

Topic: Confirmation of YA Diversity Campaign Funds

- 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 diverse 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
 - **Activity:** In conjunction with HRDR and the ALA Affiliates, launch a national “Take a Teen” to work day for librarians

- § **Objective B:** Reduce the recidivism of diverse persons currently working in the profession
 - **Activity:** Create a mentoring program targeting new and existing librarians of diverse backgrounds and implement through the ALA Affiliates and YALSA

Goal #2: Ensure that all teens, regardless of background, have easy access to appropriate library services and resources

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5. Finances (please see attached budget for more details)

Fiscal Year	Estimated Funding Needed	Proposed Source
FY08	\$5,600 Spectrum Scholar \$2,000 conference scholarship \$1,400 recruit at affiliate conferences	\$8,000 from Ahead to 2010 \$1,000 from YALSA
FY09	\$10,000 create and disseminate grass roots materials \$1,000 Take a Teen to Work Day \$2,000 Mentoring program	\$10,000 from Ahead to 2010 \$3,000 from YALSA
FY10	\$10,000 training \$5,000 resources	\$10,000 from Ahead to 2010 \$5,000 from YALSA

These new initiatives, once launched, could become sustainable through future donations received from the Friends of YALSA as well as through possible corporate sponsorships.

6. Impact of the Proposal

- **Advancing the Mission & Goals of ALA and YALSA:** This YA Diversity Campaign touches on each of the six goals in Ahead to 2010, but focuses more heavily on Goal II Education and Goal IV Building the Profession. It also addresses the Key Action Area, Diversity. In January 2008 YALSA will be entering the next round of its own strategic planning process. However, this project does help advance the mission of YALSA by providing support and education to librarians and library workers as well as by striving to ensure that all types of teens have access to excellent library services and resources.

- **The Audience the Project Will Reach** Through education over, this project s

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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

FY 10: focus on Goal #2

- § **Activity:** Provide e-courses and face-to-face institutes to train library workers to meet the needs of diverse teen populations
- § **Activity:** Create readers’ advisory and collection development tools for library workers to use with diverse teen populations