

COUNCIL COMMITTEE REPORT FORM

TO: ALA Council

Date: January 10, 2022

RE: ALA Policy Changes/Updates

In accordance with Policy A.4.2.6 of the ALA Policy Manual, the Policy Monitoring Committee (PMC has reviewed actions taken by the ALA Council during the 2021 Virtual Annual Conferences for incorporation into, addition to, or changes to the ALA Policy Manual.

ACTION REQUESTED/INFORMATION/REPORT:

Action requested from Councilors is to cast their vote: to accept the placement in the ALA Policy of the approved actions from the 2021 Annual Conference Council Meeting.

- 1) Resolution on Roundtables, PMC moves to append
- 2) Creation of the ALA Code of Conduct committee the PMC moves to insert
- 3) Disbanding of the Committee on Membership Meetings and approval of CD#27.1 Motion 5 to add to the charge of the ALA Membership Committee the PMC moves to insert
- 4) Resolution to Achieve Carbon Neutrality for ALA Conferences the PMC moves to insert
- 5) ALA Code of Ethics Ninth Principle the PMC moves to insert
- 6) Resolution on U.S. Enterprises' Abridgement of Free Speech the PMC moves to insert
- 7) Resolution Open Educational Resources the PMC moves to insert

ACTION REQUESTED BY: 2021-2022 Policy Monitoring Committee

CONTACT PERSON: Toni Negro, tnegro@verizon.net, Chair of the Policy Monitoring Committee

BACKGROUND: (see attached)

Based on Council approval of ALA CD#46.2 Item 2 Resolution on Roundtables, PMC moves to append

A.4.3.3 Round Tables of ALA: Role and Function (Old Number 6.3)

6) Membership of Round Tables in ALA

The ALA affirms Round Tables are a vital part of the ALA structure and requires that Round Tables

- maintain a minimum of 150 members. A Round Table unable to meet the minimum membership within one year may become an Interest Group, join with another round table or disband;
- adhere to a common template of core bylaws while maintaining the flexibility of their own operating principles;
- align with nominal, annual membership dues to be recommended by the Round Table Coordinating Assembly

Background: Report of the Forward Together Resolutions Working Group ALA CD#46.1 Monday, June 18, 2021

Based on Council approval of ALA CD#27.1 Motion #3 Creation of the ALA Code of Conduct committee the PMC moves to insert

A.4.4.8 Code of Conduct Committee (New)

1) Committee Charge. To administer and apply the ALA Online Code of Conduct. This committee will provide transparent, consistent, and context-sensitive accountability to ensure mutual respect and community safety. It will take timely action in addressing and resolving any incidents on those platforms and channels. It will ensure that the Code of Conduct is updated according to the schedule in the Code, with opportunity for community input. It will publish an annual transparency report and communicate that report, along with any updates to the Code, to users of all ALA-affiliated platforms and channels. Finally, it will partner with ALA leadership and legal counsel to develop and maintain a strong and transparent procedures for handling incidents.

2) Committee Membership a. It is proposed that there be seven (7) members of the committee and all members will serve two-year terms.

3) Officer structure a. Co-chairs (appointed annually by the ALA President-Elect) b. It is proposed that the committee operate with co-chairs, to ensure that it is able to quickly and successfully address time-sensitive incidents. c. To maintain continuity, one co-chair from the Working Group will continue as co-chair in the committee's initial year. Similarly, future co-chairs' terms should be staggered so that both co-chairs do not roll off the committee simultaneously.

Background: Report of the ALA Committee on Organization, ALA CD#27.1 Monday, June 28, 2021

Based on Council approval of ALA CD#27.1 Motion 4 to disband the Committee on Membership Meetings and approval of CD#27.1 Motion 5 to add to the charge of the ALA Membership Committee the PMC moves to insert

A.7.4.10.1 ALA Membership Committee (NEW)

To plan the agenda for the membership meetings specified in ALA policy 7.4.10; to identify potential discussion topics for the membership meetings; to educate the membership about the purposes of the membership meeting and the opportunities it offers members; to identify and recommend incentives for attendance; to advise staff on logistics for membership meetings; to oversee publicity plans for membership meetings; to assess the effectiveness of the membership meetings in addressing the ALA membership's needs; and to recommend changes in light of that assessment.

Background: Report of the ALA Committee on Organization, ALA CD#27.1 Monday, June 28, 2021

Based on Approval of ALA CD#53 Resolution to Achieve Carbon Neutrality for ALA Conferences the PMC moves to insert

A.7.1.11 Carbon Neutrality for ALA Conference (NEW)

The ALA shall pursue a goal of carbon neutrality for all ALA conferences by the year 2025 and will remain carbon neutral for these events. The ALA Council Committee on Sustainability will assist and track progress toward this goal. All divisions, roundtables, chapters, affiliates, and others who work with the association are encouraged to consider adopting similar goals to reduce carbon footprints.

