

Gay, Lesbian, Bisexual, and Transgendered Round Table
of the American Library Association
2009 Annual Conference, Chicago, Illinois

Steering Committee II
Meeting Minutes

14 July, 2009

I. Call to order

David S. Vess called to order the regular meeting of the GLBTRT Steering Committee of ALA at 8:03 a.m. on 14 July, 2009 in the Indiana Room of the Palmer House Hotel

II. Introductions

Tracy Nectoux, GLBTRT Secretary, recorded the names of those in attendance. The following were present: Ellen Bosman, Matt Ciszek, Jane Cothron, Franklin Escobedo, John Furlong, Roland C. Hansen, Peter Hepburn, Dale McNeill, Michael Nitz, Barbara Pickell, Jerry Reynolds, K.R. Roberto, Jim Simonis, David Vess.

III. Approval of Agenda

- **Motion Number 1**
- **Motion to approve the Steering Committee II Agenda**
- **Motion: ?**
- **Second: ?**
- **Passed by unanimous voice vote**
- **Approval of Minutes from Previous Meetings**

IV. Reports from GLBTRT Representatives and Liaisons

a) **YALSA**

YALSA Board Meeting II:

Older Teen Interest Group: YALSA Board approved action on the creation of a new interest group that focus on older teens 18-24. The interest group would be open to any YALSA member to participate virtually. The purpose of the group is to develop programs, reader's advisory, and advocate for older teens (young adults) which are entering into college.

Magazine Selection Task Force: The final report on the creation of a Magazine Selection committee was brought to discussion. Board passed a motion that would create an interest group due to the lack of magazines being published. Board recommended that members of the selection task force be approached to create the interest group and possibly a wiki that would create a list of magazines and online zines for teens and tweens.

Best Book for Young Adults (BBYA) Discussion: At Board Meeting I, there was a proposal to modernize the selections list, one of the main points was BBYA. Because the proposal recommended the sun setting of the BBYA, the Board moved that the proposal be opened to discussion amongst the members at the meeting. Thirty YALSA members, previous and current chairs and members of BBYA Spoke about the problems, recommendations for improving BBYA, education of incoming members, and the need and continued usefulness of the list.

YALSA Annual Membership Meeting / President's Program:

Membership: Even in these hard economic times, YALSA membership has increased.

YALSA Knows Risky Business: Linda Braun, the new YALSA President, announced next year's theme, YALSA Knows Risky Business. She pointed out to the audience that we as Young Adult Librarians take risks everyday when we work with teens. At the end of the year a book titled Risky Business will be published by ALA Editions. YA Librarians are encouraged to share their stories by sending them to yalsarisk@gmail.com

YALSA Board Meeting III:

2009 Road Trip: This year YALSA started the Road Trip Program where YALSA members will hold YALSA meeting at State Conferences. The Board voted to continue the program into the future.

BBYA Action: Debate continued on what action should be taken on modernizing the BBYA. The Board was split on what actions to take; some thought that taking quick action was not a good idea while others thought it needed to be addressed. After long debate the issue was tabled. Nevertheless, Linda Braun appointed members to create a task force to come up with solutions by August's Conference call.

Installation of New YALSA Board of Directors of the 2009-2010 Board:

Executive Committee:

- Linda Braun, President
- Nick Buron, Division Councilor
- Sarah Debraski, Immediate Past President
- Francisca Goldsmith, Secretary
- Mary Hastler, Fiscal Officer
- Kim patton, Incoming President-Elect

Board:

- Jerene Battisti, Director
- Michele Gorman, Director
- Shannon Peterson, Ex-officio (Chair, Organization and Bylaws Committee)
- Dawn Rutherford, Director
- Sara Ryan, Director
- Stephanie Squicciarini, Director
- Gail Tobin, Director
- Cindy Welch, Director
- Sarajo Wentling, Ex-officio (Chair, Strategic Planning Committee)

Submitted by,
Franklin Escobedo

b) Budget and Review Council

GLBTRT fiscal situation is ok- good amount of cash in reserve and not extravagant in spending. Continue to monitor spending, step up fund raising for endowment account.

FY2009 budget revisions made- hiring freeze, 10 layoffs, one week furlough for all ALA staff, all department budgets revised to meet new income levels, drop in endowment income \$6 million in six month period, no carry over of unused vacation time.(use it or lose it situation)

Fy2010 budget proposals revised down to match projected income, start to see drop off in division and roundtable membership renewals, starting to see drop off in the number of exhibitors and size of exhibit booth space being bought by vendors

Examining the costs for implementation of electronic participation for conference. some pilot projects started by divisions.

