

2021 Virtual January Council Meetings

ALA Virtual Information Session & Membership Meeting
Tuesday, January 18, 2022: 11:00 a.m. CT

ALA President Patty Wong called the meeting to order.

Approved by Consent, Agenda, CD #8

President's Report, CD #21

President Wong provided the following highlights of ALA activities from her report:

- Supported school librarians and librarians and all libraries facing intellectual freedom challenges:
 - Written several letters of support and concern
 - Several instances of support in media
 - Important to continually shed light on libraries that need infrastructure and library staff in communities with limited resources
- Worked with Transforming ALA Governance (TAG) team, led by Chair Amy Lappin. TAG hopes its proposals address the needed change to be a more inclusive, mission-driven, and member-engaged organization, while working towards efficiency and effectiveness.
- Working with ALISE, led by President Lisa O'Connor, to begin a survey that will sharpen EDI resources and needs within the Committee on Accreditation and within the LIS environment. Dr. Nicole Cooke will lead this work representing ALA
- Working with ALA leadership to establish core ways of creating sustainability measures in our local practices, as well as integrating our values in programmatic and operations in many corners of the Association
- Planning with ALA leadership to elevate and integrate EDI values in operations
- Updating and revising the outdated *Standards of Library Service for the Incarcerated and Detained*. Executive Director Hall is championing this work, which is long overdue after 30 years of the current version
- Focus on digital equity: March/April issue of *American Libraries* will feature ongoing collective work throughout the country focused on digital equity and universal broadband
- Continuing efforts in our international communities:
 - Sharjah International Library Conference and Book Fair
 - U.S.-Russia Library Dialogue
- Commitment to generate attention for Asian-American voices and communities, including a special interview with Senator Mazie Hirono here at LibLearnX

President-elect Report, CD #29

ALA President-Elect Lessa Pelayo-Lozada presented the following highlights from the report:

- Committee appointment process occurred throughout the Fall, with the advisement of The Committee on Committees and Committee on appointments
 - Assessed 596 applications from 304 volunteers within the Association
 - With only a little over 150 volunteer positions across 35 ALA Council and joint committees to fill, appointment decisions are difficult and seek to give as many

- volunteers as possible an opportunity to serve
- Held one-on-one conversations with over 25 ALA staff members on the work of the committees they liaise to and the opportunities and challenges they saw in the coming years of leadership, succession, and work of the committees
- Proposed committee appointments will be presented for approval to the Executive Board in the next week
- Appointment emails will be sent throughout the spring
- Presidential Advisory Committee: 17 members from across the Association instrumental in the development of ideas, strategies, and activities to accomplish the goals set forth for the Association in the upcoming presidential year. Focusing on five main areas under the theme of "Our Brave Communities:"
 - Labor and workers' rights
 - Partnerships
 - Membership growth
 - ALA Allied Professional Association, ALA-APA
 - EDI (equity, diversity, and inclusion)

Executive Director's Report & Intellectual Freedom Report, CD #23 & 39

Executive Director Tracie Hall asked Deborah Caldwell-Stone, Office of Intellectual Freedom (OIF) Director, to speak about the current challenges to intellectual freedom:

- School librarians and public librarians across the country are addressing an unprecedented number of demands to censor books, book displays, research databases, and the Internet
- Office for Intellectual Freedom has been very busy assisting school librarians and library workers across the country to defend students and library's ability to read:
 - 330 challenges reports received just between September 1 and November 30
 - In 2020, a year marked by school and library closures due to the pandemic, OIF received 156 unique challenges. In 2019, 337 unique challenges were reported to OIF for the entire 12-month period of that year
 - May well see a doubling of 2019's numbers once all the challenges for 2021 are tallied
 - OIF provided confidential counsel to 275 of those 330 cases. Our support for library workers and school librarians included consultation on policies and procedures, provision of legal information about censorship in schools and libraries, analysis of state legislation and state regulations, sharing information and reviews about challenged books and authors, and providing emotional support to library workers and school librarians facing contentious and stressful situations at their schools and libraries
 - Supported school librarians and library workers in Texas, Florida, Wyoming, New Jersey, Utah, and other states, provided letters of support to libraries and library workers in North Carolina, Missouri, Arkansas, and Michigan, and provided information to parents and other concerned individuals fighting censorship in their communities
- Growing number of challenges is no accident. This unprecedented number of challenges are tied to an ongoing censorship campaign led by conservative advocacy groups intent on restricting both free speech and knowledge in order to maintain a status quo that seeks to center bigoted ideologies in our schools, libraries, and public discourse
- Seeing challenges to books and resources addressing the history of racism and slavery in the United States, the lived experiences of Black, Indigenous, and Persons of Color, materials, displays, and programming, reflecting LGBTQIA concerns and experiences, and campaigning to

- erase the voices of marginalized communities from our library collections
- Some extremists have attempted to file charges with local law enforcement, claiming that libraries and library workers are violating obscenity statutes by providing young people access to age-appropriate materials dealing with gender identity and sexual identity
 - Some elected officials joining the censorship efforts:
 - The governors of Texas, South Carolina, and Iowa have all issued statements promising to pass legislation to ban, suppress, or regulate access to library materials based on the false claim that such works are harmful or unsuitable for minors.
 - State legislators across the country are introducing bills to ban diversity education, the 1619 Project, and books addressing gender and sexual identity. Some have even proposed bills that will criminalize the act of providing books to young people or provide parents with the means to sue librarians and educators
 - Many of these bills are unconstitutional and being challenged, but such laws will persuade administrators and elected officials to avoid and censor materials that might cause controversy or cause a small and unrepresentative group of parents to express outrage
 - With the help of ALA's Public Policy and Advocacy (PPA) Office and other ALA divisions and offices, OIF is working to support its members, library workers, and others who are challenging censorship in libraries and in legislatures:
 - Developed a new online resources, Fight Censorship, which collects resources and materials from across the Association to aid libraries, library workers, educators, and others who are defending the freedom to read in their communities
 - In October, with support from other ALA offices and member leaders, OIF and PPA convened a legislative summit with representatives from 43 state chapters, ALA member groups, and several allies and partners to examine adverse trends in state legislation and to help determine a course of action to respond
 - In addition to providing ongoing direct support for state chapters dealing with adverse legislation, identified four areas for focus:
 - Developing messaging that is both public facing and empowering for the library ecosystem;
 - Developing infrastructure that ensures that ALA is fully leveraging internal and external relationships to strengthen the impact and reach of our work;
 - Making visible the broad and varied work of libraries and ALA and making sure that those stories are in front of decision-makers and public audiences in order to refocus the library narrative; and
 - Developing both legal assistance and legal education to support members addressing challenges.
 - In late November, PPA and OIF launched a rapid response team comprised of both ALA staff and member representatives from across and beyond the Association that will advise staff on messaging and outreach
 - Published a state legislative toolkit, which became available in early January. The toolkit has both public-facing resources and member-only resources that include sensitive and proprietary information to aid those individual members and state chapters fighting adverse legislation. Like the Fight Censorship page, the toolkit will continue to evolve based on member feedback and legislative activity.
 - Continue to track adverse legislation and support state chapters/members working to defeat it.

Member Question: Has this outcry resulted in donations to intellectual freedom funds or increases in memberships?

Director Caldwell-Stone noted that there has been an increase in donations, not only to intellectual freedom endowment, but also to the Merrit Fund, which supports library workers who are facing employment challenges because of their defense of intellectual freedom or because they are experiencing discrimination.

ED Hall provided the following updates from the Executive Director's Report:

- Intellectual freedom at this moment occupies about 13% of ALA budget in various activities, and this work is not only critical to our mission but also critical to our core values
- Invites the entire membership to join with ALA and a colleagues at the Society of American Archivists and the Association of Research Libraries as we come together for the first time collectively to call upon our memberships in observing the sixth National Day of Racial Healing, and in commitment to documenting the full and diverse histories of the United States. The National Day of Racial Healing is part of a larger movement for truth, racial healing, and transformation embraced by more than 300 organizations joining together to call for the establishment of a U.S. Commission on Truth, Racial Healing, and Transformation.
- Second quarter of ALA's fiscal year finds ALA two years into its efforts to stabilize the Association and steward the sector through the second year of the global COVID-19 pandemic. Despite the disruption and unprecedented contemporary death toll that the current public health crisis has caused, libraries have gained increasing visibility as conveners, connectors, and contested spaces, as we have seen with intellectual freedom challenges. In the process, ALA member leaders and staff have been featured in an unprecedented number of media stories and profiles and have led on the most pressing issues that our fields and our communities face across the nation.
- In addition to the overarching goals of ALA's current pivot plan, the Pathway to Transformation, ALA is also working to bring greater visibility to its ongoing role as the premier and trusted voice for library advocacy, the most comprehensive and connected LIS network, the leading provider of LIS professional development and continuing education, the biggest driver of diversity in the LIS workforce pipeline, and the largest nongovernmental LIS-granting agency in the country.
- Goal of standing up five revenue streams over the last year, by adding contributing revenue and continuing education impact streams, is realized. ALA is also on track this year to stand up sixth revenue stream, data, design, and research
- Welcomed two Data Fellows from the Chicago School of Public Policy, Darcy Young and Vera Chin
- Equity, diversity, inclusion, and social justice (EDISJ) planning:
 - Over this next quarter, ALA staff will work on EDI initiatives that will coalesce around three main priorities:
 - Identifying and implementing strategies that will strengthen equitable and inclusive hiring practices
 - Creation of an ALA fellowship or residency that will serve as a career accelerator for early to mid-career LIS professionals who are interested in library and information science management and/or association management
 - Growing ALA's capacity to produce original research and analysis of the state of

- EDISJ in the LIS profession
- Plan to adopt EDI scorecard that was created by the Committee on Diversity and ODLOS with its five suggested core card measures:
 - Embeddedness of EDI into the climate and culture of the organization
 - Commitment to ongoing and routinized training and education related to EDISJ for all staff
 - Recruitment, hiring, retention, and promotion
 - Budget priorities for EDI work, not only within staffing but also membership.
 - Data practices for procedures for acquiring, collecting, analyzing, disseminating, and applying data to monitor and achieve organizational EDI goals and objectives.
- Coretta Scott King Book Awards Round Table: a historic move to establish a Round Table that will be presented to Council for approval
- Revision for the first time in 30 years, the *Standards for Library Services for the Incarcerated and Detained*: ALA will be a subgrantee of the San Francisco Public Library (SFPL) to help create a revision and presence online for all of the work of the last 30 years in this area, as well as we will receive funding to publish and disseminate 2,000 volumes of what will be the 2023 version of the standards
- Successful searches for leadership positions at ALA:
 - Dina Tsourdinis joined ALA as CFO
 - Lorelle Swader has accepted the formal role as Associate Executive Director (AED) for Human Resources and will continue on with the ALA-APA work
 - Melissa Walling, formerly Director of our Member Relations and Services area, will be the new AED for ALA Offices and Member Relations
 - Current quarter will prioritize the management-level searches for a Chief Information Technology Officer, ALA's first-ever Accessibility Officer will be added to the ODLOS staff team, and a Senior Program Officer and inaugural Fellows for the Center for the Future of Libraries.
 - The recruitment and onboarding of a Director for Institutional Advancement is also planned by the end of FY22

Financial Update, CD #13

Treasurer Maggie Farrell provided the following updates:

- Five-year plan strategic pivot plan, presented at previous meetings, is the foundation for all financial decisions
- FY 22 budget:
 - Started September 2021 - August 2022
 - Anticipate \$737,000 deficit at year-end
 - Strategies to address deficit: \$1 million from the PPP applied to the budget, which we anticipate will result in a \$263,000 as a contingency. More detailed information on FY22 budget results will be provided at the April governance and finance meetings
 - budget assumptions:
 - staff salary increase
 - no furlough days
 - overhead rate of 26.5%
 - Anticipate surplus within the Division budgets of \$161,000. This is a two-conference year for divisions, and so the budget see-saws between one and two conference years.

