



Illinois Library Association **Reports**

ILA Committee and Forum

This form is to be completed by committee chairs/forum managers in collaboration with board liaisons. The ILA Executive Board will meet on the following dates in 2020-21: 9/24/20, 12/3/20, 3/25/21, and 5/20/21. Reports should be submitted **two weeks before each board meeting** to the board and staff liaison (liaisons are listed on rosters at <http://www.ila.org/about/committees> or <http://www.ila.org/forums>) and the ILA office (email: ila@ila.org).

Committee or Forum: **Diversity Committee**

Report completed by: Jordan Neal & Hannah Rapp Date: 9/7/2020

Activities underway or completed since the last report:

DiversiTEA speaker for annual conference: This year's speaker will be James Bowey. Mr. Bowey is a photojournalist, conceptual artist who is trying to connect immigrant stories with many other things in society. Mr. Browey was also a speaker for a recent ILA Noon Network webinar, "We Can Walk Together: Creating Meaningful Dialogue on Race in our Communities."

A new idea of standing committees and gauged if committee members were interested. These standing committees would essentially be like subcommittees. The proposed committees, which are open to change, are Communications, Conference & Continuing Education, and Membership. A couple of committee members expressed interest in the standing committees.

The Spectrum Scholars/Sylvia Murphy Williams Scholars were discussed. 2020 scholars were announced by ALA and they are ILA's Sylvia Murphy Williams Scholars who are usually awarded a financial gift on behalf of the Diversity Committee, invited to attend the ILA Annual Conference free and receive a one-year free membership to ILA. Diversity Committee usually presents a financial gift to cover cost of attend the Annual Conference. This year's financial gift from the committee will be \$200.00. The committee is also deciding on which kinds of activities to encourage or suggest to the scholars. We will most likely continue our previous mentoring program using conference software or Zoom meetings. The committee has designed a survey for the 2020 scholars to gauge interest.

Our ILA staff liaison, Tamara graciously discussed the recent ILA Executive Board Meeting and the meetings with the committee chairs and the ILA Executive Director, Diane Foote. She said there are a lot of ideas on what the committee should do regarding recent events and it is up to the committee to decide what they are comfortable doing. Tamara said the Executive Board is creating a Diversity Subcommittee, Immediate Past President Molly Beestrum is the chair of the subcommittee and potential members will be asked why they want to join the subcommittee. Tamara will receive an update on the Subcommittee in August. The committee will survey the ILA Community and ask what they want regarding diversity (webinars, speakers, etc.). Survey was completed in August 2020 and will be sent prior to the annual conference. The committee will create a mini-strategic plan based on survey results that may include webinars, a 5 to 7-day challenge for anti-racism, book club, etc.

Projected activities/initiatives during the upcoming months:

- Two programs at annual conference
 - DiversiTEA
 - ILA Voices: Let's Talk EDI (listening sessions)
- The Spectrum Scholars/Sylvia Murphy Williams Scholar mentoring and financial support
- · JJ, Megan, and Tamara will continue work on the internal evaluation of ILA procedures and will be ready to present to the ILA Executive Board in the Fall 2020
- Tamara will suggest to the ILA Executive Director that the Best Practices or Public Policy committee should create talking points for EDI regarding COVID-19
- Tamara will ask the Executive Board Diversity Subcommittee to work on a reading list for library professions
- Survey to ILA members about their EDI training needs
- · The committee agreed to do a second session at the 2020 ILA Annual Conference and it will be a listening session
- · The committee will have monthly calling until October

Intended outcome/goals of project(s):

- Opportunities for ILA members, conference attendees, and libraries to increase their knowledge of equity, diversity, and inclusion issues, as well as share with the committee and ILA what their needs are surrounding these issues.
- An ongoing relationship with the Sylvia Murphy Williams Scholars to help welcome them into the association and profession
- To create a more inclusive and equitable environment in ILA so that the organization can better include diverse professionals and support libraries in serving diverse communities.

Anticipated timeline(s) and completion date(s) for each project:

- Conference programs completed by October 2020
- The Spectrum Scholars/Sylvia Murphy Williams Scholar mentoring will be ongoing, financial support will be a one-time disbursement
- Report to the ILA board based on the evaluation of ILA procedures in Fall 2020

Activities should be designed to advance the ILA Strategic Plan. Which strategic goal areas are best addressed by the activities above? Check all that apply and describe briefly how the activities will advance the goal(s). View the full plan at <http://www.ila.org/about/strategic-plan>.

Goal area: Advocacy – Legislative Advocacy

Goal area: Advocacy – Community Advocacy

✓Goal area: A Culture of Diversity and Inclusion – In the Profession

✓Goal area: A Culture of Diversity and Inclusion – In the Association

✓Goal area: Delivery of Member Value

Goal area: Leadership

Questions or concerns that need to be addressed by the ILA Executive Board (**please discuss with your board or staff liaison first. Board liaisons can help with strategic, programmatic, policy-related and content-related questions; staff liaisons can help with procedural or business-related questions**):

Questions and concerns have been addressed by ILA staff liaison, Tamara Jenkins

THANK YOU for your service to ILA and Illinois librarianship!