

**African American Librarians and Library Employees
Kentucky Library Association
Board Report, September 28, 2011**

A survey was conducted between September 12 – 23, 2011. The survey analysis is provided within this report.

Based upon the Blue Book descriptions for the Recruiting, Mentoring and Diversity and the Minority Scholarship Committee KLA has a structure in place that can conduct the work that is the mission of AALLERT. While the focus will be broader within those existing committees, it is the opinion of the Chair that this broader focus will benefit KLA as a whole.

Membership in AALLERT remains low, funding events is a challenge and recruiting new and energetic leaders is difficult. The survey results indicate that the membership as a whole does not have an investment in AALLERT nor does AALLERT provide a significant value to the membership of KLA.

The work that AALLERT conducted during the Joint Conference Spectrum of Diversity was a highlight and a great accomplishment. I have no doubt that if another opportunity arose of this nature that KLA could create an Ad Hoc committee to assist RMD to accomplish similar feats.

Without a voting membership on the KLA Board and with existing structure in standing committees that can take up the mantle of promoting African American librarians and library employees the need for the African American Library and Library Round Table is difficult to justify. I do feel that it is important to note that the work within the Minority Scholarship and RMD Committees will need to have a specific focus on African American Library Employee needs. The RMD committee may need to review its structure and activities to add specific activities that would traditionally be the responsibility of AALLERT.

As my research, in the role of AALLERT Chair for the 2010-2011 KLA Governance Year has demonstrated the effectiveness of AALLERT is minimal. I move to dissolve the African American Librarians and Library Employee Round Table.

Respectfully Submitted, Constance Ard Chair

Survey Analysis

Membership:

The last Membership Report has 13 AALLERT Members.

3 of the 20 Survey Respondents are current and past AALLERT Members.

85% of respondents were not past members.

75% of respondents would not miss the option to join AALLERT.

Comment: 13 of 20 respondents would have indicated an engagement in AALLERT by current members.

Value:

“The list serv is helpful for general information about related conferences, positions, issues, etc. The sponsored sessions on diversity are also valuable.”

“It's goals, especially promotion of diversity help make libraries/librarians/ librarianship more welcoming for people of color.”

Comment: As Chair, I am not aware of an AALLERT only listserv. If there is one, then its activities can be administered through the KLA listserv.

Events and promotion requires the engagement of volunteers.

Mission:

Bluebook Description of AALLERT is limiting and sounds exclusive. Strategies outlined in ALLERT's description could be incorporated into the work of Recruiting Mentoring and Diversity

“#2 sounds like it better matches the name of the round table, although it implies, but does not state that it is limited to African-American librarians' issues.”

“Yes. Description 1 does not specifically address African American librarians, although AALLERT contains this group in its title. I am a little confused about the actual mission of AALLERT. If it is specifically for African American Librarians, then its mission should be geared for that population. If not, then perhaps a name change to more accurately reflect the mission would be in order.”

“Description 2 is more detailed and could easily be strategies that fit under description 1”

“Yes, description one is positive oriented the second negative”

Comment: Incorporating the work of AALLERT into the Recruiting, Mentoring and Diversity Committee will meet AALLERT mission goals of promoting diversity within KLA, remove the confusion about a specific ethnic makeup of the Round Table.

Conclusion:

AALLERT has a grand mission of making KLA more inclusive but with its own exclusivity it is dividing resources both human and financial that could have more power in the broader make up of the organization.

Not enough brand recognition exists for AALLERT to have an impact on the greater KLA membership. More work through collaboration will remove barriers. The lack of continued leadership and engagement by members indicates a limited interest and ability to support the worthy goals. Providing more focus on African American Library and Library Employee issues within the broader context of Recruiting, Mentoring and Diversity will decrease divisiveness in both leadership and membership.