



A Resolution in Support of Civil Rights Protections for People of Diverse Gender Identities

Whereas diversity and equitable access to information and library services are identified as key action areas of the American Library Association's strategic directions,

Whereas the American Library Association (ALA) recognizes that equity, diversity, and inclusion (EDI) impacts all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries, and

Whereas ALA with its affiliate organizations and allies are major voices for the values of equity, diversity, and inclusion in libraries, and

Whereas ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse, and all-inclusive society, and

Whereas ALA is committed to diminishing social exclusion, stigmatization, and underrepresentation within the communities served by libraries through an increased understanding of gender, and

Whereas libraries strive to provide safe, respectful spaces for diverse voices and perspectives, and

Whereas the U.S. Department of Health and Human Services and the Justice Department have undertaken initiatives that would abolish federal recognition of approximately 1.4 million Americans who identify as transgender under Title IX of the Education Amendments of 1972, and

Whereas the Department of Justice under the current administration asserts that the protections of Title VII do not apply to transgender people, and

Whereas the proposed policy changes would define a person's sex as "male or female based on immutable biological traits identifiable by or before birth," and

Whereas we oppose eradicating federal civil rights protections of US citizens on the basis of gender identity or expression as well as oppose government measures that socially exclude populations and deny individuals' civil rights and the full protection of the law, and

Whereas, the proposed regulatory and policy changes are in direct conflict with ALA's fundamental values, principles, and commitment to equity, diversity, and inclusion, and

Whereas our goals are to encourage and enable our members to serve all communities regardless of gender identity, sexual orientation, race, housing status, abilities, legal record, or class, with tools that foster education and lifelong learning, and



Whereas ALA, its divisions, units, and the Gay, Lesbian, Bisexual, and Transgender Round Table work to support library professionals as they diligently promote mutual respect and understanding, and

Whereas ALA and libraries strive to serve all facets of our society, bringing solidarity with our LGBTQI members, colleagues, families, friends, community members, and students, and we fully support efforts to fight for acceptance and understanding of all members of society, and

Whereas for more than 140 years, ALA has been the trusted voice of libraries, advocating for the profession and the library's role in enhancing learning and ensuring access to information for all, and

Whereas governmental policies that would eliminate key protections and civil liberties for some of the most socially excluded populations is counter to the core values of the library profession and our Association, and



Resolved, that the American Library Association affirms support of civil rights protections for people of diverse gender identities, and

1. Encourages libraries to defend those civil rights protections, in their policies, procedures, and their actions, in accordance with the first principle of the *ALA Code of Ethics*: "We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests."
2. Encourages libraries to create welcoming and inclusive spaces to meet the information needs of people of diverse gender identities, as well as create inclusive programs, projects, and events to support and demonstrate equality, inclusion and respect.
3. Reviews ALA policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout and broadly communicated to the membership broadly; and be it further resolved that this resolution be printed in full in *American Libraries* and publicize widely via all media channels.
4. Creates avenues within existing ALA structures to highlight model policies as well as identify model training and educational opportunities for library staff and administrations that encourage the creation of all-inclusive spaces and provide an understanding of bias.

Adopted by the Council of the American Library Association
Tuesday, January 29, 2019, in Seattle, WA

A handwritten signature in black ink, appearing to read "Mary W. Ghikas".

Mary W. Ghikas, Executive Director and
Secretary of the ALA Council