Projections- continued drop in membership renewals, monitor conference costs and registration levels. 2010 midwinter first conference with shortened schedule.

Rod Herschberger project to seek new income streams for ALA- see treasurer website for more details.

Work begun for next strategic plan

Submitted by,
Norman Eriksen

c) Diversity Council

- Diversity Council has a new staff representative: Miguel Figueroa.
- Diversity Council is struggling to better understand its mission. There were no hard conclusions, but it was agreed that an important part of its mission is to get people elected to council, so as to strengthen our presence within ALA.
- Putting out a list of candidates who represent diversity has worked well during elections.
- Diversity Council supported the resolutions on equitable access to websites and purchasing accessible electronic resources.

Submitted by,
Barbara Pickell

d) ASCLA Accessibility Assembly

- Much progress has been made at this conference. There is better access at this conference than in the past.
- Re: Charging users for scooters. There has been discussion on this, but participants still need to book their scooters ahead of time.
- Re: Accessibility Resolution. At the board meeting, there was a consensus that “we can't demand what we can't do.” The resolution sounds like a good one, but can we implement what we're asking for? For this reason, they did not want to bring the resolution to council.

Submitted by,
Jerry Reynolds

e) Government Documents Round Table

Government Documents are essential to what we, in the GLBT Round Table, do. Jerry urged us to be aware of, and promote, the government documents related to LGBTQ issues.

Submitted by,
Jerry Reynolds

V. Open Issues

f) Membership Meeting Update

All proposed Bylaws amendments were supported by the attendees of the Membership Meeting.

VI. New Business

g) Bylaws

The Bylaws Ad Hoc Committee is now resolved. Much appreciation to Roland Hansen and the committee for revising the bylaws.

- **Motion 2**
- **Move to form an Ad Hoc Bylaws and Procedures Manual Committee**
- **Motion: David Vess**
- **Second: Peter Hepburn**
- **Passed by unanimous voice vote**

Matt Ciszek nominates Peter Hepburn as Chair of the Ad Hoc Bylaws and Procedures Manual Committee. Tracy Nectoux seconds.

Duties of the Ad Hoc Bylaws and Procedures Manual Committee:

- Revise bylaws, but also work on the procedures manual
- Pull procedures out of bylaws and streamline the bylaws
- Have the bylaws guidelines on a spring ballot

h) Discrimination at ALA Conference Center

A thorough discussion took place, in which the following decisions were made:

- A document that outlines, in detail, what occurred will be drafted
- Further discussion with the Event Planners at McCormick Place West
- Further discussion with Diversity Council and ALA Executive Board

- Keep in contact with Larry Romans

For detailed information regarding events that occurred at McCormick Place West See Appendix A of these Minutes.

i) **40th Anniversary Celebration**

Discussion topics included:

- Will this be separate from the Book Award Celebration?
- Following tradition, the Book Award Celebration and the Gala should be the same event.
- The committees (Book Award and Program) join together and plan the event.

Issues:

- Do we want to have this expensive event in DC?
- Is this affordable?
- Will it be just brunch, with an acknowledgment of the anniversary on the program?
- Should we reprint Gays in Libraryland?
- Should we rerun the history of the RT?
- This is special. If we have it in the evening, it wouldn't conflict with other events.
- Perhaps a reception with a speaker?
- The office for membership will promote this for free.
- Should it be a tiered event?

- **Motion 3**
- **Create an ad hoc committee that will report back in one week**
- **Motion: David Vess**
- **Second: Peter Hepburn**
- **Passed by unanimous voice vote**

The 40th Anniversary Celebration Ad Hoc Committee was formed.

Members: Matt Ciszek, Roland Hansen, John Furlong, Jim Simonis, Michael Nitz

Roland put forth a program idea: “Archiving the Future,” which would include subject-specific speakers.

j) Amazon Issue

The following discussion took place:

- Working through the machinations of ALA took a long time, but we built good relationships there. And it's important that ALA issued this statement.
- We did a good job discerning fact from rumour. It's a good thing to remember that just because something is stated, that doesn't mean it's true.
- Should we form an ad hoc group to quickly take on these issues and track them? Our liaisons to the FTR and IFRT performed very well in this instance.
- We don't want to reinvent the wheel, just communicate as effectively in the future as we did with this incident.

k) Volunteer Form

We need to know who's interested in us and why. We also want to know what they're interested in doing within the RT, so that we'll have good fits. This way, Chairs can see who is interested in what, and who would be a good match for their particular committees.

