

ALA Committee/Taskforce Report Form to Council

TO: ALA Council

DATE: January 2026

RE: *(select one)*

- ACTION REQUESTED
- INFORMATION
- REPORT

ACTION REQUESTED/INFORMATION/REPORT:

Action requested from Councilors is to cast their vote to: *(if applicable)*

ACTION REQUESTED BY: *(add committee name)*

CONTACT PERSON:

Nichelle Hayes (nichellehayes@gmail.com) – Chair, ALA Committee on Diversity

STAFF LIAISON CONTACT: Kevin D. Strowder, ODLOS Director

BACKGROUND:

The ALA Committee on Diversity (CoD) remains the Council appointed membership collective with high level oversight of all endeavors strategically tied to EDIA as a practical component for internal efforts. Since the adoption of the [Diversity, Equity, and Inclusion \(DEI\) Scorecard for Library and Information Organizations](#) the committee has remained adamant that more education, training, and data as a result of its place in the field should be the focus.

As of fall 2025, the committee put forth two recommendations for the ALA Executive Board to consider:

1. Approve the creation of an ALA “EDI FAQ Landing Page” that will provide key language, professional resources, opportunities for advocacy, and community building spaces for

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staff and members. This living webpage will be upheld in collaboration with the ALA Committee on Diversity, IT, and CMMO.

2. Approve the creation of staff and member Working Group (led by PPA) to update and redistribute ALA policies pertaining to Privatization across library systems.

Recommendation 1 was denied after several closed session discussions within the ALA EB. Per suggestions from ALA legal counsel and the impact of a public facing web presence, it was determined that another path to support the field would be necessary. ODLOS will continue to operate on a case-by-case basis to ensure members have resources when discussing DEI.

The letter presented to ALA EB that speaks to the greater need for addressing the IMLS terminations through a national strategy did receive a response. Reactions were mixed and the members are ultimately looking for a more direct and actional approach from the association as it pertains to its stance and values around DEI.

Members have also requested an audit of the ALA member demographics to capture internal data that could inform programs and research on retention. ODLOS Director is working with MRS to identify what exists and how this information can justify the need for new initiatives.

The standing objectives of the committee for FY26 are:

Collaboration: The Chair encourages a strategic bridge between the ALA committee and all other entities across the association that deliver EDI programs. This will in turn produce a cohesive reporting structure for ALA Leadership to better align plans.

Research: Members are being provided an update on the ODLOS longitudinal study produced in partnership with Gallup Inc. that highlights Diversity within Librarianship.

Ongoing responsibilities discussed by the Committee remain:

- DEI Legislation and collaboration with OIF and PPA for centralized messaging and action.
- Content development in relation to the Retention study developed by ALA/Gallup
- Virtual Programming to highlight the identities of ALA members and how they interact.

Meeting frequency will stay as a monthly commitment for all participants and has garnered 85% of the roster over the last several convenings.