

COUNCIL COMMITTEE REPORT FORM

TO: ALA COUNCIL

RE: ALA Policy Monitoring Committee

2023 ALA Midwinter Meeting

ACTION REQUESTED:

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 March 2022 Virtual Meeting and June 2022 Annual Conferences for incorporation into, addition to, or changes to the *ALA Policy Manual*.

The Policy Monitoring Committee finds the following items that require Council action:

Item 1: Based on Council approval of ALA CD#14 Item 2: Resolution to use DEI Scorecard as a primary means for ALA's measures for DEI particularly the following:

- Culture and Climate of the Organization
- Training and Education
- Recruitment, Hiring, Retention, and Promotion
- Budget priorities for DEI
- Data Practices

PMC moves to insert into the ALA Policy Manual as B.2.1.27.1

The DEI Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA's Core Values of Librarianship and ACRL's commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries. During the 2021-22 year we have branched out into working groups, but our primary goal is pushing the use of the Equity Scorecard to ensure effective DEI practices in our area. The primary goal of the DEI Scorecard is to ensure effective diversity practices within the field of librarianship. While this field is growing with more diversity, the DEI scorecard centers on ensuring the best practices to create fair and equitable practices to increase diversity. The overall goal of the DEI Scorecard is to ultimately assist with bringing in diverse individuals to assist with expanding the field of librarianship with new thoughts, strategies, techniques, and perspectives that will expand and help the field grow

Background: ALA Committee on Diversity

Item 2: Based on Council approval of ALA CD#51 Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges

PMC moves to insert into the ALA Policy Manual as B.2.1.3.1 Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges NEW

The American Library Association (ALA) on behalf of its members:

1. Commits to ongoing support of all children's right to read, their equitable access to diverse books and informational resources, and their right to library services by: a. Reaffirming that the freedom to read supports active citizens of the future and speaks against censorship of youth library books and resources; b. Upholding a parent's right to decide what their own children can read, but not what other children can read as stated in the Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights and the Access to Resources and Services in the School Library;
2. Reaffirms their support of school librarians who face challenges and threats of prosecution or job loss by: a. Condemning the intimidation of librarians and library workers in or beyond their place of work; b. Advocating for strict adherence to library collection and reconsideration policies; c. Defending librarians' professional responsibility to ensure their print and digital collections represent a variety of viewpoints that support the diversity of their communities and offer the breadth of history;
3. Solicits anti-censorship position statements, endorsements, and partnerships at various ALA levels with stakeholders including educational organizations that support students' right to read, education unions and school administration groups, parent and student groups, ALA state chapters and organizations which include authors, vendors, publishers, and professional publications to support students' right to read;
4. Commits to widely disseminating talking points for librarians, library workers, administrators, and their supporters in school and public libraries to speak to citizens and community stakeholders emphasizing the importance of following established policies and of inclusive library collections;
5. Encourages ALA members to become more involved with intellectual freedom efforts in ALA, to act as liaison between other ALA groups and IFRT and IFC, to always report challenges to the Office of Intellectual Freedom (OIF) in support of accurate statistics, to donate to the LeRoy C. Merritt Humanitarian Fund supporting library workers who are facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation;
6. Commits to speaking with one voice across the Association

Background: ALA Intellectual Freedom Committee

Item 3: Based on Council Approval of ALA CD#52 Resolution to Promote Equity, Diversity, and Inclusion (EDI) efforts in AASL While Addressing Historical Effects of Racism

PMC moves to insert into the ALA Policy Manual as B.2.1.27.2

The American Library Association on behalf of its members

1. Acknowledges the American Association of School Librarians' past actions and inactions that have harmed members of the profession;
2. Apologizes to Black school librarian for wrongs committed against them and for AASL's inactions on behalf of segregated school libraries and school library state associations;
3. Apologizes to all Black, Indigenous, and People of Color (BIPOC) school librarians for AASL's part in historical racism and segregation in the school librarian profession;
4. Commits to promoting diversity in school librarianship in undergraduate and graduate programs and at school recruitment fairs;
5. Commits to ensuring a diverse and inclusive membership by recruiting, welcoming and encouraging BIPOC school librarians to consider leadership opportunities within ALA and AASL;
6. Commits to apply and prioritizing an Equity, Diversity and Inclusion lens in all aspects of the greater work of AASL and ALA;
7. Commits to sustaining a more diverse and inclusive leadership within ALA and AASL in terms of ethnicity, gender, and ability representation;
8. Communicates and aligns all EDI initiatives throughout AASL, ALA (in response to the newly adopted DEI scorecard,) and the profession;
9. Creates opportunities for collaboration with ALA divisions, ALA chapters, AASL chapter, ALA Roundtables and National Affiliates of Librarians of Color (NALCO) to create a stronger voices of our profession

Background: AASL Councilor Diane Chen

ACTION REQUESTED BY THE ALA POLICY MONITORING COMMITTEE

CONTACT PERSON: Toni Negro

STAFF LIAISON: Marsha Burgess
Sheryl Reyes

REPORT

The ALA Policy Monitoring Committee has continued to review actions of ALA Council in accordance with its charge: To monitor the accurate documentation and codification of ALA policy, as determined by formal action of Council.

In early 2021 the committee completed a review of Section B: Positions and Policy Statements of the ALA Policy Manual to identify the status of policies and make recommendations for updates and revisions. In 2022 the committee completed a review of Council actions from 2008 to 2021 to identify approved resolutions not amended or added to the ALA Policy Manual. With the result of these reviews updates have been made to the manual and currently appear in the Online Printable version at <https://www.ala.org/aboutala/governance/policymanual> as Revisions January 10, 2022.

Since September 2022 the committee has conducted a review of approved Council resolutions for 2018 and 2019 to identify the text of amendments and additions to be included in the ALA Policy Manual. This task is in process and recommendations will be shared with staff as completed.

The PMC looks forward to continuing to work with staff in review of the policy manual to ensure current updates and revisions.

ALA Policy Monitoring Committee

Toni Negro, Chair

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