BISG TOWN HALL:
DIVERSITY, EQUITY, & INCLUSION
GOALS OF TODAY’S PROGRAM:

Present actionable plans.

Report on successes our organizations have already achieved.

Present leadership in the area of equality and representation that might be emulated across the industry.

Acknowledge roadblocks to progress.
DEVELOPING A DEI PLAN:
A 4-MINUTE CASE STUDY
AUGUST 2019:

IBPA’s 2-year strategic plan sets goals for membership, advocacy, and eliminating bias.
Serve current members

- IBPA membership is deemed valuable and beneficial to a broad range of organizations and individuals.

Add new members

- IBPA membership is strengthened through outreach efforts, including outreach to those who are underrepresented within the association’s ranks and whose programs reflect diverse points of view.

Advocate for independent publishing

- IBPA speaks with a unified voice on issues of concern to independent publishers as a means of supporting and strengthening the vital profession of independent publishing.

Eliminate bias and enhance diversity

- IBPA promotes equitable participation by all persons in the association and the profession of independent publishing.
JUNE 1, 2020:

“IBPA Stands With Our Community Against Injustice and Racism.” (link)
JUNE 20, 2019:

IBPA launches DEI Task Force, a sub-set of the IBPA Board of Directors tasked with developing a formal DEI Plan for the association.
SEPTEMBER 2019:

IBPA publishes highlights of its approved DEI Plan. ([link](#))

**IBPA's DEI Commitment**

“To realize its vision of a world where every independent publisher has the access, knowledge, and tools needed to professionally engage in all aspects of an inclusive publishing industry, IBPA commits to fostering diversity, equity, and inclusion within its membership, leadership, policies, practices, and publications.”
IBPA’S DEI PRIORITIES

To engage and support underrepresented groups in IBPA’s community, education, advocacy, and tools for success.

To ensure IBPA’s policies and practices welcome, include, value, and support members of underrepresented groups.

To develop resources to increase the cultural competency of IBPA’s staff, key volunteers, and members.

To facilitate conversation within IBPA’s membership that leads toward greater understanding and more diverse, equitable, and inclusive outcomes.

IBPA’S DEI GOALS

Recruit and retain a more diverse IBPA membership.

Select a diverse group of volunteer leaders to serve as educational speakers at IBPA PubU and on IBPA committees and the board of directors.

Ensure IBPA’s key governance documents and statements comply with a modern understanding of DEI within a nonprofit association.

Provide training for staff and key volunteers in best practices related to diversity, equity, and inclusion.

Create alliances with other publishing organizations and author communities to extend DEI efforts across the industry.
ROADBLOCKS TO PROGRESS

Not having the confidence to start (aka “imposter syndrome”).

Attempting to solve problems before identifying them.

Attempting to reinvent the wheel.

Not starting with a straw man proposal.

Parsing words (aka “six of one and half dozen of another”).

Mission fatigue!