures and backgrounds are respected and valued.	9	7	2	0	1
Inappropriate statements or jokes on race, ethnicity, gender, sexual orientation, and disabilities are not tolerated	12	6	2	0	1
The organization always takes strict action against any kind of intolerance	6	6	6	1	1
Members or organization employees get equal opportunity in the organization regardless of race, ethnicity, gender, sexual orientation, or disability	7	3	6	3	1
The organization always takes strict action against any kind of discrimination	8	6	6	0	1
I can freely express my ideas, opinions, and beliefs.	11	4	2	1	1
I feel that I can voice an opposing view or argument without fear or consequences.	6	8	3	1	1
When I express my ideas, opinions, and beliefs I feel heard.	9	5	3	1	2
I am comfortable discussing my background and cultural experiences with others in the organization.	9	5	2	2	1
I can approach leadership about any concern I may have regarding diversity and inclusion matters.	7	3	6	3	1
Leadership will appropriately handle any concern I may have regarding diversity and inclusion matters	6	4	5	3	1
I know where to register my complaints regarding discrimination and harassment	3	1	9	1	4



What, if any, barriers have you noticed in this organization to the advancement of ADEI??



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Themes

- Lack of diversity within org leadership/membership
 - "Groundwater theory...we have to change our culture from the inside. There just aren't many POC in our organization as there aren't in our profession so that POC feel that librarianship is for them."
 - "I haven't noticed any specific barriers, but there are few members representing marginalized groups, and few of those in positions of leadership."
- Inaction to address ADEI by organizations
 - "There is a lot of talk but not much actually gets done."
- General divide and perceptions of "professionalism"
 - "Huge ship, hard to turn around, resistant older/conservative/racist members."
 - "I am a member, but I am not a librarian. I am library staff. My voice isn't "qualified" enough to listen to."
- Accessibility
 - "Accessibility at conferences continues to be a problem."
 - "Every time I've requested a disability accommodation I have been met with great resistance"
 - "Particularly in regards to programming and conferences, these are returning to in-person only with few to no scholarship options"
- Conservative viewpoints
 - "There is no authentic diversity of view point. Moderate/conservative perspectives are unwelcome and shouted down. I am not allowed to express the belief that libraries are/should be places of true neutrality."
 - "I no longer believe that PLA - or Core, or ALA - respects truly neutral, nonjudgmental librarianship. If you don't toe the line advocating for The Current Thing you are treated like a pariah."

