On the December 20, 2016, conference call, the Executive Board took the following actions:

**Voted to** approve changes to the 2017 ALA Midwinter Meeting skeleton schedule to accommodate attendee participation in the Atlanta March for Social Justice and Women, as outlined in EBD #12.16.1 (see attached.)

**Voted to** approve referral to the ALA Council for adoption Strategic Direction: Diversity, Equity and Inclusion, to be added to the ALA Strategic Plan, with preliminary review and potential amendment by the ALA Committee on Diversity; the ALA Equity, Diversity, and Inclusion Implementation Working Group; and the ASCLA Accessibility Assembly. The ALA Executive Board refers the draft Strategic Direction: Diversity, Equity and Inclusion to the ALA Committee on Diversity; the ALA Equity, Diversity, and Inclusion Implementation Working Group; and the ASCLA Accessibility Assembly for preliminary review and comment by January 9, 2017, to enable possible amendment of the draft recommendation, as outlined in EBD #12.15.1 (see attached.)

**Voted to** accept the proposed list of ALA nominees for IFLA Section Committees for 2017-2021, as outlined in CBD #10 (not attached - confidential.)

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Y = Yes, N = No, P = Presiding Officer (does not vote), A = Abstain, NP = Not Present
TOPIC: 2017 ALA Midwinter Meeting Skeleton Schedule Changes

ACTION REQUESTED: Approval

MOTION: The ALA Executive Board approves the following changes to the 2017 ALA Midwinter Meeting skeleton schedule, to accommodate attendee participation in the Atlanta March for Social Justice and Women:

(1) The ALA Council/Board/Membership Information Session start will be delayed from 3:00pm until 4:00pm on Saturday, January 21, and will end at 5:00 pm.

(2) The Presidential Candidates’ Forum start will be delayed from 4:30 pm until 5:00 pm on Saturday, January 21, and will end at 6:00 pm.

(3) Both BARC and F&A will meet on Friday, January 20, 11:30-2:30pm, at the time currently indicated for BARC; the joint BARC – F&A meeting currently scheduled on Saturday, January 21, noon-1:30pm, is cancelled.

REQUESTED BY: Mary W. Ghikas, Senior Associate Executive Director

DATE: 16 December 2016 (revised BARC/F&A time, 1/10/17)

BACKGROUND:

Members have expressed interest in participating in the Atlanta March for Social Justice and Women, scheduled the afternoon of Saturday, January 21. These schedule changes will enable interested members to participate.
TOPIC: ALA Strategic Direction: Equity, Diversity & Inclusion

ACTION REQUESTED: Discussion and recommendation to ALA Council at the ALA Midwinter Meeting

MOTION: The ALA Executive Board approves referral to the ALA Council for adoption Strategic Direction: Diversity, Equity and Inclusion, to be added to the ALA Strategic Plan, with preliminary review and potential amendment by the ALA Committee on Diversity; the ALA Equity, Diversity, and Inclusion Implementation Working Group; and the ASCLA Accessibility Assembly.

The ALA Executive Board refers the draft Strategic Direction: Diversity, Equity and Inclusion to the ALA Committee on Diversity; the ALA Equity, Diversity, and Inclusion Implementation Working Group; and the ASCLA Accessibility Assembly for preliminary review and comment by January 9, 2017, to enable possible amendment of the draft recommendation.

REQUESTED BY: Jim Neal, ALA President-Elect
Keith Michael Fiels, ALA Executive Director
Mary W. Ghikas, Senior Associate Executive Director

DATE: 16 December 2016

BACKGROUND:

In June 2016, the ALA Council approved the ALA Strategic Plan (2014-2015 CD#37 – 62815 – FINAL. The plan designates three Strategic Directions, or areas of strategic focus, for the Association:

- Advocacy
- Information Policy
- Professional and Leadership Development

While the Goals and Strategies within each of those strategic areas acknowledge the importance of diversity, both the Final Report of the Task Force on Equity, Diversity and Inclusion and the events of the past year have made it clear that a more focused approach is essential – to the Association and its members, as well as to the communities served by libraries and the staff of those libraries. The ALA Executive Board is, therefore,
recommending to the ALA Council the amendment of the ALA Strategic Plan to include a Strategic Direction or Focus on Diversity, Equity and Inclusion.

Because of the proximity of the Midwinter Meeting, the Board is asked to give preliminary approval to the draft amendment to the ALA Strategic Plan and make an immediate referral to the ALA Committee on Diversity, for its top-level review and recommendations, with a response to the ALA Executive Board by January 9, 2017, which will enable the ALA Executive Board to consider any recommendations for change coming from the Committee on Diversity. That specific referral should be noted in referring the initial draft to Council.

As happened with the other three Strategic Directions following approval of the ALA Strategic Directions, a staff team, including in this case the Office for Diversity, Literacy and Outreach, will be asked to develop an implementation plan, in consultation with member groups. Assuming approval at the 2017 Midwinter Meeting, the initial Implementation Plan would be developed for presentation to the ALA Executive Board not later than Annual Conference 2017. As with other plans, regular reports and updates would be received by the ALA Executive Board.