- We'd like the form to be time and date stamped.
- Send a yearly reminder to members, reminding them of volunteer opportunities.
- Make sure the form says, “You're volunteering for this year only.”

l) Liaisons

Discussion included:

- We have accountability issues and need different/better mechanisms.
- There is a problem with a lack of communication with our Liaisons.
- Chairs will send out email requesting, and giving a deadline, for reports.
- What we expect from liaisons is not attendance to all meetings (though that is the ideal), but reports.

- Matt will ask Elliott to send us a list of who registered at the conferences. We can contact them if they registered, but didn't attend meetings.
- We should also be more clear about when the All-Committee meeting begins.
- On the Web page, we should remove the committees that have vacancies, and add wording stating that we're interested in having liaisons for other groups.
- Jerry Reynolds and Peter Hepburn volunteered to be our new liaisons to Freedom to Read.

m) **Goals for the GLBTRT For the Next Two Years**

We'd like to appoint someone that people can approach if they need assistance or information about specific concerns. Perhaps an ad hoc committee: one person (in contact with OLOS), plus all the people working on tool kits. Dale will talk with Nancy about the possibilities.

- **Motion 4**
- **Create an Ad Hoc Resources Committee with charge to oversee the development of tool kits**
- **Motion: Dale McNeill**
- **Second: Roland Hansen**
- **Passed by unanimous voice vote**

Duties of the Ad Hoc Resources Committee:

- Responsible to the Steering Committee
- Report at Annual in DC in 2010

n) **Membership Meetings**

Discussion as follows:

- ALA bylaws say that we must have membership meetings; however these are often only attended by the Steering Committee.
- We should routinely inform membership about the level of their allowed participation at these meetings (i.e., they can vote at membership meetings).
- Should we use an online ballot?
- Should we supplement membership meetings with online discussion or voting.

- If we have interesting subjects on the agenda, perhaps we'd have better attendance.
- We should always plan specific topics for our membership meetings, and advertise them.

The newly created Bylaws and Procedures Manual Committee will be considering all of this. We need more guidelines on how these meetings will be run.

o) Communication and Accessibility

- We should attempt to inform the membership about our programs by the time they can register for bundled packages.
- We should always float our resolutions by membership.
- The Round Table news needs to be better provided to membership.
- A Read-Only option for the Steering Committee List should be offered to all members.

- **Motion 5**
- **Create read-only access to the Steering Committee List**
- **Motion: Matt Ciszek**
- **Second: Peter Hepburn**
- **Friendly motion: Vet this through the Membership Promotion Committee**
- **Passed by unanimous voice vote**

When the list is ready, these words will be added to the Web page: “If you want read-only access to the Steering Committee list, please contact the Secretary.”

VII. Announcements

VIII. Adjournment

- **Motion 6**
- **Motion to adjourn**
- **Motion: Peter Hepburn**
- **Second: Matt Ciszek**
- **Passed by unanimous voice vote**

Steering Committee II was adjourned at 12:03pm

Minutes submitted by: Tracy Nectoux, GLBTRT Secretary, August, 2009.

Minutes approved by the GLBTRT Steering Committee Meeting I, January 16, 2010,
ALA Midwinter Meeting.

IX. Appendix A

Submitted by:

- Ambrose, American Library Association Member*
- Samantha, American Library Association Member*
- Anonymous, Transman, American Library Association Member*
- Tracy Nectoux, GLBTRT, Secretary
- K.R. Roberto, Former GLBTRT Co-Chair
- David S. Vess, Former GLBTRT Co-Chair

Narratives of Ambrose & Samantha, American Library Association Members

*Note: the below characters "*****" denote redacted text to preserve the privacy of our members.*

Email text from Ambrose and Samantha

Subject: Bathroom incidents

Mon, Jul 13, 2009 at 2:26 PM

Reply-To: *****

To: David Vess vess@illinois.edu; Cc: Tracy Marie Nectoux <tnectoux@illinois.edu>, "K.R." <kr.roberto@gmail.com" *****

David,

This is hard to write but what follows is our experience. Yesterday, I, Ambrose ***** was talking to a member of the GLBTRT who convinced me to use the men's bathroom for the first time as I had a right to be there. He did tell me, however, to make sure there were no people with green shirts anywhere nearby as they policed the bathrooms. At 1pm, roughly, I found a bathroom near to W190 that appeared not to have anyone wearing a green shirt around. As I went in, ***** Samantha noticed a green shirted man make a beeline for me. She tried to stop him but to no avail. When I tried to leave the bathroom he blocked me. He stood in the bathroom doorway and made me bend and walk under his arm to leave. As I passed under him he made a nasty comment, "Using the wrong bathroom aren't we", about me using the wrong bathroom. I told him I was a man and he made nasty noises but no words. This was on July 12, 2009.