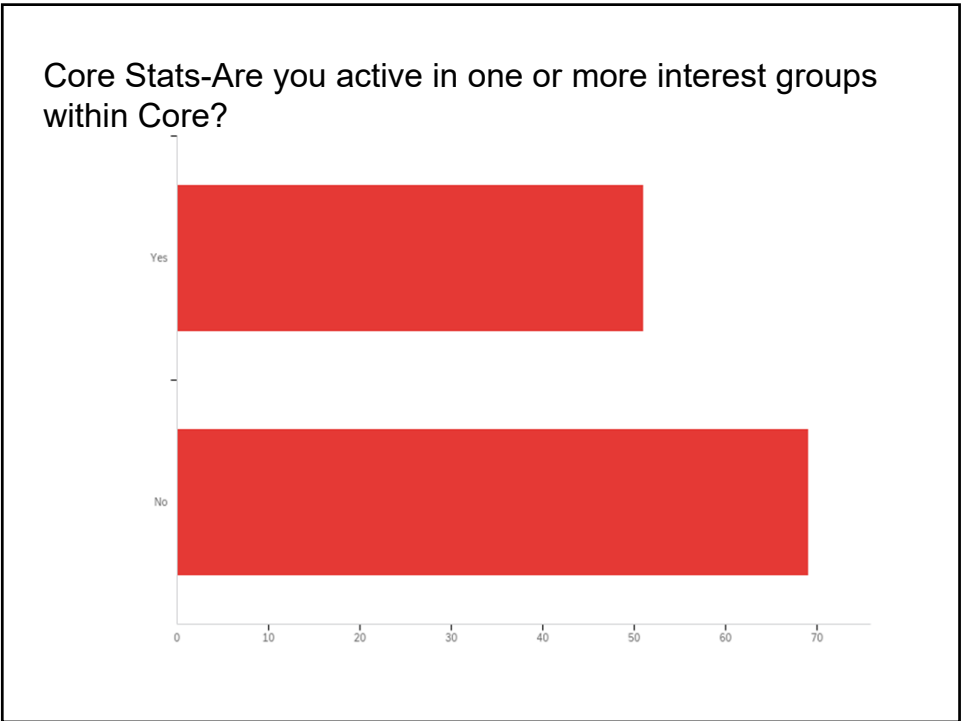
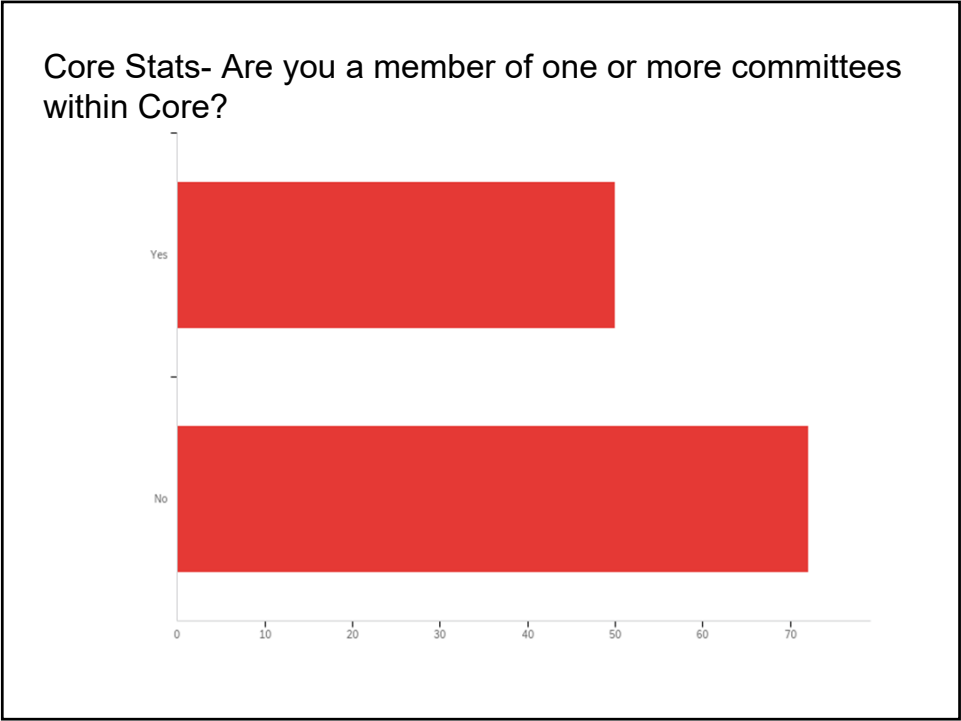
What, if any, supports have you noticed in this organization for the advancement of ADEI?



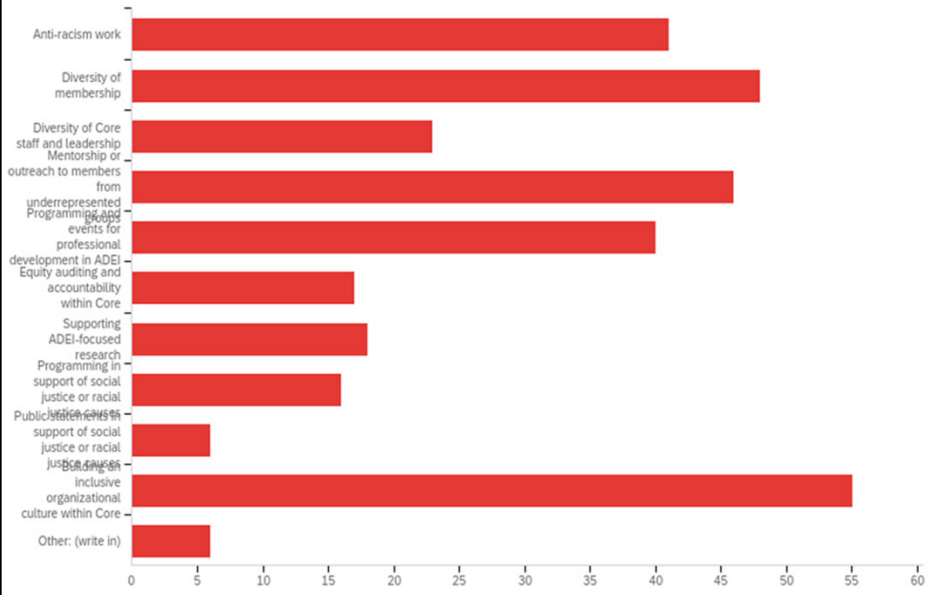
What, if any, supports have you noticed in this organization for the advancement of ADEI?

