

Texas Library Association Diversity Action Plan

TLA Mission

The mission of the Texas Library Association is to empower library personnel and supporters to develop library excellence for all the people of Texas.

TLA's Commitment to Diversity

Diversity is one of the five strategic initiatives of the Texas Library Association. Specifically, "TLA values, seeks, and develops a diverse leadership and membership. All barriers to full member participation based upon gender, race, creed, age, sexual orientation, national origin, ethnicity, or disability will be identified and eliminated."

The TLA Diversity Vision

The Texas Library Association recognizes the value of serving diverse communities and works to promote excellence through inclusiveness in services and programs to our members.

Summary of Goals

The goals, areas of focus, and action items of the TLA Diversity and Inclusion Action Plan are outlined for the TLA staff, leadership and its units to apply to their respective missions.

Goal 1: Nurture, foster and develop diverse leadership at all levels of the organization.

Goal 2: Implement diversity initiatives, training and programming.

| Goal 1: Nurture, foster and develop diverse leadership at all levels of the organization | | | |
|---|--|--|--|
| Area of focus | Action Items | Assigned to | Implementation Date |
| Leadership | <p>Tall Texans Leadership Institute:</p> <ol style="list-style-type: none"> 1. Review the application requirements for the TALL Texans Institute annually and recommend any changes that would make the application and selection process more inclusive. 2. Review the questions on the application form for the TALL Texans Institute annually and recommend any changes that would make the application selection process more inclusive. 3. Recommend ways in which ethnic affiliation could be a part of the evaluation, discussion and selection of participants. 4. Serve as a resource for TALL Texans by identifying guest speakers, submitting suggestions for the section on diversity and inclusiveness in the curriculum, and identify relevant readings and other resources that may be included on resource lists. | <p>Leadership Development Committee</p> <p>Continuing Education</p> | <p>Items 1 & 2 – Ongoing</p> <p>Item 3 – Spring 2013</p> <p>Item 4 – Annual Assembly</p> |
| | Develop and biannually update brochure highlighting the rich diversity within TLA and its inclusive environment. | Public Relations & Marketing Committee | Ongoing |
| | Reestablish the Diversity and Inclusion Committee and have it chaired by a TLA Executive Board Member. | TLA Executive Board | Spring 2013 |
| | Broaden the orientation session at Annual Conference with a panel of diverse leadership from all units to discuss their charge, hear from members, and recruit new volunteers. | Program Committee New Members Round Table (NMRT) Diversity & Inclusion Committee | Ongoing Annual Conference |
| | Conduct periodic sensitivity training for all officers of TLA and committee members on the various reading list committees. | TLA Executive Board Continuing Education | Every 3 years |

| | | | |
|------------------------------------|---|---|--------------------------------------|
| Retention & Recruitment | Develop, utilize, and promote online toolkit(s) on retention with online components. | Continuing Education Diversity & Inclusion Committee Professional Issues & Ethics Committee | Ongoing |
| | Identify strategies and opportunities, including the recruitment of former graduates of TALL Texans, to assist TALL Texans applicants through the application process. | TLA Executive Board Leadership Development Committee | Ongoing |
| | Identify strategies and opportunities to increase the pool of diverse TALL Texans applicants. | TLA Executive Board Leadership Development Committee | Ongoing |
| | Develop and conduct a survey to assess recruitment and retention issues. Findings will be distributed to each of the TLA units to help them develop strategies to target areas of need and/or concern through unit activities and programming. | TLA Executive Board Professional Issues & Ethics Committee | 2015 and every 3 years thereafter |
| | Conduct an environmental scan on issues of diversity within the association in conjunction with the TLA three year strategic plan. | TLA Executive Board Strategic Plan Task Force Professional Issues & Ethics Committee | Every 3 years |
| | Collaborate with New Members Round Table, TLA ethnic caucuses, Young Professionals, and Library Information Schools to develop opportunities for recruitment. | TLA Staff | Ongoing |
| | Conduct a diversity forum for leaders and TLA members at annual assembly specifically addressing issues of diversity in the profession, challenges for retention, and professional progress. | Diversity & Inclusion Committee | Annually |
| Mentoring & Coaching | Communicate immediately with new and returning members to TLA by: <ol style="list-style-type: none"> 1. Alerting TLA units about their new members, 2. New & returning members receiving welcome communications (via mail or email) from their respective units inviting them to participate through various activities and committee work, | TLA Office TLA Executive Board TLA Units | Ongoing |

