

**AMERICAN LIBRARY ASSOCIATION
SATURDAY, JANUARY 23, 2021
11:00 A.M. CT
VIRTUAL INFORMATION SESSION FOR MEMBERS, COUNSELORS, AND EXECUTIVE DIRECTOR**

The 2021 Virtual Midwinter Meeting Information Session was convened at 11:00 am CT on Saturday, January 23, 2021.

INTRODUCTIONS & ANNOUNCEMENTS. ALA President Julius C. Jefferson, Jr. called the meeting to order. President Jefferson thanked members, ALA staff, and the Executive Board for their support and work in moving the Association forward. Council Secretariat Marsha Burgess outlined the Code of Conduct and logistical instructions for the meetings.

ESTABLISHING THE AGENDA, ALA CD #8. By **CONSENT**, agenda was **ADOPTED**.

ALA President's Report, CD #21. President Jefferson provided the following highlights of his activities as President:

- Much of his focus has been on advocacy:
 - Encouraged members to visit the ALA Holding Space website to review the great work being done with local, state, and national officials, as well as libraries.
 - Advocated for the Library Stabilization Fund Act, a bill that was sponsored by champions in the Senate and the House -- Senator Jack Reed and Representative Andy Levin -- and we got a significant amount of support. This bill sought to address the financial losses due to COVID-19. The bill was unfortunately not passed, but ALA made our voice heard when it comes to supporting libraries across the country.
- Reached out to members of the Association through the ALA Connect Live, an opportunity to share programs intimately with members. In particular, featured programs included the REALM project, where we were able to hear from the IMLS Director Crosby Kemper and OCLC's Web Junction Director Sharon Streams. The most recent ALA Connect Live which focused on students.
- Submitted a number of letters in support of libraries broadly, including a letter recently penned with AASL to the Biden administration supporting school librarians.
- Set up an ALA Task Force on the United Nations Sustainable Goals. The Task Force has been doing great work, chaired by Past President Loida Garcia-Febo. More information can be found linked in the report.
- Stayed in contact with various parts of the Association, meeting with chairs of Forward Together, Division Presidents, as well as meeting with folks from the ALA national network to discuss advocacy broadly.

President Jefferson noted that it has been his pleasure to serve as ALA President and looks forward to the next six months of his term.

ALA President-Elect's Report, CD #29. ALA President-Elect Patty Wong provided the following updates on President-Elect activities:

- Working with the Committee on Committees (COC) and the Committee on Appointments for initial roster of committee appointments that will go out later this Spring.
- Worked with the COC to identify a slate of Executive Board candidates.

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- Working with Conference Services and Conference Committee and commended them on a stellar Midwinter Meeting.
- Working toward a set of recommendations for Forward Together.
- Presidential plans for 2021-2022:
 - Focus on equity with a Libraries Connect initiative that centers on the vital role that libraries and library workers play in connecting information, people, and resources as part of a commitment to equity, access, and services for all. This will prioritize digital equity and broadband; small, rural, and tribal libraries; the importance of school libraries; and our pursuits of resiliency and sustainability in library work and within the American Library Association.
 - ALA is 145 years old and there will be a campaign to look at 145 different ways that ALA continues to be a force within the profession and within the lives of our community. The campaign will utilize social media, virtual advocacy to highlight the many areas throughout the organization where staff and members accomplish on behalf of libraries, librarians, and library communities.
 - Libraries Unite Tour that will be a combination of virtual and hopefully in-person events that that will focus on school, rural, small, and tribal and prison libraries throughout the country. The intention will be to highlight and honor the work of librarians and library workers in these communities while creating bridges within the Association and with our partners, especially ARSL, ABOS, and libraries throughout the country.
 - Conduct a webinar-style convening that will be held with leaders, both national and international, involved in the digital equity field. The focus will be on universal broadband and the need for high-speed, low-cost broadband as a means for creating equity.
 - ALA-APA will celebrate 20 years next year. APA will host a series of activities to showcase work of APA.
 - APA will also create an introductory guide and an ALA-APA curriculum on sustainability that will help reinvest in ALA-APA, perhaps with additional revenue.
 - Provide support for the Conference of Librarians of Color, as well as the equity work being done across the Association.
 - Continue ALA Connect Live, as well as showcasing work through American Libraries, and using all the variety of social media and other means of communication throughout the organization.
 - Invest in our Executive Director's Pivot Strategy Plan.