Themes

- **Programming**
 - “Encouraging ADEI focused programs, supporting diversity fellow programs”
- **Mentorship & Leadership**
 - “I have seen more of a shift in recent years to increasing diversity in membership and leadership, but it is unclear what specific methods are being employed towards this effort, or how sustainable/meaningful those efforts will be.”
- **Organizational Structures**
 - Community driven code of conduct; conference harassment monitors; scholarships for underrepresented groups.
 - “They have a DEI committee and have and promote DEI training.”
- **Networking**
 - Networking with the other national associations of librarians of color (NALCos); REFORMA, APALA, AILA, and CALA for the advancement of ADEI. Partnering with the Joint Council of Librarians of Color, Inc. (JCLC). Working with local and regional groups to advance ADEI.



What do you consider to be the highest priorities for ADEI work within Core? (Select up to three.)



What strategies do you recommend that Core use in service of these priorities?



Overall, what does success look like for Core's ADEI initiatives? What would a truly accessible, diverse, equitable, and inclusive organization look like to you?

"Core would be recognized as a leading advocate for ADEI within the profession."

"Our profession represents quite a few diverse groups. Helping CORE to be more reflective of our profession's diversity, including leadership, will mean success."

"I would like a hybrid approach to meetings with both online and in-person options to accommodate disabled people and those vulnerable to Covid-19."

