

AMERICAN LIBRARY ASSOCIATION
2020 MIDWINTER MEETING
PHILADELPHIA, PENNSYLVANIA

FRIDAY, JANUARY 24, 2020
11:00 A.M. - 3:00 P.M.
DEAF CULTURE FORUM

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ALA's Equity, Diversity and Inclusion strategic focus

So, I would now like to invite our Immediate Past President of the American Library Association, Loida Garcia-Febo. Loida has not only been very active in ALA, obviously being elected president, but she is also very active in IFLA, International Federation of Library Associations so she is active on the international level as well. She is going to talk with us about ALA's bigger initiative on equity, diversity and inclusion. Loida.

>> LOIDA GARCIA-FEBO: Good afternoon. I'm so glad to be here with you all. You, all of you are the change we have been waiting for. I have met Alice many years ago, and she always kind of like had dreamed of bringing this type of activity to ALA so I'm very happy to join you today. You are powerful, and you are contributing to transform communities.

My appreciation to ASGCLA in all of the leadership, Sherry and, of course, Molly and thank you, Jeannette, for everything. Those who know me know that I my first job at an academic library was as the acting chief librarian at the library for persons with disabilities from Puerto Rico. It was inclusive of all different abilities.

My dad was also a special education teacher for what you call here shop class for deaf students. So, it was very specialized. And so that gives you an idea of how close to my heart are these things. Equity, diversity and inclusion, EDI, is one of ALA's strategic initiatives or directions, I should say.

Our office champions EDI in many ways from creating a website to resources to workshops and in others. So, I invite you to visit their page. But today I would like to share with you news from my presidential efforts last year that are actually being used to build on services persons with disabilities and others from different ethnic groups and so on.

For instance, my Diversity Advisory Board and I see one of my members here, Carrie Banks who is the President-Elect of ASGCLA. She was part of my advisory team. So, we together coordinated a video series titled EDI, equity, diversity and inclusion, in our libraries to help library workers at academic, public, and school libraries understand how to embed EDI principles throughout the library services. And this is a huge area that includes the themes we are conversing about this morning.

The series that I would like to share with you today gives this ability to a diverse representation of library workers, champions, and patrons to help deepen the understanding of the principles of EDI in action, in our nation's libraries. Each video is anchored by three core questions, and these questions are useful for many types of inclusive library services. For instance, here are the questions. How does EDI factor into your daily life as a librarian. You can replace EDI with many of the different services that we heard, perhaps, earlier today.

The next question, what's the single biggest challenge facing libraries when it comes to EDI? What are some effective ways that libraries can promote EDI in our communities? These questions could be used to model other videos. You might want to do featuring different aspects of EDI.

And today, I would like to show a piece, a very short piece of the video featuring Academic Libraries. I want to say that the librarian here has a mobility disability, but I hope that someday ALA can also feature a different type of librarians with different types of abilities.

>> (Video - first 35 seconds)

**Librarian JJ Pionke on Diversity, Equity, and Inclusion in Libraries:
"It's personal to me" -- <https://www.youtube.com/watch?v=58FmnzlFzss>**

The videos are free and they are available on the ALA YouTube channel and I thought the font was larger. That's

something that we have to work on.

The second effort that I would like to share with you is that for the first time every library association in the United States, and we have many of those, ALA is the largest and oldest, but we have many other associations, came together to issue a joint statement affirming our commitment to equity, diversity and inclusion. Currently the Association of Research Libraries is building on that to develop a framework for cultural proficiencies in racial equality. And they are working with our ALA Public Library association, with the Association of College and Research Libraries, and with our office of Outreach to diverse populations, so we hope that in the future the associations, perhaps, can come together in a joint statement supporting one of the causes that we are discussing today. That would be very powerful. I also want to encourage you, and this is another area of interest, to visit our wellness page.

We are living in chaotic times and we need wellness in our lives. So last year we developed resources. Part of my wellness efforts to manage stress in these chaotic times and they are good for all. The content includes emotional, environmental, intellectual, occupational, physical and social wellness. You can find, for instance, one of the resources within one of those sections is a webinar about wellness strategies for those experiencing micro aggressions plus workplace stress. And that impacts us all.

That one is under the section on emotional wellness. I wholeheartedly believe that librarians are enriching the conversation around EDI. It must continue to move forward to embed humanity, compassion, empathy, awareness, and understanding into our library services nationwide. It is not an easy task, I know, but I am confident that together in this, today is an excellent example, we can continue moving these conversations forward.

So today I want to wish you all very productive conversations.

(Applause).
