

Exhibit 23

WHEREAS discrimination against women librarians in recruitment, hiring, retention, promotion, salaries, and other conditions of employment has been amply documented, and

WHEREAS the rapid implementation of affirmative action is a necessity demanded by the present discriminatory profile of employment within the library field, and

WHEREAS, as a means of redress from discrimination in employment, the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, and Executive Order 11246 are designed to be implemented by governmental agencies created for the purpose, and

WHEREAS inadequate funding of these governmental agencies creates severe limitations and delays in their resolution of complaints filed with them,

NOW THEREFORE BE IT RESOLVED that the Washington Office of the American Library Association be instructed to actively lobby for the adequate funding of the agencies which monitor federal affirmative action regulations, and

BE IT FURTHER RESOLVED that the American Library Association adequately fund its Washington Office so that it can undertake this essential lobbying effort.

Submitted to AIA Council
by Miriam Crawford
Councillor-at-Large

NOW THEREFORE BE IT RESOLVED, That Council directs the ALA President to appoint a committee to develop a four hour program for the opening Sunday of the 1975 Midwinter Meeting for the orientation and professional development of Councilors; and also directs the Executive Director of ALA to assist the Committee in planning the program.

In response to Councilor at large Bingham's question, Mrs. Griffen stated that it was her idea that this be carried out as an experiment and if satisfactory, Council could then decide on a course of action for subsequent meetings. President Lowrie called for a vote on the amendment, and it was APPROVED, whereupon the Resolution as amended was ADOPTED.

Affirmative Action for Women (CD #61) - Exhibit 23. Councilor at large Crawford Moved Acceptance of the Resolution Mr. Josey then moved to amend Paragraph 1, line 1, to insert the words "and minority" after "women,"; and to amend paragraph 3, line 2, to insert "as amended by the Equal Employment Opportunity Act of 1972," after "1964"; to amend paragraph 3, line 3, to insert "and E.O.11478" after "E.O.11246"; and to amend paragraph 3, line 4 to insert "or otherwise assigned that function," after "purpose." Councilor at large Cunningham seconded the motion to amend. Mrs. Hoffman, chairman of the Committee on Legislation, was ruled out of order when she asked consideration to deleting the word "lobbying", and continued to suggest that a check of the Federal Legislative Policy be made to ascertain whether some of the items suggested by Mr. Josey may be already covered by policy. Mrs. Crawford accepted Mr. Josey's proposed amendment; she also wished to incorporate the word "activity" as a substitute for "lobby" in Paragraph 5, line 2, as an amendment, also dropping the word "lobbying" in the final paragraph. The Council accepted Mrs. Crawford's amendments as an editorial change coming from the mover of the original motion. Clarification, as suggested by Mrs. Hoffman, was requested from the Legislation Committee before incorporation of Mr. Josey's motion was considered by Council. The fact that the Washington Office verified that adequate funds already exist to carry out the proposed activities suggested the lack of need for the final Resolved paragraph.

After conferring with members of the Committee and with the Director of the Washington Office, Mrs. Hoffman returned with a motion debated by Mrs. Crawford and Mr. Josey, but Council

VOTED, That Resolution #61 with accompanying discussion and suggestions be referred to the Legislation Committee for implementation based on Section 5 of the ALA Federal Legislative Policy relating to existing federal laws affecting librarians, Libraries and their users adopted in January, 1973.