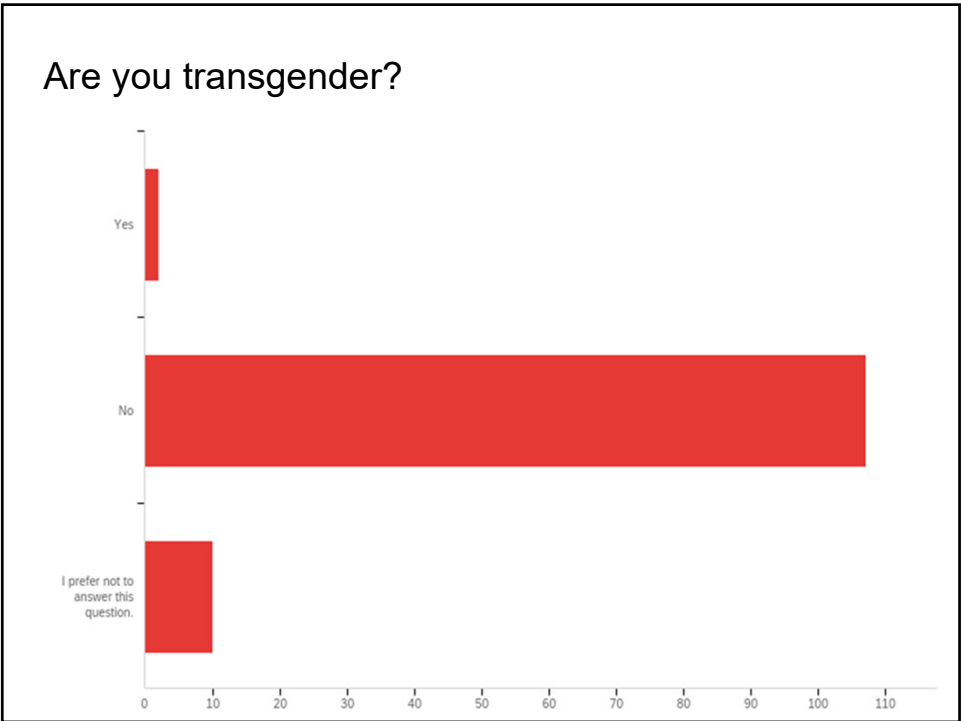
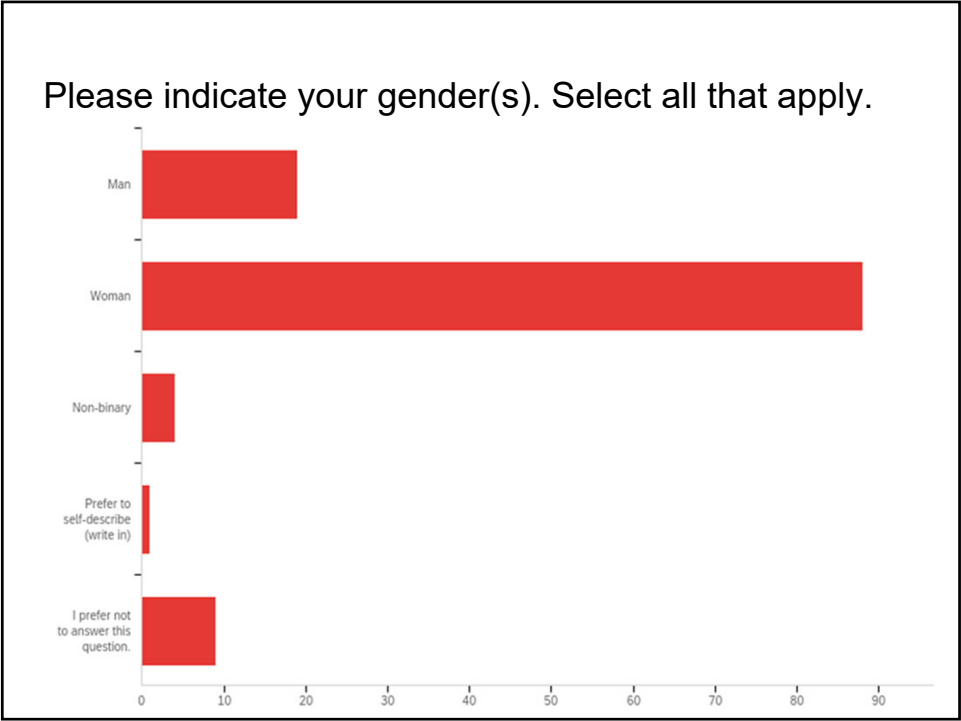
"Everyone is treated fairly and equally. Members are heard and supported. Intolerance, hate, and prejudice are not tolerated or excused. People are held accountable for their actions. Members have access to spaces where their talents and skills can be effectively utilized."