- Round Tables are anticipating a \$41,000 surplus
- ALA endowment strengthened to \$65 million
- Other Highlights:
 - New CFO Dina Tsourdinis already providing insights to streamline finance work.
 - Received two PPP loans totaling \$6.2 million and both have been forgiven
 - Expenses are more aligned with revenue
 - Contributed revenue has significantly increased
 - Much stronger coordination and communication among BARC, Finance & Audit, Executive Board, and the ALA management, but continued focus is required
- Operating Agreement Working Group:
 - Operating Agreement has not been updated for 30 years
 - In particular, looking at the overhead rate and during the Joint Meeting for PBA and Division leadership. We will have a discussion about eliminating the overhead rate
- During Council III, we will look at our budget objectives for FY23 in EBD #3.12 and 3.12a:
- FY 23 Budget Objectives align with the strategic pivot plan:
 - Aligning our expenditures with revenue
 - increasing our revenue sources
 - rebuilding our membership base
 - developing a budget surplus
 - Focusing on financial sustainability
 - Developing new budget metrics

Member Question: Did the lack in-person conferences hit ALA poorly?

Treasurer Farrell noted that it depends on the conference. ALA did well with the initial virtual conferences, but LibLearnX is not performing to full goal.

Question: Do you see an operating agreement between ALA and Round Tables at some point?

Treasurer Farrell noted that OAWG is focused on Divisions, but some of the aspects would also apply to round tables, perhaps even operations.

Budget Analysis & Review Committee (BARC) Reports, CD #33

BARC Chair Rodney Lippard provided the following highlights from the report:

- Earlier this week, BARC met and reviewed the third quarter FY21 results, finalized the FY22 budget, and began planning the 2023 budget
- During LibLearnX, BARC members will be on call for any Council resolutions that may have implications.
- Annual estimates of income are presented at the Annual Conference and voted on by Council at that time. As of today, BARC has received no changes.
- Results for FY21:
 - Total revenue has exceeded budget by a little less than \$3.8 million.
 - Expenses also exceeded budget by \$1.8 million (expecting a net expense of around \$800,000)
 - Net revenue of \$1.1 million, or a variance of almost \$2 million
 - FY21 net results reflect an improvement from FY20 \$6,206,676 variance, and this is due

to efforts of ALA staff toward cost containment

Member Question: Why is the endowment in the negative on slide 14? Or will this be addressed later?

Chair Lippard noted that was part of the Annual Estimate of Income, and we will address that at a later time.

Endowment Trustees Report, CD #16

Senior Trustee Mario Gonzalez presented the following highlights from the report:

- Many market issues that have impacted the ALA endowment value in 2021:
 - Inflation has gone up to 7%, now at its highest in 40 years
 - COVID continues to be a huge concern for the financial markets. However, our U.S. companies are financially healthy
- Current market value of the fund is \$66.9 million, up since the end of the calendar year
- Book value at \$13.2 million. While the income generated by the endowment is increasing, this book value is declining, and ALA should consider how to increase this
- Month-by-month view shows the endowment in January 2021 at \$60.7 million and end of calendar year at \$66.9 million
- ESG (Environmental, Social, & Government) responsible funds are reflected at 48.4% in the report. However, it is now at 53% because the Ariel and Goldman Sachs are ESG and just been added as funds
- Trustee activity:
 - Next meeting on February 4
 - Starting work on the policy and procedure manual update
 - Looking at an RFP for investment advisor and reviewing the current investment advisor
 - Continuously analyze the disbursement of the funds
 - Work with the Development Office and other offices of ALA to increase book value of the endowment

Member Question: Can you clarify why the book value has declined?

Trustee Gonzalez noted that there was a slight increase after an infusion from the sale of ALA headquarters. However, money has been taken out as transfers to support the work of the association during COVID, and the donations and incoming contributions have not increased relative to the interest.

Nominating Committee Report, CD #26

Nominating Committee Chair Madeline Peña provided the following update:

- Goal was to recruit candidates for President-Elect, Treasurer, and councilor-at-large positions
- Met virtually via Zoom on a bimonthly basis February through September 2021
- Solicited self-nominations through a broad communications campaign that included social media, various listservs, and email marketing. In addition, approached outstanding library leaders directly to ask them to self-nominate
- The Committee wanted to learn more about the Presidential candidates than what was included in the biographical forms and conducted 30-minute virtual interviews with each potential Presidential candidate
- Oscar Lanza-Galindo withdrew his Treasurer candidacy after the work was completed, which is

why his name is not included on the current report

- Introduced a new step in the process that NALCOS now verify the membership of nominees, if indicated
- Discussed highlighting a ballot when a councilor-at-large candidate is seeking reelection and providing a link to see attendance and voting records to make it easier for voters to make informed decisions
- One recommendation is that the Association assess and address barriers to member service in our governance structure, including fiscal barriers, organizational support barriers, scheduling, etc., to find ways to encourage and support all members who may be interested in serving
- The 2023-2024 Presidential candidates slated are Emily Drabinski and Kelvin Watson
- The 2022-2025 treasurer candidate slated is Peter Hepburn
- More details on the candidates, as well as a list of candidates for the position of ALA councilor-at-large is reflected in the report.

President Wong noted ALA Bylaw Article 3, Section 3(b) provides that the ALA Nominating Committee shall also include on the official ballot other nominations filed with the Executive Director by petition of any 200 members of the Association for the position of President-Elect and treasurer, and 25 members of the Association for the position of councilor-at-large, at least four months before the Annual Conference, provided written consent of these nominees shall have been filed with the Executive Director of the Association. The petition deadline was December 1, 2021.

ED Hall noted that there have been no petitions received for the office of ALA President nor ALA Treasurer

The following petitions have been received for councilor-at-large: Charles Kratz Jr., Sara Kelly Johns, and Karen Schneider.

Electronic balloting will begin on March 14, 2022. Polls will close on April 6, 2022. Results of the election available on April 13, 2022.

Transforming ALA Governance (TAG) Task Force, CD #35-35b

Leroy LaFleur, TAG Task Force Member, provided the following updates:

- Task Force created by Council to further operationalize the recommendations of leaders and members, based on the work that has come before it
- Meeting every week since late August
- Most conversations centered on how to make governance more effective and how to take advantage of the brain power in Council sessions
- TAG's goal was to create a plan forward based on all of the work that had been done over the last five years, including SCOE and Forward Together, and also looking at how some other associations were structured to inform some of our thinking
- TAG is recommending a Leadership Council that would essentially act as a body of knowledge for the Executive Board, which would retain fiduciary responsibility for the Association but also take on policy-making duties. This would allow for a smaller decision-making body that would be clearer, less complex, and less intimidating for members:
 - Imagining a continuous flow of information and communication between the Council and the Board of Directors or the Executive Board

- While TAG is endorsing this idea of a Leadership Council, also providing an alternate model, first introduced in the work of SCOE
- To complete the transition to a new governance structure, there will need to be a re-examination of the Constitution and Bylaws. There will also need to be work done by the Committee on Organization for new Committee structures
- Recommending the creation of an oversight and review board, as an independent group of members to review the work of the Association
- Coming forward at Council I and Council II are potential motions to move these ideas forward and to see if we can approve these ideas in concept

Member Question: Can Council present alternatives to TAG before those actions are voted on?

Member LaFleur noted that Council can present another option. However, from TAG's perspective, this builds on the work of the Forward Together Working Group, and would like an opportunity to bring these to the Council floor to discuss. There are also some resolutions included about culture change within Council.

Parliamentarian Eli Mina noted that since Council has delegated this task to the Task Force, that Council will first hear the TAG report and its recommended resolutions. After this, through Council forum and later discussions amendments and other resolutions can be discussed.

Member Question: Are motions about structure, culture, et cetera, separate from the TAG models being proposed?

Member LaFleur confirmed that they are separate resolutions.

Member Question: The TAG proposals for Executive Board do not include the suggestion from SCOE or Forward Together Working Group that positions be appointed if a gap was identified. This might include appointing a member for a type of library that was not represented or an underrepresented voice. Why was that left out? The models proposed also reduce the size of Executive Board.

Member LaFleur noted that TAG considered a number of different models and suggestions, including reviewing SCOE and the Forward Together Working Group. Not all ideas supported what TAG wanted to do, which was primarily offer something that was clear, less confusing, and understandable to Councilors and our membership. There are pathways to discuss some of these items in more detail and continue this work. The models proposed do reduce the size of the Executive Board in order to find a smaller, more nimble structure that could respond to our membership.

President Wong reminded members that TAG proposals would be presented and discussed at Council I & II meetings, which are open to observers.

Announcements:

Please attend the ALA Presidential/Treasurer's Candidates' Forum at 1:00 p.m. CT on Wednesday, February 16, 2022. This forum provides an opportunity for members to ask questions and hear from the presidential and treasurer candidates.

President Wong adjourned the meeting.