As is true with the other implementation plans, the EDI Implementation Plan would be much more specific. So, for instance, the Strategic focused on increasing diversity within the profession might include implementation actions such as the following:

- increase funding for the Spectrum scholarship program
- expand support for Spectrum scholars to attend ALA meetings and conferences and to participate in the work of the Association
- working with ALA Divisions and external groups, expand support for first professional internships in libraries.

Specific implementation actions -- the “how” of the strategic directions -- are reevaluated and modified by those charged with implementation as conditions change, technological tools shift or new opportunities become available. While receiving regular review by the Board, they are appropriately separate from the leadership approval of the strategic directions.

ATTACHMENTS:

- Attachment 1 - ALA Strategic Direction: Equity, Diversity and Inclusion (Draft)
- Attachment 2 - ALA Strategic Directions, approved June 2015 (Discussion Transcript)
American Library Association

Strategic Directions: EQUITY, DIVERSITY AND INCLUSION

DRAFT

Summary

- The American Library Association recognizes that equity, diversity and inclusion impacts all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries. This work includes addressing, dismantling, and transforming policies, structures, and biases throughout the organization and the field of librarianship. ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse and inclusive society.

Goals

- Within the Association and within the communities served by libraries, there is increased understanding of the effects of historical exclusion and commitment to ameliorating present marginalization and underrepresentation.
- ALA and its allies continue to build a diverse and inclusive profession
- Provide context and understanding of the concepts of equity, diversity, and inclusion and recognize their intersectional and complex nature.
- Empower ALL ALA members to participate in the life of their organization.
- Establish resources and support so libraries and librarians can be effective advocates for the inclusion of all individuals in the life of their community.
- ALA is a major voice for the values of equity, diversity and inclusion in all areas of information policy
- Provide space for diverse voices and perspectives.

Strategies

1. Conduct or provide professional development opportunities that address issues of equity, diversity, and inclusion.
2. Review ALA alliances and coalitions to increase focus on equity, diversity and inclusion.
3. Building on current advocacy assets, build a national advocacy campaign focused on the values of equity, diversity and inclusion. Empower all ALA members to advocate within their workplace, their community and beyond.
4. Gather, develop, and disseminate research documenting the value of equity, diversity and inclusion.
5. Review information policy positions and strategies and revise as needed to clearly articulate the values of equity, diversity and inclusion.
6. Work with graduate programs in LIS to increase focus on equity, diversity and inclusion within LIS programs and within the subject matter of the curricula.
7. Enhance recruitment, mentoring and networking activities – building on and expanding all components of the Association (including Spectrum), as well as its affiliates and chapters – to build a diverse and inclusive leadership for the Association and the profession.
8. Ensure that the values of equity, diversity and inclusion are embedded in all continuing education, relating to all aspects of the profession and its practice.

9. Specifically develop continuing education focused on understanding and addressing unconscious bias, power dynamics and other topics related to equity, diversity and inclusion.

10. Critically examine the way that equity, diversity, and inclusion are addressed throughout the Association.

To develop draft statement for a 4th strategic direction that would parallel the Council-approved statements for the 1st three strategic directions, the following sources were used:
Strategic Planning for Diversity, ALA Office for Diversity (developed by Jody Gray, Diversity Outreach Librarian/American Indian Studies Librarian, University of Minnesota Libraries, October 2011)
American Library Association Staff Diversity and Inclusion Action Plan (2003-2004?)
ALA Strategic Directions, ALA CD#37

I will now direct your attention to ALA Council Document 37, ALA Strategic Directions, and call upon ALA Immediate Past President, Barbara K. Stripling, to present the document.

Good morning.

>> BARBARA STRIPLING: Good morning. Good morning, colleagues.

I'm pleased to move for approval Council Document 37, the ALA Strategic Directions document. This plan was submitted to Council for your consideration and approval by ALA Executive Board and ALA President Courtney Young on May 26. The document, which will replace the ALA 2015 plan, which runs through this year, represents two years of effort and the work of thousands of individual members.

Planning began with a series of conversations with members about their aspirations for our association and for libraries and about how we might work together to best achieve those aspirations. These conversations involve dozens of member kitchen table conversations, many chapter forums around the country, a series of three virtual town hall meetings, and discussions with divisions, round tables, committees, affiliates, ALA Council, and ALA-wide Planning and Budget Assembly.

The Strategic Directions document reflects the synthesis of those conversations and the many thoughtful comments and suggestions we received. It also reflects the hard work of ALA committees, divisions, round tables, chapters, and affiliates, all of whom contributed to the plan.

This plan contains many elements that are familiar to you. ALA's Mission remains unchanged, as does our continuing commitment to literacy, intellectual freedom, diversity, equity of access, the improvement of library services for all, and the promotion of public policies which protect and increase access to information. The plan also builds on our organizational values and the Key Action Areas which have been approved by ALA Council as programmatic priorities each year and which have evolved, actually, over time.