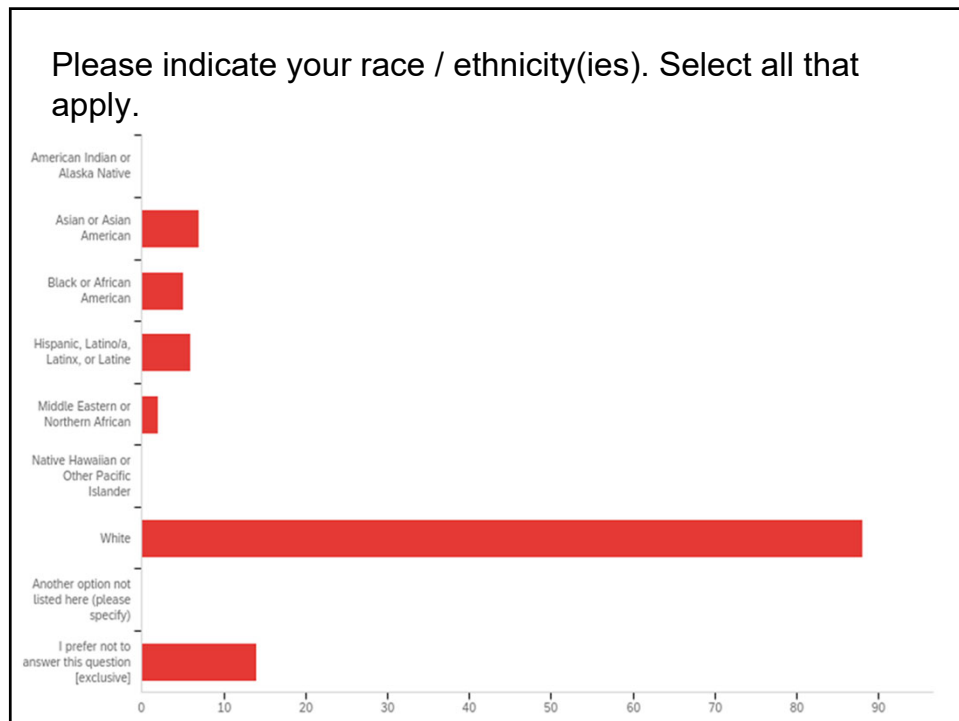
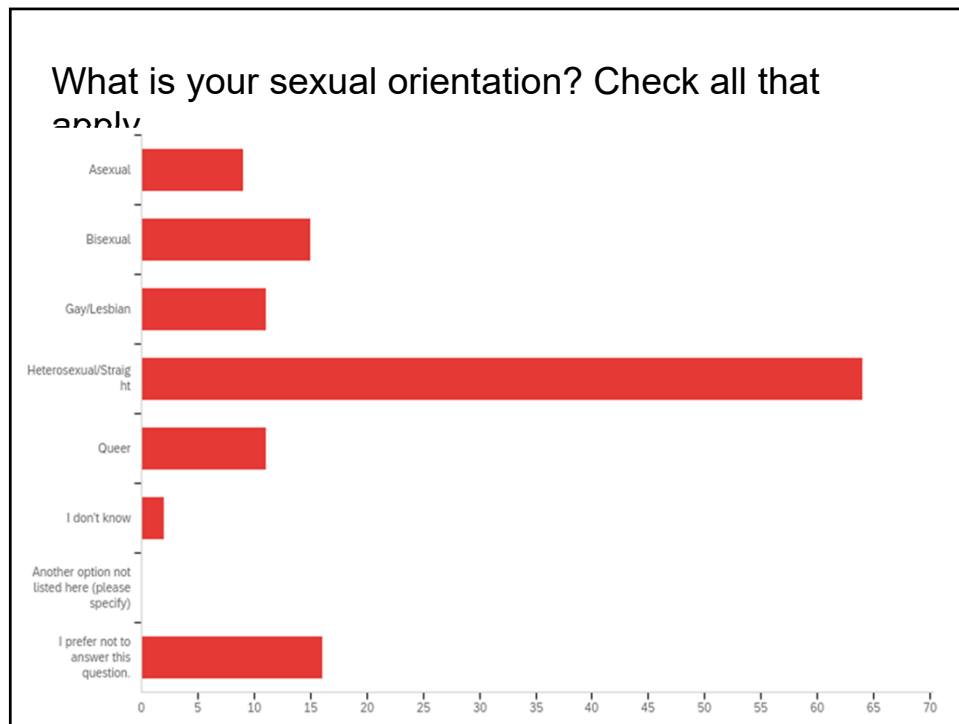
"Where no one would pay attention to an individual's race, ethnicity, orientation, gender, etc. and instead would focus on improving library services for the public."