Council I
Wednesday, January 19, 2022: 2:30 pm CT

Adopted by Consent:

- Virtual Council Rules, ALA CD #5
- Agenda, CD #8.1
- 2021 Virtual Annual Council Meeting Minutes, ALA CD #2

Review of Executive Board Actions since the 2021 Annual Virtual Meeting, ALA CD #15

Executive Director Hall highlighted the following actions:

- Approved full list of companies from which ALA units can prospect for corporate partners, sponsors, and donors, as listed on the December 31, 2020 Domini and TIAA-CREF portfolios of socially responsible companies
- Endorsed the statement proposing initiatives to censor information, resources, curriculum, and programs addressing racial injustice, Black American history, and diversity education, and supported the continued work of a subgroup of the Intellectual Freedom Committee charged with the creation of a toolkit to assist library workers, school librarians, and state and regional chapters in opposing censorship
- Approved the simplified ALA membership model with professional options that are now known as Individual Type I and Individual Type II
- Approved the Executive Director's recommendation that staff articulate an internal EDI and Social Justice framework to guide staff action to integrate with the work of the Executive Board

Implementation of the 2021 Virtual Meeting Council Actions, CD #9

ED Hall outlined the following Council actions:

- Approved the creation of the ALA Code of Conduct Committee: The Code of Conduct Committee has now kicked off their work and has held two meetings, with monthly meetings starting in January '22. The Committee is focused on two key items this year: ensuring the Code of Conduct is relevant and determining how to handle violations to the Code
- CD #24, Items 1-2, Committee on Professional Ethics: The online version of the ALA Code of Ethics has been updated to reflect the addition of the 9th principle that was voted on by Council at the 2021 Annual Conference. The updated Code of Ethics has been widely circulated, and a press release has been issued by our own Communications and Marketing Office
- CD #53, The Resolution to Achieve Carbon Neutrality for ALA Conferences: ED Hall met with ALA unit managers and divisions to socialize the idea of the work and the goals ahead related to reducing carbon footprint. ALA Council Committee on Sustainability also set the following goals and timelines: A Council resolution around carbon neutral conferences by 2025, developing a

briefing on sustainability for ALA members, and developing a website that will live on ALA's website to introduce key concepts of sustainability and to urge climate action. An outline of curricula for a course on sustainability has been brought to ALA-APA with hope for preparation, if not introduction, by June of this year.

Nominations for the Council Executive Board Election, ALA CD #11

President-elect Lessa Pelayo-Lozada, Chair of the 2021-2022 Committee on Committees (COC), provided the following updates:

- 2021-2022 Council Committee on Committees (Oscar Baeza, Regina Beard, KC Boyd, and President-elect Pelayo-Lozada) nominate the following candidates for the 2022-2025 ALA Executive Board: Kathy Carroll, Sara Dallas, Binh P. Le, and Ed Sanchez
- The first two candidates receiving the highest number of votes will be elected to three-year terms from 2022 to 2025 and seated on the ALA Executive Board after their 2022 Annual Conference meeting
- Candidate bios and statements are provided on the Council Documents webpage

President Wong noted that Bylaw Article III, Section 6(c), which provides for nominations from the floor. There were no floor nominations.

President-elect Pelayo-Lozada noted following councilors have volunteered to serve as tellers for the election: Louis Munoz Jr. as the head teller; Celia Avila; Kathy Lester; and Joy Panigabutra-Roberts, as outlined in CD #11.1. The tellers will certify the results prior to the last Council III meeting on Monday, January 24. At that time, results will be announced by the head teller.

Councilors will use the voting link received from ALA Governance Office for the Executive Board ballot. The ballot will open immediately following the Executive Board Candidates' Forum tomorrow Thursday, January 20, from 3:30 to 4:30 p.m. CT. Voting instructions will be provided. The ballot will close on Monday, January 24, at 7:00 a.m. CT.

Transforming ALA Governance (TAG) Report (Part 1), CD #35-35b

Amy Lappin, TAG Chair, provided the following highlights from the report:

- TAG discussions returned again and again to the ability to take advantage of the brain power in Council sessions. TAG also looked at how other associations of similar size and structure their governance.
- TAG recommends the creation of a Leadership Assembly, one body, which would act as a body of knowledge to a smaller governing body, the Executive Board, which would act as the policy-making body (Council is currently the primary policy maker practice). The Executive Board also currently makes policy on occasion, but in the recommended model would be the only policy-making body moving forward.
 - The Leadership Assembly would use their expertise to have relevant and informed discussions, making frequent recommendations to the governing body through a continuous flow of communication between the bodies, and potentially developing resolutions and recommendations for Board consideration
 - Recommending 89 Advisory Council members: number chosen to ensure representation from across the Association but also to keep the numbers small to encourage membership and participation

- While endorsing a Leadership Assembly, TAG provided an alternative model made up of four advisory assemblies. This structure was first introduced in the work of SCOE, and it bears consideration
- TAG recommends that the advisory body meet four times annually, three of those virtually, with a hybrid meeting at ALA's Annual Conference
- Introducing three separate motions which are conceptual in nature to be considered separately:
 - First motion is about the function of Council
 - Second motion is about the culture of Council
 - Third motion is regarding the organizational structure of Council
- To complete our transition to a new governance structure, there will need to be a re-examination of the ALA Constitution & Bylaws. Work must be done to make the Bylaws of the Association less prescriptive and more adaptable. There would also need to be work by the Committee on Organization (COO) to determine the needs of committees in the new structure. Both COO and the Constitution and Bylaws Committee are preparing to take on that work if Council affirms the motions.
- Timeline for change:
 - For adoption, Council would vote once at these meetings and again at the Annual Conference in June. Then that would be followed by a vote of membership.
 - If the motions that TAG present are successfully endorsed here, and if Council wishes to direct President Wong to ask TAG to do so, the Task Force is willing to facilitate virtual Council meetings between now and June 2022 to allow Council the flexibility to continue discussing and finalizing the work.
- Some edits to the motions were made based on feedback from Council members.

Parliamentarian Eli Mina reviewed the process behind creating TAG:

- At the previous Annual Conference meeting, a series of resolutions that had to do with implementation of the previous Forward Together/SCOE recommendations. There were two motions to substitute for the proposals that would have made something different and would have been procedurally difficult from a parliamentary perspective. The solution was to establish TAG, to push the pause button and reassess at this session
- Primary goal is to ensure that discussions of TAG proposals are efficient, focused, and productive
- Assisted TAG in preparing the draft of motions 1, 2, and 3, with modifications after feedback at Council Forum
- Remains impartial as parliamentarian, and it is up to Council to accept or reject motions
- Even if the motions are passed, nothing is implemented until the ALA's governing documents are amended or replaced, so there is still future opportunity for modification
- Process for amending or replacing the ALA governing documents:
 - Incorporation document: Charter of 1879 specifically refers to Executive Board, so until that is changed, that body must remain. It takes a 2/3 of all members to vote to change this.
 - Constitution: requires two votes of council and one of membership to amend
 - Bylaws: one council vote and one membership vote to amend or change policies
 - Best practice is not to have a Constitution and Bylaws, but just to have one bylaws document with one amending formula
 - Transitional provisos: in addition to approving the bylaws, council will also need approve

- transitional provisos, e.g., allowing current councilors to complete terms
- Proposed schedule to change governing documents:
 - First vote of Council can happen in early April
 - Second vote of Council in June on the Constitution, which needs to have at least two months between the first vote and the second vote
 - Membership votes shortly after, perhaps July
 - Then new bylaws would need to be drafted and presented to Council for vetting, perhaps via Constitutional Convention, and then adoption June and/or July by Council and Membership
 - Then the vote to rescind the Constitution
 - Recommends that Council focus on the conceptual level at this meeting, as details can be ironed out through the adoption process

President Wong called for Q&A and discussion of the general proposals and process.

Question: In the new system, would it be a clean slate for all policies? No operating agreement, no Annual Conference, or no committees?

Answer: there will need to be some heavy lifting once the new bylaws are on place because there are so many documents, divisional, round table, etc.

Question: Why would a membership vote occur in July? Why would the vote not occur on the regular spring ballot in the following year?

Answer: Constitution calls for separation of at least two months between the first Council vote and the second Council vote. It does not stipulate time for the membership vote, so that could wait for the 2023 ballot but would delay process.

Question: How will it be possible to get the 2/3 vote of all membership, when currently we only have approximately 10,000 for the annual ballot?

Answer: That is only required to change the Charter. A majority vote of council and voting members only is needed to change Constitution and Bylaws.

Question: To simplify the conceptual motions under discussion today, it may be easier to replace the phrase "Executive Board" with "governing body" in Part A Function, and Part B Culture. Would a motion need to be made to make these minor changes?

Answer: It can be done by unanimous consent.

Comment: Everyone seems to be very sensitized to the Executive Board/Board of Directors language. With action item 1 and action item 2, we are really talking about the governing body of whatever is decided in Part 3, so we could remove Executive Board from these two easily, and then the action item 3 essentially would then formalize that.

Question: If Council votes down CD #35b, will this still allow us to amend our Bylaws and Constitution? If we reject the whole TAG proposal, we could still move forward with doing all of the changes?

Answer: The motions will be considered separately, so rejection of all recommendations at once is not an option, but it is possible that all three will be separately defeated.

TAG Chair Lappin presented CD #35b, Action Item 1: Moved, that the Council of the American Library

Association (ALA) endorses, in concept, the six principles for the allocation of governance-related functions as proposed by the TAG Task Force.

The six principles were provide in CD #35b.

Question: As a councilor-at-large, I have not heard of any discussion outside of Council regarding any of these discussions and actions. Has been communication with the membership on our consideration of changes of how leadership is with the Association? If not, is there a plan to reach out so that councilors can know how members feel?

Answer: TAG did not. It did share with Councilors. These recommendations came from the work of groups which did receive much feedback, via the SCOE reports and the Forward Together reports. If Council votes in the affirmative, then councilors should get this proposal out to membership.

Councilor Dobbs moved to replace "ALA Executive Board" with "governing body" in TAG Part A (function) Clause 5., CD #35b. Councilor Mike Marlin seconded.

Councilor Dobbs noted the amendment is intended to simplify the first two conceptual motions under discussion today. It is easier to replace the phrase "Executive Board" with "governing body," as the establishment of the governing and policy-making structure is part of Action Item 3. Parliamentarian Mina advised that this amendment could be adopted by unanimous consent.

Question: The document references both to a governing body and a body of knowledge within it and can the difference be clarified?

Answer: Our current governing or policy-making body is Council, and our current body of knowledge is the membership and/or the Membership Meeting. It is a different terminology for the same kinds of thing. So, if, in the end, we end up with something resembling Council as the policy-making body, we still have the body of knowledge, which is the ALA Membership Meeting and the ALA membership writ large. And if the governing body ends up being a newly formed Executive Board, then our body of knowledge ends up being however we end up reconstituting Council/Assembly, which are then informed by the membership.

Comment: With the removal of principle number 7, this change seems unnecessary.

Comment: In favor of the amendment because Council should not give the Executive Board the power to make policy and be governing body.

Comment: The document, with or without the amendment, seems to be transferring ALA governance to the Board, and then this body of knowledge is just something undefined.

Answer: This action item is just conceptual as far as function.

President Wong asked for any objection to adopting the proposed amendments, and there were none.

APPROVED by CONSENT to replace "ALA Executive Board" with "governing body" in TAG Part A, Clause 5, CD #35b amendment.

President Wong called for debate on Action Item 1, CD #35b, as amended.

Question: Concern with the concept of the TAP, and do we need to establish a survey? Do we need to create a mechanism for doing this? What will it look like?

Answer: It is currently conceptual and would need to be ironed out if approved by Council, but there would be some kind of mechanism to gather feedback.