Within this framework, the Strategic Directions and their attendant goals and strategies represent areas of interest and areas of focus for the next three to five years. We've tried to articulate the outcomes that we would like to achieve and to answer the question: What would success look like?
The strategies, then, articulate how we would move toward the achievement of goals in the Strategic Directions. For each of the Strategic Directions -- and there are three, just to remind you -- advocacy, information policy, and professional and leadership development -- for each one of those directions, key stakeholders, including Council committees, divisions, round tables, chapters, and affiliates, have helped develop specific implementation plans that will further outline objectives supporting each one of the strategies and specific tactics that we are going to use to achieve those objectives. This means that we've already done a lot of the thinking work.

While the goals and strategies are long-term, the objectives and tactics in the implementation plans will be updated on an ongoing basis. We want to be flexible. That's one of the things we heard in all of our conversations. And so we will have a continuous process of updating the implementation plan but have a very clear focus on the Strategic Directions.

Last, as was noted when the document was shared with Councilors earlier this week, two additions are now included in the document, and these are both based on the very most recent member comments when we posted it online. You will notice on page 2 we added housing status to the equitable access piece, and on page 6, we broadened the perspective of librarians and libraries representing their communities to the world around them, knowing that not every community is as diverse as we expect the profession to be.

Given the challenges and opportunities facing libraries and librarians today, we believe that this new plan and Strategic Directions will help us build a stronger association and stronger libraries for all.

>> COURTNEY YOUNG: Thank you. Is there any discussion on the report?

If there is no discussion, we will move to the action items. Oh, I am sorry. Thank you. Microphone 6.

>> MIKE MARLIN: Sorry. Mike Marlin, Councilor-At-Large. I heard from several members, and I don't recall if this was part of the comments or not that were received over the last six months -- excuse me -- but -- and I don't have it in front of me, but there was a clause right after the -- reflecting the communities that surround them that said the goal of -- is organizational and individual change, and several people said that they didn't think that this was really a goal, change just for change's
sake, and they objected to that and wondered if the Executive Board would be willing to take a look and possibly change that to maybe a more material or attainable type of goal rather than just change for the sake of change.

I am sorry I am not being as clear as I could, but I just wanted to relay that.

>> BARBARA STRIPLING: I found the spot, Mike. The outcome of learning is individual and organizational change, and it is focused, you are right, on the learning, professional and leadership development, so I see where your comment is coming from.

>> COURTNEY YOUNG: Microphone 6.
>> MIKE MARLIN: Mike Marlin, Councilor-At-Large. Thank you, Barbara. I think what they were suggesting is that they think maybe the outcome of learning is knowledge, not necessarily change, and maybe we could consider that as a housekeeping detail.

>> COURTNEY YOUNG: I've been advised that when we get to the motion on the floor that we can consider that change.

>> MIKE MARLIN: Do I need to make a motion?
>> COURTNEY YOUNG: Not yet.
>> MIKE MARLIN: Okay. Thank you.
>> COURTNEY YOUNG: Is there any further discussion on the report? We will now move to the action item.

>> BARBARA STRIPLING: I move the adoption of Council Document 37, Strategic Directions for ALA.

>> COURTNEY YOUNG: Is there any discussion on the motion?
I think what you all are advising me is that there is something, to give you a moment.

Microphone 5.

>> LARRY ROMANS: Larry Romans, Councilor-At-Large. I am wondering if we couldn't postpone consideration of this for a half an hour while we get the complete changes in written form that Lois Ann and Danielle can put on the overheads.

>> COURTNEY YOUNG: With your permission, Jim Rettig has joined us. We could set this aside, allow Jim to do his report, and then come back to this item. Is that okay?

>> Yes.
>> COURTNEY YOUNG: Okay.
Microphone 5.
Jim Neal, member of the Executive Board. I think what Mike has suggested is primarily -- I don't know if he would agree with this -- textual. I wish we could just accept the addition of language that he would prepare about the knowledge objective of learning. I think there is value in organizational individual change as a by-product of learning. So I don't know whether we need to go through this process if we are willing to accept this as part of the language of the document. It's not material, in my view, to the priorities that we're setting.

COURTNEY YOUNG: Does Council agree that we will add the addition so that statement will say: The outcome of learning is individual and organizational knowledge and change? Or is it a replacement of change with knowledge? We've got it.

JANE GLASBY: Jane Glasby, Councilor-At-Large, speaking on behalf of Mike Marlin.

The suggestion is the outcome of learning is individual and -- is knowledge -- sorry. Start again. The outcome of learning is knowledge supporting positive individual and organizational change. So insert "knowledge supporting positive."

COURTNEY YOUNG: Is there any objection? Okay. So I will invite Immediate Past President Barbara K. Stripling back to the podium. It's the Opening General Session all over again. (Laughter) Is there any further discussion on the motion? Okay. There appears to be no more discussion, so we will proceed to the vote. Will all those in favor please raise one of your hands.

Will all those opposed please raise one of your hands.

Thank you. The motion passes. Please mark your ballot "CD # 37, ALA Strategic Directions as amended." Thank you, Barbara.