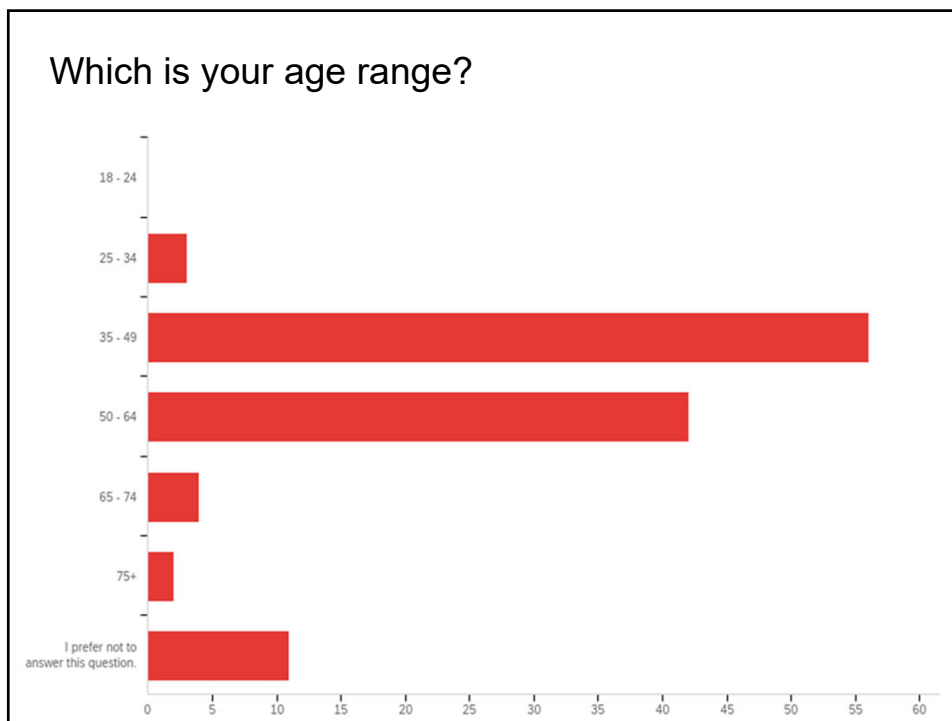
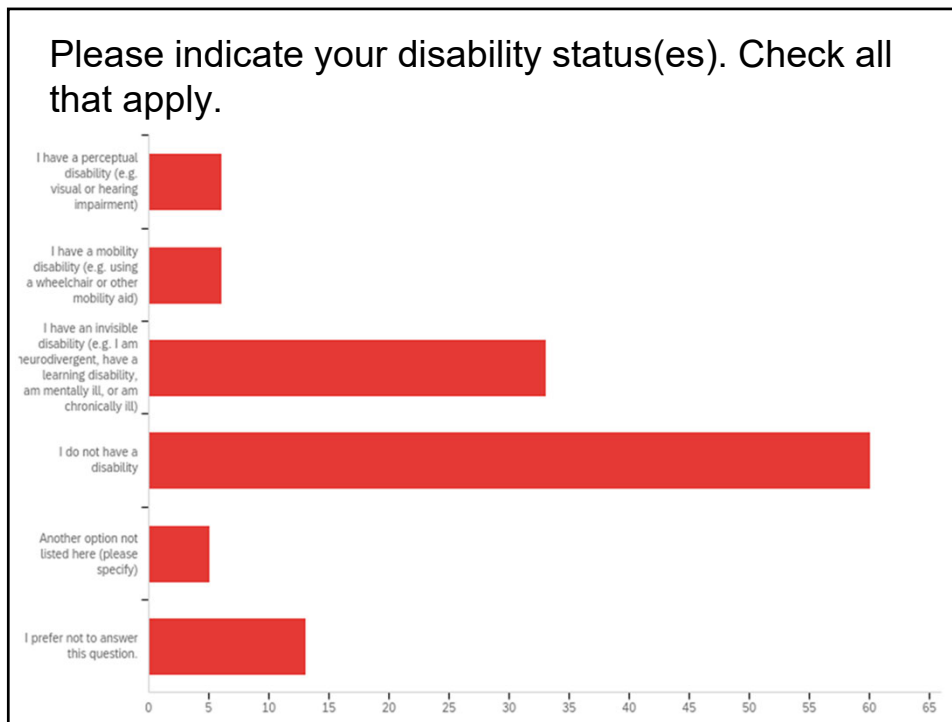
"At the risk of stating the obvious, it would be accessible to all, truly representative, deal equitably, and actively promote inclusive policies. In other words, conform to clearly stated and universally understood values."