Question: What are the affiliated units in Part A, #1?

Answer: ALA has 30+ affiliate units, and we would want to hear from them.

Comment: The feeling among members seems to be strongly in favor of council taking action and moving forward. We should stay focused on the concept and moving forward in order to solicit the input from members about what the new governance will look like.

Question: Why was #7 removed from Part A?

Answer: Part 7 seemed to directly address that the Executive Board becomes the oversight and policy-making body, and feedback indicated that it should not be included in this conceptual item.

Comment: As we delineate these governance functions, we should include a principle that spoke to the importance of issues coming up from the members as opposed to focusing on agendas being set by the governing body or the bodies of knowledge. We should move forward to approve this, but with the assumption that those membership powers currently provided in the Constitution and the Bylaws will remain.

Answer: #2 does address issues identified by ALA leadership, as well as ones initiated by ALA members and units.

Question: What happens if we pass Action Items 1 & 2 but not 3?

Answer: There will be guidance towards ALA functions and culture to work with currently but continue within current structure.

A number of councilors expressed support for the motion, as well as emphasizing ensuring there is a place for membership voices on issue and/or membership meetings in some fashion.

Question: #4 references "designated committee." Is this a Committee optional or mandatory? It reads as though ALA staff will take the lead on this concept and involve a Committee as they determine.

Answer: Intention is that it could be ALA staff who we ask to regularly review, organize, and report on the input through the mechanism. It also could be a committee. We will leave that to COO to help define that.

President Wong called for the vote on on CD #35b, Action Item 1, as amended: Moved, that the Council of the American Library Association endorse, in concept -- in concept -- the six principles for the allocation of governance-related functions as proposed by the TAG Task Force, as amended

Results:

- 141 yes
- 3 no
- 1 abstain

APPROVED that the Council of the American Library Association endorse, in concept -- in concept -- the

six principles for the allocation of governance-related functions as proposed by the TAG Task Force, as amended, CD #35b, Action Item 1, as amended.

TAG Chair Lappin presented the following motion: Moved, that the Council of the American Library Association (ALA) endorse, in concept, the seven principles for the culture of ALA governance, as proposed by the TAG Task Force, CD #35b, Action Item 2.

The seven principles are outlined in the report.

Chair Lappin noted that the goal of Action Item 2 is to change the culture so that the governing body and/or leadership assembly is discussing matters at a high-level and engaging all members.

President Wong asked for TAG's consent to adopt former change of amendment, where we use the word "Executive Board" and insert "governing body." TAG Chair Lapping supported this change in Part B, # 2.

Question: Please clarify what the phrase "well in advance" means? One week, one year, six months? And what does a "high level" mean? There is also lot of information in here about for the leadership and the governing people, but there is only a little bit about informing membership of information.

Answer: There should certainly be a great deal of communication with membership, and that the other language is meant to be conceptual but it should be clarified as this work continues.

Question: Based upon what we are going to vote on in Part C, the body of knowledge here is either going to be a leadership assembly or, if we assume that Council remains the governing body, the body of knowledge will be, then, the general membership, as we stated in the last part. Do we really need membership to be doing all of these things? To have parliamentary procedure, to have consensus, to do all of these other things, which may not be possible if the body of knowledge is the entire membership.

Answer: TAG's intention if that body of knowledge is not referring to the membership in this case. The concept is general.

Councilor Joan Weeks proposed a motion to clarify in #1 & #2 that the body of knowledge provide informed and credible recommendations to ALA's governing board via majority vote.

TAG Chair Lappin noted that the current language is meant to be broad, and asked if the language change could reflect: "body of knowledge would generally make its recommendations to the governing body by consensus?" Councilor Weeks agreed. Parliamentarian Mina noted this changed could be made as part of housekeeping via ALA's Executive Director.

Comment: Concerns regarding a number of items: in #7, the "two hats" principle – it is up to members of units to elect people to represent them well, and if those people fail to do that, those units should have a right to be concerned. We should clarify that councilors should not be firmly bound to vote a particular way on a final motion, that they are expected to listen, to take into account what they hear in Council meetings and bring that into account along with the perspectives they hear at their unit. Also concerned about the amount of power we seem to be giving the Agenda Planning Committee (APC).

Comment: In #2 & #3, in the interest of effectiveness and speed at addressing issues that come before Council, legal, financial, and human resource analysis has historically slowed issues. Also, in #3, has TAG

considered the idea of maybe increasing alignment with the pivot strategy, in order to increase the efficiency between Council and ALA Office, for example.

Answer: That was not considered, but the intention of #3 was the movers bring all this information upfront rather than referring out to other committees or groups for review. #3 was meant to give the Executive Director discretion to make language changes in instances where the body gets too in the weeds.

Question: How will we address the timely critical issues that arise and require our attention, given the parameters outlined in #2? Perhaps we can add language that provides latitude for introduction of timely topics.

Answer: That is a good recommendation.

Comment: We are moving from one person, the President, determining the agenda to a body of people determining the agenda. Hopefully this body will have guidelines around EDI on that committee appointments. On the “two hats” piece, this culture exists in our association already but perhaps is not yet widely felt.

Councilor Erica Freudenberger moved to end debate on the motion and vote. Councilor Jessamyn West seconded.

Parliamentarian Mina reminded Council it takes a two-thirds vote to end debate.

President Wong called the vote on the Motion to end debate on CD #35b, Action Item 2, as amended.

Results:

- 96 voted yes
- 35 voted no
- 0 abstain

APPROVED Motion to end debate on CD #35b, Action Item 2, as amended.

President Wong called for a vote on CD #35b, Action Item 2, as amended: Moved, that the Council of the American Library Association endorse in concept the seven principles for the culture of ALA governance, as proposed by the TAG Task Force, as amended.

Results:

- 109 yes
- 20 no
- 5 abstain

APPROVED that the Council of the American Library Association endorse in concept the seven principles for the culture of ALA governance, as proposed by the TAG Task Force, as amended, CD #35b, Action Item 2, as amended.

President Wong adjourned Council I.

Council II
Thursday, January 20, 2022: 11:30 a.m. CT

ALA President Patty Wong called the meeting to order.

ADOPTED by CONSENT, Agenda, CD #8.2

Committee on Legislation (COL) Report, CD #20

COL Chair Joseph Thompson Jr. provided the following highlights on COL activities:

Advocacy accomplishments:

- Thanks to the mobilization of ALA library advocates, substantial increases in federal funding for libraries approved by the House Appropriations Committee and the full House. The IMLS administered Library Services and Technology Act (LSTA) saw an increase of \$9 million, for a total of \$206.5 million for the nation's primary source for federal funding for libraries
- Innovative Approaches for Literacy (IAL) saw an increase for a total of \$31 million
- Senate draft of appropriations bills also includes \$3 million for important Literacy Task Force, along with increases for LSTA and \$6 million for IAL
- Federal government is operating on a continuing resolution through February 18, 2022, which means that funding levels from FY21 will continue until Congress reaches an agreement, and these proposed increases to library programs will be on hold until then
- The President formally releases the budget proposal for FY23 in mid-February. Efforts for the Build America's Libraries Act and other funding for library construction and renovation has remained a top priority. Unfortunately, the main legislative vehicle remains stalled in Congress. In August, the Senate and House passed the budget resolutions for FY22, which set in motion the process for Congress to develop a budget reconciliation package, and this is known as the Build Back Better Act. ALA has urged that this package include funding for library renovation and construction, which would be equivalent to the proposed \$5 billion outlined in Build America's Libraries Act.
- On November 19, the House representatives passed a version of Build Back Better that would provide a scaled-down \$1.75 trillion in new federal programs but did not include funding for library construction. As of today, the Senate has not passed Build Back Better.
- COL and PPA have been busy advocating to the National Telecommunications and Information Administration (NTIA), as they work to implement the Digital Equity Act. On November 15 of 2021, President Biden signed the Infrastructure Investment and Jobs Act into law, which includes digital equity programs supported by ALA. The law will provide \$2.75 billion in new federal investments, known as the Digital Equity Act for digital inclusion projects, including library efforts. The law also provides \$43 billion for broadband deployment, including provisions to promote gigabit services to libraries
- All library types will be eligible to apply for this unparalleled amount of funding for digital inclusion. ALA submitted early comments to NTIA to influence the design of the forthcoming grant programs. ALA also published an article in *American Libraries* in December to alert ALA members of this opportunity, for which grant application details and guidance will be available in the first half of 2022
- ALA continues to provide support to chapters on state e-book legislation, including in Maryland, where a law went into effect this month, and similar pending legislation in several states are not in conflict with the Copyright Act or the Constitution
- At ALA Annual 2021, ALA Council referred Resolution, which was Council Document 56,

Resolution on Replacing the Library of Congress Subject Heading "Illegal aliens" without further delay to COL. PPA staff attended each monthly Library of Congress subject editorial meeting and closely monitored the development and progress of the issue. PPA staff also continued its engagement with Congressional staff. LOC has replaced the terms "aliens" and "Illegal aliens" with new subject headings, non-Citizens and illegal immigration. These will appear on the special list 21-11b and headings on existing bibliographic records on the Library of Congress's catalog will be updated quickly as the headings changes are approved

- Subcommittee updates:
 - COL's Government Information Subcommittee is working on priorities for 2022, aligning these efforts with the legislative agenda goals of ensuring public access to publicly funded research and data
 - Copyright, Legislation, Education, and Advocacy Network (CLEAN) has developed and maintained several copyright tools to help librarians and their patrons navigate various copyright issues and are all available on the ALA website
 - CLEAN members also staff the Copyright Advisory Network (CAN), which helps libraries understand copyright law and respond to copyright questions posed by librarians, independent creators, and copyright users
- Finalized 2022 legislative agenda: top priority issues include equitable library funding, library infrastructure and sustainability, Internet access, and digital inclusion, copyright, licensing, and competition, and government information and services
- Successful advocacy for library policy priorities relies on the active and continued engagement of all ALA members as community leaders and policy advocates. The margins in the Senate and House continue to be incredibly narrow, which demands that we continue to build allies and champions in both parties wherever we can. Please join the ALA Action Center at ala.org/takeaction respond to action alerts and advocacy opportunities

Councilor Jim Neal asked for updates on two pieces of legislation. One regards legislation that is created regarding small claims court and U.S. Copyright Office. ALA's efforts were to build exemption for libraries, but still up in the air is whether library employees, library staff are covered under that exemption, and we are floating that in Washington. Second, is legislation that is prospectively to be introduced to move the Copyright Office out of the Library of Congress into the executive branch. Chair Thompson noted that he will follow-u with PPA staff to get an update on those items.

