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To reiterate, it is important to recognize that these surveys should not be seen as "the voice of ALA," but as tools to gain insight and gauge future directions for research and change within ALA. For example, further analysis of all three surveys still needs to be undertaken in order to discern the professional and social classifications of all respondents, as well as the frequency of their responses. In addition, inferential and predictive analyses concerning the composition and perceptions of ALA members are beyond the scope of this report and the three surveys themselves. However, these survey results should still be weighed seriously, as a first step toward future actions, more thorough research-based investigations to ensure equity, diversity, and inclusion remain practiced, as well as uttered, values within ALA.