Committee name: ILA Ad Hoc Committee for Diversity & Inclusion  
Date submitted: 09/05/2018  
Submitter: Cara B. Stone, Chair

The Ad Hoc Committee for Diversity and Inclusion consists of Leo Agnew, University of Iowa; Sam Becker, Drake University Cowles Library; Julie Finch, Urbandale Public Library; Molly Mauer, Johnston Public Library; Heather Meyer Boothby, Cedar Rapids Public Library; Mara Strickler, Algona Public Library; Cara B. Stone, Iowa State University Library, Chair.

Summary of Committee Activities in 2018

- Participated in ILA Planning Day activities
- Proposed and organized Fall ILA Conference Diversity & Inclusion Unconference session
- Facilitated proposal of a Fall ILA Conference Presentation titled “Creating, Cultivating, and Celebrating: Culturally Respectful Programming and Collections”
- Met virtually and in person several times over the course of the year
- Developed an instrument for a statewide survey
- Shared survey instrument with ILA Executive Board prior to implementation
- Developed procedures for survey implementation, this included a small pilot group to test the instrument
- Formed an outreach plan to non-ILA members, modifying State Library of Iowa data and mining it for outreach to school, public, academic, and special library staff
- Implemented the survey, gathering more than 600 responses!
- Compiled the results into a report and presentation shared with the Executive Board in June
- Regularly send out emails containing resource roundup materials to ILA membership, usually monthly
- Updated the committee page on the ILA website to include the charge, committee activities, past committee reports, and resource roundup materials
- Secured approval from the ILA Executive Board to bring to the ILA membership a vote to move the committee from ad hoc status to full standing committee
- Proposed standing committee organization manual language and a resolution to move the committee from ad hoc to full standing

Optional: What did your committee do really well this year? What are you most proud of? What was your biggest challenge?

- CD&I worked really hard on a tight timetable to implement the assessment of needs survey. The group was able to reach out to a wide network of contacts to gather input from more than 600 participants. This was an incredible feat. Beyond the initial implementation, that data had to be combed through and summarized for the ILA Executive Board, and the team truly stepped up to this huge task. Committee members continued to be engaged in all aspects of committee work, particularly with survey implementation and interpretation.
- Our biggest challenge was survey implementation and then conquering the overwhelming amount of data that resulted. However, the committee was exceptional in their approach and was able to stay on track with our reporting timeline.
- Our next biggest challenge depends on the membership vote in October. Our committee members have exceptional ideas for professional development opportunities, presentations, book/article discussion groups, etc., to bring to the membership.

Respectfully submitted,
Cara B. Stone, Chair