Committee on Organization (COO) Report, CD #27

COO Chair Jim Neal brought the following items for Council approval:

- (1) Establish Coretta Scott King Book Awards Round Table (CSKBART)
- (2) Revise the ALA Publishing Committee charge
- (3) Dissolve Staff Organizations Round Table (SORT)
- (4) Dissolve Library Support Staff Interests Round Table (LSSIRT)
- (5) Create a Round Table with the new name of the Library Support Staff Round Table (LSSRT)

Chair Neal suggested considering Action Item 1 last, as it will require more discussion.

Action Item 2 is a proposal to revise the charge of the ALA Publishing Committee, and to revise the structure of the chair position. COO met with the current chair of the Publishing Committee and with the Director of the ALA Publishing Office. COO voted unanimously to bring this to Council.

Councilor Boettcher asked where Choice will fit? Chair Neal noted CHOICE is part of ACRL.

President Wong opened the vote for CD #27, Action Item 2

Results:

- 150 yes
- 1 no
- 2 abstain

APPROVED CD #27, Action Item 2: Revise the ALA Publishing Committee charge.

Chair Neal spoke to Action Items 3, 4,5 together as #3 & #4 are necessary before #5. Action Item 5 merges LSSIRT and SSRT, which was approved by Council in 2018. Given the status of the two Round Tables and staff support time, it would be beneficial to disband each and merge into a new third Round Table. COO unanimously endorse this proposal and is bringing Action Items 3, 4, and 5 forward.

President Wong opened the vote on CD #27, Action Item 3: Dissolve Staff Organizations Round Table (SORT).

Results:

- 152 yes
- 1 no
- 1 abstain

APPROVED CD #27, Action Item 3: Dissolve Staff Organizations Round Table (SORT).

President Wong opened the vote for CD #27, Action Item 4, to dissolve the Library Support Staff Interests Round Table (LSSIRT).

Results:

- 147 yes
- 0 no
- 3 abstain

APPROVED CD #27, Action Item 4, to dissolve the Library Support Staff Interests Round Table (LSSIRT).

Councilor Lisa Scroggins asked if members of the now-dissolved round tables be moved into this new Round Table. Chair Neal noted the new Round Table will have to meet the requirements of membership. Members of SORT and LSSIRT will be getting a notice about the change and opportunity to join LSSRT, which will take effect at the start of FY23 (September 1, 2022).

President Wong opened the vote on CD #27, Action Item 5: create a round table with the new name of the Library Support Staff Round Table (LSSRT).

Results:

- 154 yes
- 0 no

- 0 abstain

APPROED CD #27, Action Item 5: create a round table with the new name of the Library Support Staff Round Table (LSSRT).

Chair Neal presented CD #27, Action Item 1: the proposal to establish the Coretta Scott King Book Awards Round Table. COO received significant documentation, a portion of which has been shared with you in our report, and met with representatives from EMIERT and the Coretta Scott King Book Awards Committee. COO raised two questions: EMIERT support for this action, and the second was the financial implications, which were referred to BARC.

There was significant collaboration within EMIERT and the Coretta Scott King Committee over a two-year period to develop, research, and introduce this proposal. COO received a letter of support from the EMIERT Executive Board, Deborah Allman.

BARC has also provided COO with its assessment, raising three concerns: the potential impact of a new round table on ALA staff; the financial impact on EMIERT; and the president of an award committee becoming a Round Table.

Chair Neal made the following observations:

- There will be modest impact on staff, which was already providing significant support for the work of the Coretta Scott King Book Awards Committee.
- There will be financial impact on EMIERT, but leadership fully participated in the planning for this new round table. ODLOS provided a report outlining the financial arrangements that have worked out by EMIERT in response to the creation of this Coretta Scott King Book Awards Round Table
- On the matter of precedence, each organizational change that COO and Council considers must be thought of in its own merits. With the endorsement of EMIERT and the financial plans that have been outlined, COO unanimously supports the creation of the new Coretta Scott King Book Awards Round Table

EB Member Schneider praised the import work of CSK Book Awards and strong proposal but noted concerns about creating another round table. Round tables do require staff time, which needs to be considered. Given ongoing financial burdens, Council should hold off on creating a new Round Table.

Chair Neal noted that it is important to find a way to support member interest and to accommodate that within our financial planning.

Question: Since there are dues associated with being part of a Round Table, are there concerns this might make it more difficult for members to find their way into this process?

Chair Neal could no answer for certain but noted that organizers solicited a very large number of supporters who indicated that if the Round Table were created, they would be willing to join.

Councilor Deb Sica, as Rainbow Round Table member and BARC member, commended the work on this proposal but noted concerns regarding precedence are valid as it could encourage a ripple effect on pulling out book awards from round tables. Ultimately, there is a future within ALA for consideration of

all of the Book Awards in some other part of our organization, especially given discussion about standardization of bylaws.

Chair Neal noted that COO was impressed by the proposal and how it demonstrated the scope of work of CSK was appropriate in justifying the status of a round table.

Councilor Kari Mitchell asked if all of the book awards that go through ALA a round table, or are there committees instead?

Chair Neal noted that all book awards under the umbrella of ALA committees are attached to other units. Chair Neal noted that COO will take on the responsibility to look across the organization at the awards process and structure.

Councilor John DeSantis noted that Council voted to establish a minimum number of members for a round table, but even with all its subcommittees, would there be enough members to meet the requirement?

Chair Neal noted that the petition process that the organizers have identified many willing to join, but even if this is approved, a requisite number of members would be required to establish the Round Table.

Councilor Brenda Pruitt-Annisette, Chair of the Coretta Scott King Book Awards Committee, noted that in the past, CSK was told that it was not eligible to have our Constitution and Bylaws, which had been in place for 51 years, since it was not a Round Table. CSK is also not eligible to have elected officers, though it has elected officers, chair, vice chair, treasurer, secretary, recording secretary, and past president. It also has 11 standing committees, and all involved are volunteers. CSK wants its members to be members, not just volunteers. CSK is 52 years old and its legacy will sustain a new Round Table.

President Wong called for the vote on CD #27, Action Item 1: To establish the Coretta Scott King Book Awards Round Table.

Results:

- 146 yes
- 7 no.
- 2 abstain

APPROVED CD #27, Action Item 1: To establish the Coretta Scott King Book Awards Round Table.

Chair Neal concluded that COO has discussed the prospective assignments that may come out of the TAG process and is ready to take on that work with Council's direction.

Constitution & Bylaws Committee Report, CD #25

Chair Mike Marlin provided the following updates:

- Councilors should refer to our report concerning the many changes and revisions the committee has implemented.
- In response to 2021 Annual Conference, CD #46.1, Item 2, Round Tables, also referred to as 46.1.2, the Constitution and Bylaws Committee presents two actions.

Chair Marlin moved:

- Action Item 1 that rewords clause A, changing 100 to 150; moves for the insertion of a new clause B, inserting calculation and evaluation of the membership, and removes clauses down naming them as C and D.
- Action Item 2, Moved that, under existing ALA Bylaws, the ALA Membership Committee, through collaboration with and input from the Round Table Coordinating Assembly (RTCA), shall recommend an Association-wide Round Table dues structure for subsequent ALA Executive Board approval, and for vote by Council no later than the 2023 LibLearnX Conference and subject to a spring 2023 mail vote of ALA membership.

The committee discussed at great length some of the ambiguity contained in 46.1.2, resolved 4. Although the committee's charge also allows it to add Round Table dues options to the Bylaws to define a process for personal members, after considering several options and to remain faithful to Council's will in 46.1.2, it concluded that a more collegial and more closely aligned to the current Bylaws approach is warranted, as outlined in Action Item 2.

EB Member Booker noted that Action 1, which calls for a Round Table to have no less than 150 members. Is there any way we need to give Round Tables time to get to that membership, especially in light of the recent creation of Coretta Scott King Round Table?

Chair Marlin noted this item is amending the Bylaws to reflect the policy will of Council as passed at the last Annual Conference. There is a three-year baseline rotational average, and there is also provision for COO to step in and work with a round table should they want to try to bring things back up. There are also no current round tables with less than 150 members.

Parliamentarian Mina advised that both action items can be voted on simultaneously.

President Wong called for the vote on CD #25, Action Item 1 & Action item 2.

Results:

- 150 yes
- 1 no
- 1 abstain

APPROVED CD #25, CD #25, Action Item 1: update ALA Bylaws Article VII, Section 1 & Action Item 2: Move that, under existing ALA bylaws the ALA Membership Committee, through collaboration with and input from the Round Table Coordinating Assembly (RTCA), shall recommend an association-wide Round Table dues structure for subsequent ALA Executive Board approval, and for vote by Council no later than the 2023 LibLearnX conference, and subject to a Spring 2023 mail vote of ALA membership.

Transforming ALA Governance (TAG) (Part 2), ALA CD#35a-35c

TAG Chair Lappin noted that today's discussion and vote will be on Action Item 3.

- Chair Lappin shared diagrams that were also distributed to Councilors prior to the meeting that shows the current structure of ALA governance, as well as the proposed structures: a leadership assembly with 8 division councilors, 12 Round Table councilors, 6 councilors from the NALCOs, and 57 chapter councilors, for a total of 89 council members. That is the model being endorsed by TAG for today.

- There is also model with four separate assemblies: Chapter Assembly with 57 members, Affiliates Assembly with 28, Division Assembly with 8 members, and Round Table Assembly with 12. Each assembly also would include a chair and a liaison for each of the other assemblies. There would be 103 total Assembly members. Again, TAG is not endorsing this model, but it is something we think bears consideration.
- The Council and Assembly members' meeting frequency would be four times a year, three virtual, one hybrid, at ALA Annual.

Chair Lappin presented Action Item 3: Moved that the Council of the American Library Association:

1. endorse in concept the making of the new ALA Executive Board of ALA's Governing Body with its composition as proposed by the TAG Task Force, and as may be amended with the benefit of ALA's Council's input between now and the June 2022 Annual Conference.
2. endorse in concept the establishment of one Leadership Assembly as a body of knowledge which provides the benefits of its collective wisdom and advice to the new ALA Executive Board, with the composition of the Leadership Assembly initially being the same as that of the ALA Council as it exists when the new ALA Bylaws are adopted, and with this composition gradually transitioning to being as proposed by the TAG Task Force, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference.
3. direct that the Committee on Organization review the standing committee structure and charges in light of the new ALA governance function, culture, and structure.
4. direct that the mandate of the TAG Task Force be extended until the ALA Council deems that the TAG Task Force's work has been satisfactorily completed.
5. direct that the TAG Task Force convene Virtual Council Meetings between now and the 2022 Annual Conference, with the goals of Council reviewing progress and providing input.
6. direct that when sufficient progress has been made on the proposed new ALA Bylaws, possibly as early as June 2022, a Constitutional Convention can be held to enable the ALA Council and its members to debate, propose amendments, and take a final Council vote on the new Bylaws.

Chair Lappin also called for an informal poll for councilors:

Poll question 1: In your estimation, which model would optimize the ALA governance? One, leadership assembly, otherwise known as ALA Council? Or four leadership assemblies?

