A. Statement of the Problem

The results of ALA's Diversity Counts study shows that a crisis is looming in the field of librarianship: while the population of the United States has gotten more diverse, the profession has gotten less so.

Other Problems:

- **Teens are underserved in the nation's libraries.** Even though approximately 1 in 4 public library patrons is a teen, young adult specialists in public libraries continue to be scarce.
  - The most recent PLDS survey on this topic reported that only 51% of the nation's public libraries have a young adult specialist on staff
  - According to *The Status of Public & Private School Library Media Centers in the US, 1999-2000,* only 87.2 % of public secondary schools in the US have school library facilities, while just 79.3 % of public secondary schools have a paid full time state-certified school librarian.
  - The teen population continues to rise just as library staff sizes are being reduced. The Millennial Generation is the second largest generation in US history, smaller only than the Baby Boomers. According to the U.S. Census Bureau, there will be more than 42 million teens by 2008 (*Projections of the Total Resident Population by 5-Year Age Groups and Sex with Special Age Categories: Middle Series: 2001-2005.* Population Projection Program, Population Division, U.S. Census Bureau, 2000).

In light of these statistics, it is increasingly important to recruit persons of divers backgrounds into the profession and to ensure all library workers acquire the knowledge and skills needed to help this growing population of diverse adolescents.

B. Project Outline

Goal #1: Increase the number of librarians with diverse backgrounds who serve adolescents

- **Objective A:** Recruit additional library professionals from diverse backgrounds
  - **Activity:** Support an official Young Adult Services Spectrum Scholar
  - **Activity:** Establish a new conference scholarship to a member from a diverse background (possibly w/ an ALA Affiliate)
  - **Activity:** Send member leaders and staff to REFORMA, BCALA and other conferences to recruit individuals to serve young adults
  - **Activity:** Collaborate with HRDR to create a Teen section of the LibraryCareers.org web site as a part of HRDR's "LibraryCareers.org Usability Study." This activity supports the findings from ALA's earlier web usability study.
  - **Activity:** Work with the Office for Diversity and HRDR to create grass roots materials and train librarians and library workers to use them in their communities to encourage teens to consider librarianship as a career

FY 08: focus on Goal #1, Objective A

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FY 09: focus on Goal #1, Objectives A & B

- **Activity:** Work with the Office for Diversity and HRDR to create grass roots materials and train librarians and library workers to use them in their communities to encourage teens to consider librarianship as a career
- **Activity:** In conjunction with HRDR and the ALA Affiliates, launch a national "Take a Teen" to work day for librarians
- **Activity:** Create a mentoring program targeting new and existing librarians of diverse backgrounds and implement through the ALA Affiliates and YALSA