Demographics

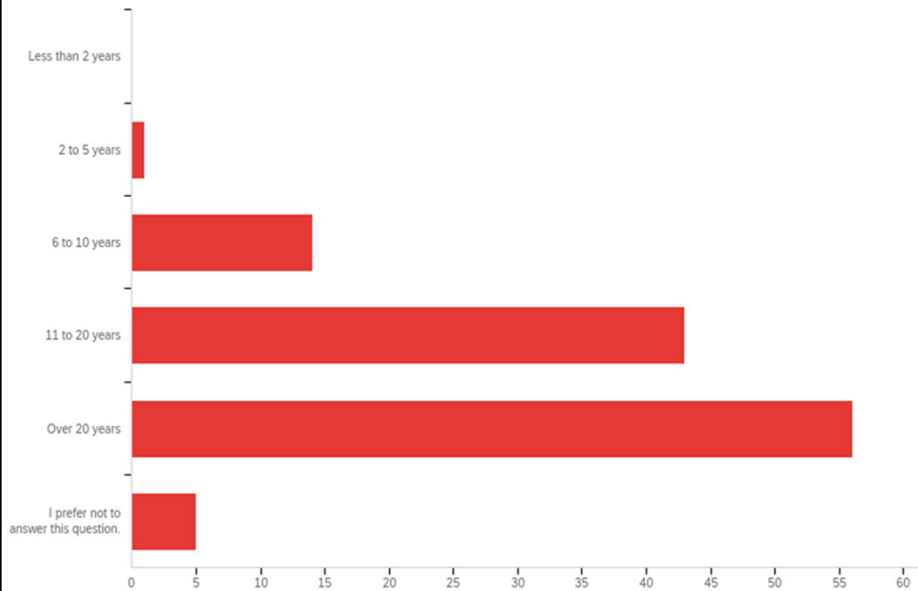
Mostly middle-aged mid-career straight white able-bodied women. No surprise.



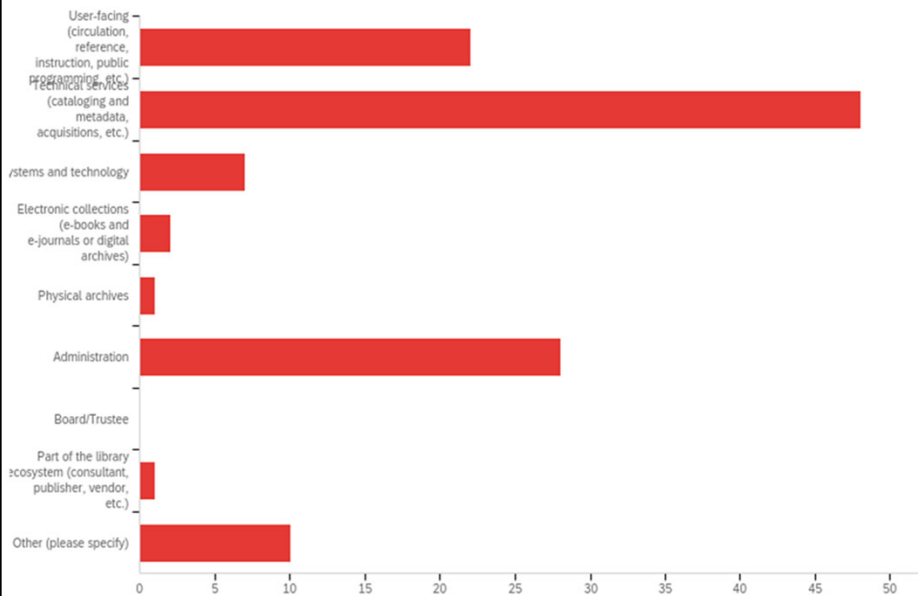




How long have you been in the library profession?



How would you describe your area of work in the library? Check all that apply.



Next steps

- Conduct further text analysis of qualitative answers
- Identify priorities for strategic planning
- Submit written report to Core Board
- Create Diversity Statement for Core

Thanks!

Core DEI Co-Chairs

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