Results of TAG poll #1:

- 80% for one leadership assembly, otherwise known as ALA Council.
- 20% for the four leadership assemblies.

Councilor Kari Mitchell called a Point of Order regarding the polls as there is no option to abstain. Without discussion or questions, it is difficult to know how to vote and so the poll is not a true reflection of our pulse.

Parliamentarian Mina noted that the poll is just a snapshot at this time and not a formal parliamentary procedure. The poll can be taken again after discussion.

Chair Lappin presented Poll Question Two: If the option of one leadership body is chosen by vote of Council, how large should it be?

1. About 85
2. About 89

3. Above 89
4. Below 89

Results:

- 15% about 85 members
- 54% Around 89
- 24% above 89 members
- 7% below 89 members

Chair Lappin presented Poll Question #3: If the Council votes to transition to a Leadership Assembly, what function is appropriate for it? One, serving as the policy-making body? Or two, serving as a body of knowledge which responds to the ALA pulse and provides advice to the board?

Results:

- 59% policy-making body
- 41% body of knowledge

President Wong opened debate on TAG Action Item #3.

Question: Would the councilors at large be eliminated? Where would they fit in if not?

Answer: In the model, there are councilors at large, but fewer than now.

Question: In model 1, where are the affiliate library association representatives?

Answer: In the model, just six members of NALCOs would serve, as it was pertinent to ensure EDI.

Councilor Stephanie Chase moved to amend CD #35b, Action Item 3 by replacing clause 2 with: "2. Endorse, IN CONCEPT, the establishment of FOUR LEADERSHIP ASSEMBLIES as Bodies of Knowledge, with each Leadership Assembly providing the benefits of its collective wisdom and advice to the new ALA Executive Board, and with the composition of the Leadership Assemblies being as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference." It is seconded by Erica Freudenberger.

Councilor Chase noted it was important to discuss the four leadership assembly model because it is something that has been consistent throughout the many processes and foundationally important to open up governance to membership, reflecting members, and getting members involved.

Multiple councilors spoke against the amendment, noting that dividing governance into silos will not help the organization but rather compartmentalize or fracture it.

Council Martin noted that this model is the more inclusive for members to participate, as many members see themselves as coming from within these various groups. While it could be problematic to create four separate groups, this is the way that ALA members would likely enter into this new entity.

Multiple councilors noted their support for the four assembly model, in light of its inclusivity.

Question: Does the chapter assembly refer to the state chapters? Because 38 state chapters do not

include school librarians?

Answer: Yes, and the 57 chapter assembly members would be include the states, D.C., and territories.

President Wong called the vote for CD #35b, Action Item 3 amendment.

Results:

- 30 yeases
- 109 no
- 6 abstain

DEFEATED CD #35b, Action Item 3 amendment: Motion to replace current clause 2 with: “2. Endorse, IN CONCEPT, the establishment of FOUR LEADERSHIP ASSEMBLIES as Bodies of Knowledge, with each Leadership Assembly providing the benefits of its collective wisdom and advice to the new ALA Executive Board, and with the composition of the Leadership Assemblies being as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council’s input between now and the June 2022 Annual Conference;”

President Wong called for debate on the original motion CD #35b, Action Item 3.

Councilor Amanda Roper noted that in an effort to get everyone a seat at the table, this model loses intersectionality. EDI is also reflected in the intersectionality of experience from various groups. The model does not make room for councilors at large to provide this.

President Wong called for unanimous consent to extend the meeting by 30 minutes. There were objections to approval by unanimous consent.

President Wong called for a vote to extend Council II by 30 minutes.

Results:

- 110 yes
- 41 no
- 2 abstain

APPROVED to extend Council II by 30 minutes.

Question: There have been references to the Task Force looking at the governance structure of other similarly sized associations. How do the proposals compare to the structures of other associations?

Answer: TAG discussed this, and the proposals are well within what similar associations are doing.

Question: With either new model, how does a member of ALA who is not a member of a Division, Round Table, or affiliate, serve in governance?

Answer: That is why there are six at-large seats, but that can be increased.

Question: Are we saying in clause 2 that TAG, rather than Council will determine next steps?

Answer: Council can agree in principle to TAG’s proposal, but it will be Council making final decisions.

Question: In terms of representation in the models, what percentage of ALA members are not part of a

Round Table or Division?

Answer: 39% of members are only members of ALA. 40% are part of a division only. 5% are part of a round table only. And 16% are part of both a division and round table. 17,723 members are members of round tables

Question: With representation from 12 round table councilors in both models, is that all Round Tables – will all have representation?

Answer: There are more, but representation will be determined by membership numbers, as it is now.

Question: If TAG is recommending one leadership assembly, why not continue to call it Council?

Answer: Calling it a leadership assembly is to delineate from current Council.

Councilor Natalie DeJonghe noted concerns about transparency in placing policy-making with a Board, noting the recent financial issues that seemed to arise suddenly. The Board would also not necessarily have to take the advice or follow the will of the advisory body or membership. There should be a mechanism, perhaps the oversight committee discussed.

Councilor Sonnet Ireland shared concerns that Council is being asked to vote on a concept but there are many questions about the concept and more information is needed to make an informed vote.

EB Member Booker spoke against the motion because Council should not eliminate itself and give policy-making power to an 11-member Board. There needs to be representation, and there needs to be checks and balances. The idea of assemblies is potentially positive, with them reporting to council. We should improve the current structure of Council.

Councilor Aaron Dobbs moved to postpone the TAG discussion to the end of Council III. Councilor Lori Fisher seconded.

Parliamentarian Mina noted that this motion can be approved by unanimous consent. There were objections to approving the motion by unanimous consent.

President Wong called for a vote on the motion to postpone the TAG discussion until Council III.

Results:

- 94 yes
- 46 no
- 6 abstain

APPROVED to postpone the TAG discussion until Council III.

Special Announcement:

President Wong announced the Parliamentarian Eli Mina will be retiring this year, and the ALA Annual Conference will be his last set of meetings with ALA.

Several Councilors expressed their gratitude and praise for Parliamentarian Mina's many years of outstanding service.

President Wong recognized Michelle Mina, Eli Mina's wife, and asked Council's permission to allow her to speak. Council consented.

Ms. Mina shared memories from the past twenty years of service from her husband, noting that it has been a labor of love for him. She noted her and her husband's honor at being able to serve and meet so many members of the association over the years.

Parliamentarian Mina noted that he is humbled by the well wishes of councilors. He emphasized the privilege of serving, but ultimately it is the right time for him to retire. He spoke in praise of the culture of ALA and expressing confidence that it will find a path forward in its new efforts at governance.

President Wong noted that there will be a formal recognition event for Parliamentarian Mina's retirement at Annual Conference

Announcements

Executive Board Candidates' Forum will begin at 3:30 p.m. CT, shortly after the conclusion of this meeting.

President Wong adjourned Council II.

Council III **Monday, January 24, 2022: 2:30 pm CT**

ALA President Patty Wong called Council III to order.

Agenda, CD #8.3

EB Member Libré Booker noted that there are several significant items in new business, with only 30 minutes allotted. EB Member Book moved to extend the meeting time by 30 minutes.

Parliamentarian Eli Mina advised this motion can be adopted by unanimous consent. There were objections to approval by unanimous consent.

President Wong called for a vote to extend Council III by 30 minutes.

Results:

- 67 yes
- 83 no
- 3 abstain

DEFEATED motion to extend Council III by 30 minutes.

APPROVED by CONSENT, Agenda, CD #8.3 as amended

Memorials & Tributes

ALA Policy A.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning of the last session of the ALA Council.

Memorials:

- Dr. Barbara Froling Immroth
- Mary Redmond
- Kenya S. Flash
- Manuel Urrizola
- Sylvia Sprinkle-Hamlin
- Dr. Teri Lesesne
- Lauren Freeman

Tribute:

- Aimee Strittmatter

Council Election Tellers Committee Report, CD #11.2

Head Teller Louis Munoz Jr. provided the following update:

- Council Election Tellers Committee met on Monday, January 24, at 8:30 a.m. CT to review and certify the election results
- For the 2022-2025 ALA Executive Board election, 136 ballots were returned
- The following two candidates were elected to serve a three-year term they are: Kathy Carroll and Sara Dallas

International Relations Committee (IRC) Report, CD #18

Dr. Min Chou, IRC Chair, provided the following updates:

- The eighth annual Sharjah International Conference was held in hybrid mode in early November:
 - ALA Presidents Patty Wong, Past President Julius Jefferson, and Executive Director Tracie Hall delivered keynotes
 - ALA and Sharjah Book Authority initiated the first National Library Summit, which was held right before the Conference, with the theme on visibility, engagement, impact, and collaboration
 - Helped ALA increase its network with national libraries worldwide
 - Dr. Carla Hayden from the Library of Congress attended the Summit and met with leaders from 19 national libraries
 - ALA and AASL for school libraries and the Sharjah Book Authorities started a school library training program proposal to the Ministry of Education based on the AASL national library standards
- International Relations Office
 - Organized three past programs to the Guadalajara Book Fair at the end of November
 - U.S.-Russia Library Dialogue hosted online sessions in December for collaborations on a

green agenda as part of the UN Sustainable Development Goals. President Patty Wong discussed the AALS efforts in promoting sustainability work in the library communities in the U.S., and representatives from the Mid-Hudson Library System in New York, Topeka and Shawnee County Public Library in Kansas, and Hamilton County Public Library in Ohio contributed their experience and expertise to the dialogue

- International Relations Round Table (IRRT)
 - Successfully organized webinars on such timely topics as the pandemic reopening, broadband access, and virtual international connections.
 - Under the leadership of Jim Neal, former ALA President and current IRRT Chair, the Round Table has launched its Mission Enhancement Grant to support projects that encourage international librarianship.
 - Started planning for 75th anniversary celebration in 2024.
- IFLA
 - Held its Virtual World Library Congress in 2021
 - This year, plan to hold an in-person conference in Dublin, Ireland, from July 26 to 29, 2022. ALA members can register for the Congress at a reduced rate through ALA's membership in IFLA
- At 2022 ALA annual Conference, Subcommittees and the Round Table are planning programs on themes of international connections and collaborations
- Will also promote the Annual conference to the international librarians for their participation

Intellectual Freedom Committee (IFC) Report, CD #19-19.1

Dr. Martin Garnar, IFC Chair, provided the following updates:

- Privacy Subcommittee has released its new privacy field guides, funded by a grant from IMLS in partnership with ALA. Digital versions of the guides are now available on the ALA privacy landing page
- The Challenges to Critical Race Theory and Diversity Training subgroup is creating a toolkit for library workers facing censorship challenges to critical race theory and curricula, as well as challenges to anti-racist materials and staff trainings. The subgroup's goal is to create a resource that will prepare library workers to defend their collections, counter falsehoods, and engage their communities in important conversations about racial injustice and empowering everyone to fully participate in our demographic society
- Another subgroup of the IFC has worked with Office of Intellectual Freedom (OIF) staff to develop a question-and-answer document to clarify how library staff and educators should handle authors and content creators who are deemed problematic. After a review by the full committee, the IFC approved the document titled "Addressing Challenges to Books by Problematic Authors: Q&A." As with other Guidelines, it will be published on the main ALA website as one of several Q&As developed by the IFC
- Another subgroup is reviewing the Freedom to Read statement, which has not been modified since 2004. One of the challenges in making changes to this statement is that many of the original signatories, who are our partners in the publishing industry, no longer have groups coordinating their intellectual freedom efforts
- Intellectual Freedom and Social Justice Subgroup:
 - Council voted to extend the term of the Working Group through 2022
 - The group continues to work cooperatively on a draft report that will respond to the charge from Council to identify alternatives to neutrality rhetoric, as instructed about by

the Resolution on White Supremacy and Fascism Being Antithetical to Librarianship, adopted at the 2021 Virtual Midwinter Meeting. Hosted a LibLearnX program as a vehicle to introduce the text of the draft report to ALA members and begin to gather feedback

- OIF staff have received an unprecedented number of challenge reports throughout the fall of 2021. There were 330 unique cases reported in a three-month period. This can be compared to the 156 unique cases reported in 2020, a year marked by school and library closures, and the 377 unique cases reported in 2019 for the entire year. OIF staff provided confidential counsel in 275 of those cases
- ALA's Public Policy and Advocacy (PPA) Office and OIF, with support from other ALA offices and member leaders, convened a state legislative summit to examine adverse trends in state legislation that threaten libraries, library workers, or the ability of users to freely access information and determine a course of action that leveraging the full strength of the library ecosystem in responding to these trends
- In late November, PPA and OIF launched a rapid response team comprised of stakeholder representation from across and beyond the Association that will advise staff on messaging and outreach
- PPA and OIF are tracking several adverse bills similar to those discussed during the legislative summit
- In early January, PPA and OIF released the state legislative toolkit, a public-facing resource with member access to sensitive or proprietary information. The toolkit will continue to evolve based on member feedback and legislative activity
- Encouraged councilors to support intellectual freedom, especially through donations to the Merritt Fund and the Freedom to Read Foundation, and to subscribe to the Journal for Intellectual Freedom and Privacy, which not only publishes peer reviewed articles, essays, and book reviews on intellectual freedom and privacy, but also provides the latest news on library censorship, court decisions, and legal controversies

Membership Committee Report, CD #44

Miranda Bennett, Membership Committee Chair, provided the following updates:

- Action Item 1: Proposal for a simplified ALA membership model for personal members
 - In 2018, ALA commissioned a research study by the Avenue M consulting group to identify auto simplified membership model for members. It highlighted the need to increase value for ALA members while, at the same time, simplifying our personal membership types to make them more understandable to prospective members and less complex for ALA's internal systems. The research indicating that improvement to our membership model will position us to grow our membership base
 - The Membership Committee took seriously the feedback from members reflected in report and brings a proposed model that reflects the consolidation of membership types from 11 down to 4. The four new types proposed are Individual Type I, Individual Type II, Supporter, and Student. This model is not changing any privileges or benefits of membership. Those all remain the same
- Action Item 2: Proposal to change the description of the non-salaried, in-transition membership category, which would be incorporated in the new model in Individual Type II:
 - During its work, the ALA Membership Committee observed that the threshold of

\$30,000 in annual salary for non-salaried or in transition membership is low, given the cost of living, and had not been increased recently

- If approved, this change would go into effect at the start of fiscal year 2023 - September 1, 2022

Chair Bennet moved CD #44, Action Item 1: that on the recommendation of the ALA Membership Committee and ALA Executive Board, the ALA Council to approve the simplified ALA membership model for the personal members classification of membership in FY 24.

Question: About the member model types I and II, do the requirements in Type I supersede the requirements in type II?

Chair Bennett noted that people self-select in these categories, as they do now.

Question: Was the motion read as FY24 rather than implemented in FY24?

Chair Bennet noted that the motion will be implemented at the start of FY24 - September 1, 2023. It will take quite some time for ALA staff to put all the pieces in place to make this model appear when new members join or when current members renew, and then the committee will still have to work through the dues rate question. This motion will allow staff to begin the work to put in place for the structure change when that change is implemented.

President Wong called a vote for CD #44, Action Item 1.

Results:

- 151 yes
- 0 no
- 4 abstain

APPROVED that on the recommendation of the ALA Membership Committee and ALA Executive Board, the ALA Council approve the simplified ALA membership model for the personal members classification of membership in FY 24, CD #44, Action 1.

Chair Bennett moved CD #44, Action Item 2: On the recommendation of the ALA Membership Committee and ALA Executive Board, the ALA Council to change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for fiscal year 23.

Question: When people want to do the lifelong membership, will there be any changes to the fees for that? It is unaffordable for many salaries.

Chair noted that Membership Committee has not discussed the rates and the lifetime membership mode but could take a look at that in the future.

Question: When was the last time the salary was increased?

Answer: The last likely increase to the salary threshold was to \$25,000 in 2004.

Question: Was there any talk of tying this to rate of inflation or something so that this does not come up

again several years in the future?.

Answer: Membership dues are tied to the Consumer Price Index, and perhaps this could be also connected to a kind of standard inflation rate or cost of living rate. That is something that the Membership Committee could certainly consider.

President Wong called a vote for CD #44, Action Item #2.

Results:

- 152 yes
- 4 no
- 1 abstain

APPROVED that on the recommendation of the ALA Membership Committee and ALA Executive Board, the ALA Council to change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for fiscal year 23, CD #44, Action Item #2.

Conference Committee Report, CD #45

Robin Kear, Conference Committee Chair, provided the following updates:

- Creation and piloting of LibLearnX has been member-focused and driven by our member leaders, working with the ALA Executive Director, Conference Services team, Executive Board, and Finance teams. The goal of a downsized pilot of a midyear event was to be financially prudent and offer deeper professional development events that our members want
- Debut of the pilot of LibLearnX in January 2022 had to pivot to a virtual experience due to the pandemic
- Traditionally, the mission of the Conference Committee has been fully focused on the Annual Conference, with minimal involvement in the traditional Midwinter Meeting event. However, with the authorization by the Executive Board to pilot LibLearnX, a short-term subcommittee was approved to assist with the selection of programming by LibLearnX
- Still in the discovery process for the assessment of LibLearnX. Preliminary assessment of LibLearnX should be available for Council before Annual in June
- Need to imagine LibLearnX in the physical environment for the future and how it might be offered in a hybrid format
- Before we make changes in the Bylaws regarding a Midwinter event, need to assess the pilot. Committee will work closely with Constitution & Bylaws and Policy Monitoring Committees in the immediate future.

Question: Has there been an active effort to differentiate LibLearnX from the conference formerly known as Midwinter? There has been some confusion about the new event replacing Midwinter.

Answer: There was a conscious strategy not to use the word "Midwinter" in any of the materials. It will take some time to transition to the new event.

Question: How did attendance compare to the last virtual event?

Answer: It is definitely less but met the target for this LibLearnX, at over 2,000 attendees and was intended as a smaller event.

Question: Whose choice was it to change the technical platform LibLearnX offered?

Answer: ALA Conference Services. This event was really meant to feel different virtually, and it was more built from the ground up for this event.

Question: Who was responsible for making the schedule available? Lots of sessions were not easy to find or access, particularly for the Accelerator events.

Answer: That falls to ALA Conference Services, and the software for how to make the schedule available. If there are improvements to be made there, the committee would certainly like to hear about it in a survey.

Question: Is there preliminary data on the finances associated with LibLearnX, cost versus revenue?

Answer: That will be finalized later, but the event did not quite break even.

Committee on Diversity (COD) Report, CD #14

Kiera O'Shea Vargas, COD Chair, reported the following:

- Last year, COD created objectives which were centered on three working groups, one of which is the Equity Scorecard
- EDI scorecard for Library Administrators Working Group developed a scorecard to promote accountability and transparency in gauging institutional performance on five measures of DEI

Chair Vargas presented CD #14, Action Item 1: for Councilors to accept using the DEI scorecard as a primary means for ALA's measures for DEI, particularly in the categories: Culture and climate of the organization; training and education; recruitment, hiring, retention, and promotion; budget priorities for DEI; and data practices.

Chair Vargas noted that the goal is to provide a tool that can be shared with ALA members, providing administrators with actionable data for strengthening their commitment to equity, diversity, inclusion, and justice in alignment with ALA's commitment to diversity.

Question: Is it going to be open to administrators of library systems who may not be ALA members?

Answer: Yes, it will be available to the whole profession.

Question: How is the scorecard related to the Library Green Book that assesses institutions on their DEI initiatives?

Chair Vargas was not familiar with the Library Green Book, but the scorecard is a consistent rubric to center on diversity, equity, and inclusion as a whole in our profession.

Question: Regarding the scorecard, in another venue, a Councilor noted that the recruitment, hiring, retention, and promotion category is largely focused on Black, Indigenous, People of Color individuals, rather than those with disabilities. Are you able to speak to this decision/focus?

Answer: COD looked at the research which indicated the profession lacked people of color, so this is the reason why the scorecard was developed. The card will be reassessed every 3-5 years, so there is room to reevaluate needs in the future.

Councilor Tina Thomas noticed that it is important to highlight that the work is focusing on people of color to begin with, but the work of DEI is broad and will not stop there.

Councilor Deb Sica noted that it will be extremely valuable to have a national standard and the potential to leverage ALA through for national work.

Councilor Sherry Machones emphasized that getting to other aspects of DEI in three to five years is not acceptable, and ALA should begin work now.

Chair Vargas noted that there are two other subgroups dedicated to broadening DEI work and inclusivity.

Councilor Bob Diaz noted asked if ALA can send letters to directors encouraging them to implement these practices.

President Wong reminded councilors that ALA will be hiring its first-ever Accessibility Officer, who will become a key member of the ODLOS staff.

President Wong called for a vote on CD #14, Action Item 1

Results:

- 149 yes
- 3 no
- 4 abstain

APPROVED CD #14, Action Item 1: acceptance of using the 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.

Policy Monitoring Committee (PMC) Report, CD #17

PMC Chair Toni Negro provided the following updates:

- PMC was expanded last year by Council, and that allowed the Committee to do an in-depth investigation of the policy manual starting in September 2021:
 - Concentrated on Section B of the manual, which really focuses on positions and policy statements
 - Presented that information to staff for their consideration on areas that could be updated or eliminated
- Surveyed staff based on the review to determine what areas of the Policy Manual needed to be revised or retired and will focus on that in the next phase of our work.
- Report identifies some examples of the anomalies and the errors that we found in the Section B of the Policy Manual as representative examples.
- PMC presenting seven action items for Council's consideration. These items reflect the content and text of resolutions that were approved by Council during the Virtual 2021 Annual Meeting. The seven Actions are presented for one vote of approval. Each item is outlined in the report.

