

ACRL Diversity Alliance Letter of Commitment

_____ agrees to participate in the ACRL Diversity Alliance program, January 1, 2023 – December 31, 2023 to demonstrate commitment to racial equity through development of inclusive hiring practices and a culture welcoming to Black, Indigenous, and people of color (BIPOC), and in order to increase opportunities to engage in pre and early career, paid work experiences for professionally underrepresented racial and ethnic groups.

As part of this agreement, _____ will make the commitments outlined below in line with their membership level(s):

Foundational - Building an inclusive culture - required for all levels

Bridge - Pre-Career work experiences for BIPOC Graduate Students

Bridge - Early-Career work experiences for BIPOC Professionals

Foundational - Building an inclusive organizational culture supportive BIPOC

Actively commit to developing a culture of diversity, equity, inclusion (DEI) throughout the library. This includes:

1. Developing and implementing a/an:
 - a. Organizational assessment
 - b. Plan to address issues identified in the organizational assessment
 - c. Strategic Plan with clear vision for diversity, equity, inclusion made publicly visible
 - d. Utilization of the [ALA Diversity, Equity, and Inclusion \(DEI\) Scorecard for Library and Information Organizations](#) (April 2021) to assess and report on the Library's progress in developing an inclusive culture to the Diversity Alliance
 - e. Development of

2. Identifying a committee/individual tasked to assist with professional development mentorship, and leadership development focused on increasing the Library's culture of inclusiveness
3. Implementing a program of diversity, equity and inclusion (DEI) training that includes:
 - a. Cultural competency
 - b.

4. Provide a wage for the practicum/internship participant commensurate with the hourly salaries of equivalent library and archives professionals with library and archives degrees in progress
5. Agree to serve as a collegial resource (advisor and guide) to active member institutions of the Diversity Alliance

Initial: I agree:	
Not applicable to my commitment level:	

Bridge - Early career work experiences for BIPOC recent graduates (preparing for and hosting Diversity Residency)

Establish and sustain paid, early-career work experiences for BIPOC professionals through a residency program for at least one individual that lasts a minimum of two years (three years preferred).

1. Identify individual(s) tasked to coordinate the program, liaise with Library Leader (signatory) and supervisor(s), and actively engage with the resident(s) to provide coaching, career development support, identifying professional development opportunities, and mentorship.
2. Commit to designing and assessing experiences to expand the resident’s self-defined interests and skills, including: mentorships, learning opportunities to broaden knowledge of the libraries, special projects or rotations throughout the library, and inclusion in departmental meetings in order to create a “sense of belonging”.
 - i. These should allow residents to engage librarians and or professional staff in the library. It is beneficial that a cohort of diversity residents be formed locally or across multiple institutions. Where policies allow, engagement in shared governance or union proceedings is encouraged in order to provide a fuller experience of professional work
 - ii. Use Residency Interest Group (RIG) -

7. Ensure position ads articulate clearly the type of residency experiences and workload split across departments and functions
8. Agree to serve as a collegial resource (i.e. advisors and guides) to active member institutions participating in the ACRL Diversity Alliance

Initial: I agree:	
Not applicable to my commitment level:	

Bridge Levels’ Leadership Pledge

As the Senior Leader for the Library, I pledge to:

- Support the Practicum/Intern/Resident’s efforts to get a permanent job
- Ensure additional mentoring and scaffolding for what may be their first professional position
- Engage with them as part of their work opportunities
- Enable local service opportunities for Practicum/Interns/Residents
- Commit to travel support for Practicum/Interns/Residents in line with other librarians and archivists
- Ensure ongoing training for the Library around DEI-A, particularly as it relates to creating an environment welcoming to BIPOC professionals

Initial: I agree:	
Not applicable to my commitment level:	

Resident Information

If this is a renewal, please indicate the names and email addresses of residents from the previous year:

Resident Name(s):	
Email address(es):	

Director Signature

We/I understand that commitments to the ACRL Diversity Alliance are renewed annually to ensure these principles continue to be a priority.

Director Name (Printed):	
Director Name (Signature):	
Institution:	
Date:	

Appendix - Updated ALA DEI Scorecard

For instruction on how to use the ALA DEI Scorecard, see the full document ([PDF](#)). Table copied from full document.

	Level of Performance				Score
	3 Excellent	2 Improved	1 Developing	0 Insufficient	