On July 13, 2009, Samantha ***** had the following incident. She was walking to the bathroom when a green shirt intercepted her. Samantha said she was looking for the

* Trans people are often targets of severe discrimination and even violence. The three ALA members involved in these incidents chose to limit the sharing of their identities in written and verbal communications for fear of further discrimination and other potential dangers being "outed" presents them with.

woman's bathroom. The woman laughed at her and then followed on her heels as Samantha went into the women's room. The woman stared at her as she walked and waited to make sure she left promptly. She followed Samantha out and waited for her to walk away.

These events caused so much distress that I skipped the Tango event [GLBTRT Program] and we nearly did not return for the Stonewall event [GLBTRT Stonewall Book Awards].

Ambrose & Samantha

Narrative of Anonymous Transman, American Library Association Member

I """""""" """""""" want to report my experience with the McCormick Center restrooms and staff. While attending workshops at the McCormick Center, I began to notice maintenance staff in green shirts who stood outside the restrooms. They did not appear to be cleaning or directing traffic. In truth, I'm not sure what their role was but I felt very uncomfortable when trying to approach the men's room. I got a few aggressive stares from the maintenance staff when even coming close to the men's room. This was especially true for the restrooms around the Food Court area. As a result, I made a concerted effort to completely avoid the maintenance staff. I used the restrooms in isolated parts of the building and/or on other less-populated areas. This was inconvenient, uncomfortable and embarrassing. In other words, when I was with colleagues trying to sprint from one workshop to another, I had to take detours that were completely illogical and time-consuming.

I met """""""" """" """""""""" """""""""" in the Transgender Workshop. I ran into them the next day. I asked how their McCormick restroom experience had been and explained mine. Ambrose indicated that he usually doesn't use the men's room--out of fear, anxiety etc. I told him I had gone through all of those emotions within the past several months. I spoke about some of the methods I use--I started using it when I was really ready, men don't really make any eye contact in restrooms and it's usually a very quick in/out experience, lastly, I started using the restroom when I reached the point that I was confident enough to feel safe. I also shared my McCormick-specific experience: I told him that I had avoided the staff in green shirts because I had a very bad feeling about them. I wasn't sure what they were doing exactly but I was afraid I would be stopped.

I subsequently found out that both Ambrose and Samantha were harassed in the restrooms. I felt terrible. I also felt partially responsible because I wanted to be helpful to Ambrose, yet felt that my efforts inadvertently led to an unsafe situation for him (and Samantha).

In the end: at the very least--for future ALA events: I'd like to know that the trans population will be safe (physically and psychologically) in the restrooms they choose to use--no matter where they are in their transition.

If I can offer any additional details or information, please let me know.

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Anonymous Transman

Additional statement from Anonymous Transman, American Library Association Member

In private communication, Anonymous Transman and I held, he noted the following which I am compelled to share with his permission. The below brief, comment gives those of us who cannot possibly understand what Trans people must endure on a regular basis. David S. Vess

“I went to other floors, and/or isolated corners into the building. While this was inconvenient (and embarrassing), I’m not unaccustomed to navigating restrooms in this way. Maybe it was internalized transphobia, but I just wasn’t surprised. It’s not unusual to almost make myself sick, just so that I can find a restroom and feel safe. This is true for many, many transmen I know. (probably trans women too)”

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.....

Anonymous Transman

Reporting Incidents

The below was written by Tracy Nectoux, GLBTRT, Secretary. All the others listed on the first page of this report vetted this text for accuracy and completeness.

The following is an account of what occurred on July 13, 2009, at McCormick Place West, located at 2301 S. Lake Shore Drive, Chicago, IL 60616, during the American Library Association’s (ALA) Annual Conference.

Tracy arrived at McCormick Place West at approximately 10:00AM to attend the GLBTRT, Stonewall Book Awards Brunch Celebration. She was soon approached by Ambrose and Samantha. Ambrose told Tracy what had been happening at McCormick Place West for the past three days: the cleaning staff had followed, harassed, intimidated, and mocked both he and Samantha as they used the bathroom facilities.

