



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: 05/6/2021

Activities underway or completed since the last report:

- Created a spreadsheet to begin tracking free and low-cost EDI trainings and webinars that we can eventually share in some format with Illinois library leaders and staff.
- Reviewed the proposed “Diversity in Literature” law currently before the Illinois State legislature and provided comments and suggestions.
- Subcommittees working together towards activities and projects. Examples include
 - Communications subcommittee is working towards website updates and a new Facebook page for the committee
 - Membership subcommittee began drafting nomination letters for the ILA Awards
- Committee members continuing to connect with 2020 Spectrum/Sylvia Murphy Williams Scholars through mentoring program
- Using ideas from the advocacy committee, began working on ideas for make EDI training more accessible to all libraries by working with the Per Capita Grant and the Serving Our Public Standards.
- Continued planning the 2021 DiversiTEA, to be presented at the 2021 ILA Conference.
 - We have booked a speaker, Twanna Hodge, the Diversity, Equity, & Inclusion Librarian at the University of Florida (<https://www.linkedin.com/in/twanna-hodge-85242071>, <https://twitter.com/tkhodge19>)

Projected activities/initiatives during the upcoming months:

- Continued work on ILA internal audit
- Subcommittees continuing respective activities and projects
 - Communications focusing on articles twice a year and expanding our social media presence
 - Membership submitting nominations for ILA awards then focusing on recruiting new committee members for the 2022-2023 term.

- Researching programs and training for specific items discussed within fellow ILA members from survey, ILA voices, etc. (e.g., training related to unbiased hiring, conflict resolution, retention within the profession, mental health, mentoring.). Our committee has also discussed hosting open discussions, book clubs, speakers, webinars, etc., that ILA members can attend.
- Connecting with other committees about possible project(s) that services all libraries. For example, a committee chair met with the ILA Advocacy Committee to include diversity requirements (e.g. The Public Library Per Capita Grant) like looking at the bigger state-wide picture including connecting with people and messaging. Our committee is considering specific asks for Advocacy and Best Practices Committees. We need to decide the committee's priorities especially what we can ask other ILA committees to do or help with in addition to their ideas.
- Planning the DiversiTEA program and any other programs we want to offer for the ILA Conference.

Intended outcome/ goals of project(s):

- Working with other committees to assist with the work of the committee
- Programs, training, etc., reflecting the ILA members discussion contributions and accessible to Illinois libraries of all sizes and budgets
- Evaluating ILA practices that could be updated or improved

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

- ILA reporter articles, twice a year
- DiversiTEA and other programs at the ILA conference in October
- Award nominations submitted by May 15th

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
- Working with board liaison to address ILA wide or items that Executive Board could consider (e.g. per capita discussion)