| | | | |
|--|--|--|--------------------------|
| | <ol style="list-style-type: none"> 3. Encouraging all units to create and/or recharge a membership committee, and 4. Setup a volunteer mentor process within each unit. | | |
| | <p>The Diversity & Inclusion Committee will work in conjunction with other TLA units to:</p> <ol style="list-style-type: none"> 1. Identify TLA leaders willing to serve as mentors 2. Establish an informal gathering at Annual Conference for mentors and mentees. | <p>Diversity & Inclusion Committee TLA Units TLA Executive Board</p> | <p>Annual Conference</p> |

| Goal 2: Implement diversity initiatives, training and programming. | | | |
|--|--|---|---------------------|
| Area of focus | Action Items | Assigned to | Implementation Date |
| Data & Assessment | Create a TLA membership database with sorting features by a variety of criteria including ethnic affiliation. | TLA Office | 2014 |
| | Increase and track committee assignments and participation of people from diverse backgrounds and communities. | TLA Executive Board All TLA Units | Ongoing |
| | Demonstrate effort to seek unit and committee leadership of individuals from diverse backgrounds. | TLA Executive Director TLA Executive Board All TLA Units | Ongoing |
| | Evaluate, with the intent to improve, programming that meets the goals of the TLA Strategic Plan on diversity and inclusion. | TLA Executive Director TLA Executive Board All TLA Units | Ongoing |
| Programming | Provide programs at Annual Conference which address (but not limited to) recruitment of librarians of diverse backgrounds, providing library services to diverse populations, and fostering diversity in the workplace. | Program Committee TLA Units Diversity & Inclusion Committee | Yearly |
| | Ensure that TLA units are participating in the process by creating programs, tools, and resources specific to their charges which are inclusive of the diverse needs of their members and the communities they serve (i.e., programs highlighting Día de los Niños/Día de los Libros, Tejas Star Reading List, assessing needs of diverse populations, feature authors/illustrators/speakers of diverse backgrounds prominently at Annual Conference). | All TLA Units | Ongoing |
| | Plan, showcase, and support projects and efforts from all types of libraries recognizing outstanding achievement in the areas of diversity and inclusion. | TLA Executive Board Diversity & Inclusion Committee | Ongoing |
| | Develop an award for individuals or libraries who have demonstrated success in building environments and/or programs that foster diversity and inclusiveness. | TLA Executive Board Diversity & Inclusion Committee | Annually |

| | | | |
|-----------------------------|--|---|---------|
| Continuing Education | Develop stand-alone content which targets diversity and inclusiveness in the workforce and the communities Texas libraries serve. | TLA Continuing Education TLA Units | Ongoing |
| | Partner with organizations who have congruent agendas, charges, or interests which foster CE opportunities in the area of diversity and inclusion. | TLA Continuing Education | Ongoing |
| | Solicit articles for the Texas Library Journal which target issues of diversity and inclusiveness (i.e., building Spanish language collections, serving the underserved, recruiting people of color to profession, etc.) | TLA Office TLA Public Relations & Marketing Committee | Ongoing |
| | Provide advocacy training and materials (perhaps bilingual) to reach library supporters of all backgrounds showcasing how libraries serve diverse communities. | TLA Office Diversity & Inclusion Committee | Ongoing |

The TLA Diversity Task Force Members (2012-2013)

- Maribel Castro, Lubbock Independent School District
- Yvonne Chandler, University of North Texas
- Peter Cortes, University of Texas Pan American
- Oralia Garza de Cortes, Latino Children's Literature Consultant
- Ling Hwey Jeng, Texas Women's University
- Rhea Lawson, Houston Public Library
- Jeanne Martinez, Alamo College System
- Janice Newsum, Houston Independent School District
- Herman Totten, University of North Texas
- Annie Wu, University of Houston