President Wong called for a vote for CD #17, Action Items 1-7.

Results:

- 153 yes
- 0 no
- 2 abstain

APPROVED CD #17, Action Items 1-7: To accept the placement in the ALA Policy of the approved actions from the 2021 Annual Conference Council Meeting:

- One, Resolution on Round tables, PMC moves to append.
- Two, creation of the ALA Code of Conduct Committee, the PMC moves to insert.
- Three, disbanding of the Committee on Membership Meetings and approval of CD #27.1, motion to add to the charge of the ALA Membership Committee, the PMC moves to insert.
- Four, Resolution to Achieve Carbon Neutrality for ALA Conferences, the PMC moves to insert.
- Five, ALA Code of Ethics ninth principle, the PMC moves to inexpert.
- Six, Resolution on U.S. Enterprises' Abridgement of Free Speech, the PMC moves to insert.
- Seven, Resolution to open educational resources, the PMC moves to insert.

Budget Objectives/Programmatic Priorities, CD #13.1

Treasurer Maggie Farrell provided the following updates:

- ALA Staff will begin developing FY3 budget next week
- FY2021 and FY2022 budget updates from Council's BARC Chair Rodney Lippard and Treasurer during the Council Information Session are available via the Council Documents page
- FY21 will be finalized in February with the review of the year-end audit, and anticipate ALA will end FY2021 with a surplus. That surplus is due to the revenue replacement with the federal PPP loan that has been forgiven, increased revenue; focus on adjusting expenses in line with revenues, and the dedication of ALA staff via furloughs
- Last year, changed the budget preparation process to align with Bylaws and to develop budget objectives. The budget objectives support the programmatic priorities within our ALA pivot plan. Budget assumptions are developed by ALA management, along with goals. Those are shared with the BARC, F&A, and the Executive Board.
- FY2023 budget objectives reflect the same as last year, with one additional budget objective - developing new budget metrics so that we are measuring the success of our budget.

Treasurer Farrell moved that Council Concur with the Executive Board and approve the FY2023 Budget Objectives:

- Align expenditures with revenues
- Increase revenue sources
- Rebuild Membership Base
- Develop budget surplus
- Focus on financial sustainability
- Develop new budget metrics

Question: Can you please speak to the current status of ALA's financial reporting? Is the Executive Board

getting more frequent and up-to-date reports on financial performance?

Treasurer Farrell noted that BARC and F&A did take a look at the preliminary FY2021 budget, and we also had a preview of the first quarter of FY2022. With all reports, both BARC and F&A have asked for some improvements in reporting. The Finance Office has listened to recommendations from BARC, F&A, and the Executive Board, and made those changes so there is more transparency about our budget.

Question: If there is a surplus, are there any plans on addressing the lost money for staff due to furlough or reducing furlough?

Answer: For the current FY22, no furloughs are planned and a 2% increase in salary for ALA employees was included and effective this month. Plans to address past furloughs will depend on FY21 final results.

Question: Could you speak towards what actions will be taken if expenses are projected to outpace revenue (to further prevent further deficit scenarios)?

Answer: ALA staff and management is continually looking at revenues and expenses and adjusting revenues and expenses to be in line, which worked in FY21 and hope to see the same in FY22. This will be continually assessed.

President Wong called for a vote for CD #13.1: To concur with the Executive Board and approve the fiscal year 2023 budget objectives.

Results:

- 156 voted yes
- 0 no
- 0 abstain

APPROVED Council concurs with the Executive Board and approve the fiscal year 2023 budget objectives, CD #13.1

Operating Agreement Workgroup (OAWG) Update, CD #40

OAWG Co-Chairs Andrew Pace and Maggie Farrell presented the following updates:

- Rewriting the entire policy to reflect how we work in the 21st century as a coordinated and collaborative organization focused on our members
- As part of this work, OAWG considering a bold proposal: eliminating the overhead transfer between divisions and central ALA. Overhead, or indirect cost, is considered an expense by ALA units and a revenue source for the ALA General Fund
 - There is no difference in the overall budget but rather an internal financial accounting practice. A number of issues, such as net asset balances, endowment transfers, surpluses, deficits, incentives, innovation, competition, et cetera, require further consideration
 - The removal of overhead reporting might also be a model for Round Tables and some ALA unit operations, and that has also been discussed
 - OAWG had a great discussion with the Planning and Budget Assembly, BARC, and division leaders last week and compiling the notes from breakout sessions
- OAWG will bring final recommendations to BARC, F&A, and the Executive Board and Council in June

Freedom to Read Foundation (FTRF) Report, CD #22

Barbara Stripling, FTRF President, provided the following updates:

- New litigation:
 - Coleman v. Grand: FTRF joined an amicus curiae brief offered by the reporters of Committee for Freedom of the Press that provides additional protection for speakers making comments on matters of public concern, such as comments made by individuals about sexual harassment in the music industry.
 - Happ v. Facebook: FTRF joined an amicus curiae brief authored by Council for the Electronic Frontier Foundation that argues that excluding state publicity rights claims from Section 230 immunity -- and this is really important for libraries -- would impair the ability of online platforms and other online intermediaries to host content created by users, forcing email providers, social media platforms, any site that supports user-generated content, including libraries, to tailor their sites to ensure compliance with the most restrictive state laws. The laws are different in every state.
- BL v. Mahanoy was filed by a high school cheerleader who was expelled from her high school cheer leading team because she posted a profanity-laced Snapchat post, on her own time, on her own computer. In 8-1 ruling, the court ruled that her speech was protected by the First Amendment and that it did not create the kind of substantial disruption that would justify her punishment
- Americans for Prosperity Foundation v. Bonta addressed the association and privacy rights of members of nonprofit associations. California Attorney General had issued a ruling that nonprofit and charitable organizations, if they were soliciting contributions and did not file a Schedule B for the IRS, would have to disclose the name, address, and total contributions of any contributor who donated more than \$5,000 or 2% of the organization's budget. This could create a chilling effect because many donors do not wish their names published. FTRF joined an amicus curiae brief, and we argued that the government should bear the burden of demonstrating a compelling interest in requiring the disclosure of donor information. The Supreme Court struck down that California ruling
- Working on the intersection between intellectual freedom and social justice: panning a symposium, led by Task Force Chair sue crit Goswami and Sophia Sotilleo. The Symposium will be titled: "Where intellectual freedom and social justice meet, a call to action" and feature two half-day virtual events in July
- The Judith Krug Memorial Fund continues, and a lot of funding goes through there. Offered half scholarships and copies of the new Intellectual Freedom Manual to students who are in courses at the University of Illinois iSchool and San Jose State University's School of Information, who are taking intellectual freedom courses.
- Offered a webinar on December 9 with FTRF general counsel Theresa Chmara and others to present "Managing and Addressing Book Challenges in Your Community: Law, Policy, and Advocacy." It is available online free for all
- Call to Action regarding efforts to curb intellectual freedom and freedom of speech:
 - Need to communicate with one voice on the principles of intellectual freedom, the power of libraries to reflect the identities of every member of our communities and the positive impact that our libraries make on inclusion rather than exclusion and divisiveness that censorship brings up

- Need to advocate through action. We need to issue intellectual freedom statements, to write op-eds, to interview diverse authors, make presentations to decision-makers, etc
- Need to battle censorship by strengthening our policies and reporting challenges to ALA's Office for Intellectual Freedom

New Business

Two motions were made by Councilors to address the timing of remaining agenda items.

President Wong first invited Parliamentarian Mina to speak to the TAG discussion, CD #35a-c and approval process:

- Noted that a possible amendment to Clause 2, replacing “advisory body” with “policy making body.” That reflects a motion just submitted by Councilor Booker to change from an advisory body to a policy-making body
- There is also a proposal to schedule another Council meeting in February or March and provisionally to push the TAG work to this subsequent meeting. This would give Council the opportunity address other agenda items
- TAG motion CD #35b, Action Item 3 amendment reads:
Moved, that the TAG Task Force's mandate be extended until the ALA Council determines that its work has been completed, that the motion on the ALA governance structure that was included in part C of the TAG Task Force's report (as amend by Council) be sent back to the Task Force for further consideration, and that the TAG Task Force be directed to proceed as follows:

1. arrange to have a virtual Council Meeting scheduled for February '22 with the purpose of continuing the discussion of the TAG Task Force's recommendations;
2. direct that in preparation for the February 2022 Virtual Council Meeting, the TAG Task Force develop and present for Council's consideration its proposed composition of a reduced size ALA Council, functioning as -- and what's amended is instead of "advisory body," there's a crossout there, and then the new language is "policy-making body," and what Eli mentioned is that reflects more of what Jennifer's substitute or what her resolution calls for. And, that the TAG Task Force also present options for the proposed composition of the new ALA Executive Board.
3. direct that, in preparation for the February 2022 Virtual Council Meeting, the TAG Task Force prepare, for Council's consideration, ideas to advance the implementation of the "Taking ALA Pulse" concept as a method of bringing feedback and issues from ALA members, units and affiliates for Council's consideration in its potentially added role as a body of knowledge; and
4. direct that, in preparation for the February 2022 Virtual Council Meeting, the TAG Task Force present, for Council's consideration, measures that could promote the culture for the effective functioning of ALA Council, with such measures including, but not limited to, improvements to the Council agenda development process, Council evaluation tools, exit interviews, and more.

Councilor Booker moved this motion, CD #35b, action item 3 amendment, with the inclusion policy-making body language. Councilor Lisa Scroggins seconded.

Councilor Jack Martin spoke against the amendment. It seems very premature to approve this amendment.

Councilor Tina Thomas asked for clarification that the amendment is asking for a vote to delay the conversation and add additional information about Council as a policy-making body.

President Wong noted that the amendment would authorize TAG to continue in its role into February, but the amended language is also suggests that Council would be considered as the policy-making body.

Parliamentarian Mina suggested calling for a time extension again, as discussion continues but Council has reached the conclusion of the meeting. President Wong asked for unanimous consent to extend the Council III 30 minutes, and there were objections to accepting by unanimous consent.

President Wong called for a vote to extend Council III by 30 minutes.

Results:

- 106 yes
- 42 no
- 5 abstain

APPROVED to extend Council III by 30 minutes.

President Wong asked for unanimous consent to move into closed session to address important agenda items scheduled for that session. There were no objections to moving into closed session

Council convened in closed session.

Council reconvened in open session.

President Wong noted that a very few minutes remain of the 30 -minute extension. President Wong asked for unanimous consent to move all remaining agenda items to a future Council meeting to be convened in February or March. There were no objections.

Announcements:

- LibLearnX:
 - With our revised virtual program, anticipating 2,000 registrants. Currently at 110% over that amount
 - 73% of our anticipated budget.

President Wong adjourned Council III.