K.R. Roberto was standing close by, and Tracy invited him to join the conversation. While Ambrose explained the incidents to K.R., Tracy found a convention hall employee and asked where the ALA office was. Tracy then called David Vess, then GLBTRT Co-Chair, and left a voicemail explaining the situation.

Tracy proceeded to walk to the ALA office with K.R., Ambrose, and Samantha. The group first spoke with Deidre Ross, ALA's Director of Conference Services. Ambrose explained his and Samantha's experiences with the cleaning crew to Ms. Ross. K.R. addressed her next (I'll let him speak for himself). Tracy then noted to Ms. Ross and the group she believed ALA had policy to not patronize or enter into contracts with businesses or organizations that do not have clear anti-discrimination policies for LGBT people.

It was later discovered that ALA does have such a policy but it only included Gay, Lesbian and Bisexual (GLB) people; not Transgendered people.

Ms. Ross expressed confusion, disappointment, and a strong desire to put a stop to the harassment immediately. She called Jackie Carter, one of the Event Managers. While the group waited for Ms. Carter, Ms. Ross explained that the cleaning crew was an outside contractor the convention center hired for the specific purpose of cleaning for this conference. Very soon, around eight people walked in the ALA office, including the Manager of the cleaning crew.¹

The group explained what had happened to the representatives of the cleaning contractor and others. Ms. Carter said that they had "no idea that this was going on," and that she'd have put a stop to it if she knew.

Everyone assured the GLBTRT group they would put a stop to this immediately. Indeed, they seemed to understand the issue clearly and were anxious to "get out on the floor" and talk to the cleaning crew. We all thanked them.

After the Event Managers and Manager of the cleaning crew left, Tracy gave business cards to Ms. Carter and Ms. Ross. Tracy then left to return to the Brunch, while K.R., Ambrose, and Samantha stayed behind.

As Tracy walked back to the event she saw all of the Event Managers and the Manager of the cleaning crew standing in a group, talking intently. As she passed, and said, "Thank you again, gentlemen." They called her over. The Manager of the cleaning crew said, "I hope to make this an educational opportunity for my employees." He seemed sincere. Tracy told him she hoped that from "this ugliness," there could be a positive outcome for Ambrose and Samantha, and that would come from them witnessing our reactions and actions. Someone in the group, name and position unknown asked if they could talk with us some more. Tracy confirmed that would be a good idea. The group thanked Tracy and she continued to walk back to the Books Awards Ceremony.

¹ Regretfully, the GLBTRT group was unable to get everyone's names, titles, and contact information.

That evening K.R. received a phone call from Antonio Smith. Tracy returned his call. Mr. Smith asked if we'd heard from anyone about any further developments, and Tracy told him the GLBTRT group had not. She explained that they were sincere about meeting with us, they could attend our meeting scheduled for the next morning. Smith said that he or someone from the convention center would definitely be there. Tracy gave him the location and time, and he said he'd call her back with the details.

That night, around 8:30, when Tracy heard nothing, she called Mr. Smith back. He said he'd emailed Ms. Ross, but hadn't heard back from her, but would definitely call Tracy back.

The next morning, Mr. Smith called Tracy during the meeting (around 9:00AM). He said that neither he nor Ms. Ross could attend our meeting because the conference was still going on, but that "someone" would be there. Tracy asked who the person would be but Smith replied he did not know. Tracy asked him when the group could expect this person but he was uncertain.

No representative attended the GLBTRT Steering Committee II Meeting held at the Palmer House Hilton, Indiana Room on July 14th, 8am—12pm.

Letters From General Manager of Conference Center sent in c/o GLBTRT Co-Chairs to GLBTRT members who were targets of discrimination

Dear GLBTRT member,

I understand that you had some unfortunate incidents occur during your recent visit to McCormick Place during your Library Show. I wanted to take time to personally apologize for the treatment that you received from some of our employees who were monitoring the washrooms. I can only imagine the emotional stress and the humiliation that was caused by such treatment. We cannot change the past but we can only learn from it. I wanted you to know that we have taken steps within our department to assure that this type of behavior does not happen to you or any other group of individuals that visit our complex. We not only spoke individually to each and every member of our team that was assigned to cleaning washrooms during your show we are going a step further by having our training manager put together a sensitivity training program for the entire staff.

Again, I want to apologize for the inconvenience and embarrassment that our staff caused you during your event. I can only hope that in spite these incidents you had a good show and a good time during your visit to Chicago.

Sincerely,
Duane Pasko
General Manager, McCormick Place