Based on Council Approval of CD#24.2 ALA Code of Ethics Ninth Principle the PMC moves to insert

B.1.2.1 ALA Code of Ethics Ninth Principle (NEW)

The ALA affirms the inherent dignity and rights of every person. We work to recognize and dismantle system and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocations of resources and spaces

**Based on Council Approval of CD#19.4 Resolution on U.S. Enterprises' Abridgement of Free Speech
the PMC moves to insert**

B.2.1.14 U.S. Enterprises' Abridgement of Free Speech

In response to multiple high-profile incidents of United States enterprises abridging the free speech rights of people of the United States, apparently to maintain profitable relationships with repressive governments: The ALA

- reaffirms its commitment to free speech and free expression as previously stated in "The Universal Right to Free Expression: An Interpretation of the *Library Bill of Rights*;
- strongly urges U.S. enterprises that allow for social interaction and comments on online platforms to resist efforts from governments to suppress or restrict the "right to freedom of opinion and expression" as enshrined in Article 19 of The Universal Declaration of Human Rights;
- urges these same enterprises to address disinformation, as well as targeted harassment or hate speech, in order to protect the honor, dignity, and humanity of users, of their online platforms; and
- recommends library workers and governing bodies inform library users and local media

**Based on Council approval of CD#19.7 Resolution in Support of Open Educational Resources
the PMC moves to insert**

B.4.7 Support of Open Educational Resource (NEW)

Open educational resources as defined by UNESCO are teaching, learning and research materials that are in the public domain or have been released under an open license that permits no-cost access, use, adaptation, and redistribution by others with no or limited restrictions. OER support equitable access to education by removing financial barriers related to the purchase or rental of required textbooks and other teaching and learning resources. Library workers and organizations have a long history of supporting open scholarship and other aspects of open education through the development of statements and toolkits. Therefore, the ALA

- affirms that open educational resources can be as effective, authoritative, and of academically rigorous quality as traditionally published learning materials,
- encourages library workers to support initiatives that promote the creation, discovery, dissemination, awareness, and preservation of open educational resources, and
- encourages library workers to advocate for initiatives at all levels of government that support open educational resources.

REPORT

The expanded Policy Monitoring Committee began work in September 2021 with a review of *Section B: Positions and Public Policy Statements* of the *ALA Policy Manual*. The purpose of the review was to trace the evolution of policies and assess their current status. Committee members researched ALAIR, the ALA Institutional Repository and the ALA website for approved Council documents and actions and recorded their findings on a spreadsheet. Comments determining the datedness, relevancy, numbering and placement of policies in the manual were noted.

Following the review, a survey form was used to rank policies for revision, rewriting or retirement by Council. Although all policies have some need of revision, several groups were identified for priority reconsideration including *B.2 Intellectual Freedom*, *B.4 Equity and Access*, *B.5 Libraries and the Public Good*, *B.8 Services and Responsibilities of Libraries* *B. 6 International Relations*.

The committee found numerous inconsistencies in the presentation of the ALA Policy Manual on the ALA website and outdated policies with limited relevancy or archaic language. For example,

- During the 2018 Midwinter meeting, Council passed CD#19.1 *Net Neutrality: An Intellectual Freedom Issue*. The 2017-2018 PMC Report CD#17.1 to Council recommended this policy be inserted into Section B.2.13 of the manual. The text for this policy appears in the Web version, but not the PDF version.
- The same omission exists for *B.3.1.14 Definitions of Equity, Diversity and Inclusion*.
- Council approved CD#19.2 *Visual and Performing Arts in Libraries* to be inserted as B.2.14. The text for this policy does not appear in either version of the manual posted on the website.
- Section *B.5 Libraries for the Public Good* contains disparate subgroups whose content may be outdated and should be revised or retired from the manual, namely *B.5.3 Disarmament and Conflict Solving Information in Libraries* and *B.5.4 Nuclear Freeze, the Arms Race and National Security* last amended in 1984.
- *B.5.6 Federal Legislative Policy* notes adoption in 1993, however, the selected text in the manual does not indicate any date of last revision.
- In 1987 Council adopted CD#18.4 IFLA: Human Rights and Freedom of Expression as a new policy. The manual includes the policy statement as *B.6.2.3 ALA and IFLA*. The subgroup *B.6.2 Human Rights and Freedom of Expression* is blank. The same exists on the web version

As resources become available, discrepancies in the manual should be addressed and online access improved. Where appropriate, ALA units should be engaged in updating and revising policies in their areas of interest. The PMC will assist in this process.

The committee will continue to review the policy manual and identify the correct documentation and placement for policies and work with staff to complete its expanded charge.

Expansion of the membership of the Policy Monitoring Committee approved by Council enabled the committee to conduct the comprehensive review noted in this report.

Policy Monitoring Committee

Jennifer Boettcher

Elena Carrillo

John Clexton

Justin De La Cruz

Elizabeth Insley

Toni Negro, Chair

Jennifer Pesek

Brenda Pruitt-Annisette

Natalie Starosta

Meagan Stone

Marsha Burgess, ALA Council Secretariat and Staff Liaison

Sheryl Reyes, ALA Governance Director and Staff Liaison