Councilor Michael Golrick asked what ALA is doing to advocate for front-line library workers being considered essential workers and given the highest possible priority for COVID-19 inoculations. President Jefferson noted that ALA continues to take the same approach which is to follow the local guidelines. President-Elect Wong encouraged members to advocate locally and work with your local distribution points.

Executive Director's Report, CD #23. Tracie D. Hall, ALA Executive Director and Secretary of Council, presented the following report:

Ms. Hall emphasized that if any libraries need any support in local vaccine advocacy, let ALA know. ALA is also watching this via the PPA office. She thanked the ALA staff and all our member leaders who work so tirelessly and keep this association and libraries nationwide moving forward.

Ms. Hall noted the following ALA anniversaries:

- 75th anniversary of the Washington-based Public Policy and Vocational Rehabilitation Office.
- 70th anniversary of AASL, the American Association of School Librarians.
- 50th anniversary of the Stonewall Book Awards.
- 20th anniversary for ALA Allied Professional Association.

Ms. Hal referred members to the written report for more details on ALA activities, but today, she will highlight the ALA Pivot Strategy, which will be presented in more detail during the Council II session:

The new strategic plan will have three key pivot points:

- Increased Alignment: staff needs to align and streamline operations
- Increased Membership: members beget members; look to member leaders to support, sponsor, and mentor
- Increased Revenue: the prior two areas will lead to increased revenues, goal of 10% revenue over expenses

Three areas of change management are interconnected:

- Forward Together: association governance
- Operating Agreement: functional governance
- Pivot Strategy: performance governance

There is a cyclical relationship that turns mission into impact: Mission – Core Values - Library & Community Impact - Pivot Strategy – Increased Membership and Revenue.

Increase alignment across six impact streams, doubling ALA's impact from implied to supplies value through specific tactical goals:

1. Conference and Events
2. Continuing Education
3. Contributed Revenue
4. Data, Research and Design
5. Membership
6. Publishing

Two overarching goals:

- Increase membership by 5% by 2025
- Increase revenue by 10% over expenses by 2025

FY22 Budget Objectives will support the Pivot Strategy and will be discussed more during Council II.

ALA Staff will work on cross-functional teams.

Member Trevor Dawes asked if there were any ore details on strategies to increase membership. Ms. Hall noted that will be discussed in more detail during Council II, but the answer lies in each of us and working together to realize the pivot strategy. Our mission is connected to our membership, and we need to be thinking about ways that contemporary associations are growing in strength.

2021 Nominating Committee Report, CD #26. Candice Mack, Chair, recognized the hard work of the following members of the Nominating Committee: Floyd Council, Skip Dye, Ann Dutton Ewbank, Eldon Ray James, Amy Spence Lappin, Arlene Laverde, Scott Walter, and Deimosa Webber-Bey.

The Nominating committee conducted the following activities:

- Developed slate of candidates to stand for the positions of ALA president-elect and ALA councilor-at-large during the ALA 2021 election.
- All members of the American Library Association were provided the opportunity to be considered for nomination through a targeted marketing campaign intended to develop a diverse pool of candidates. Candidates for the ALA president-elect were identified through the Committee's recruitment efforts that garnered self-nominations.
- The 2021 Nominating Committee is honored to put forward a final slate of highly qualified candidates composed of three candidates for ALA President-Elect and 47 councilor-at-large candidates.

The committee also offers the following observations and recommendations for future consideration:

- Continue to refine and utilize the ALA Nominating Committee Manual, particularly regarding the extent to which the Nominating Committee can and/or should vet potential candidates.
- Include phrasing in the initial nominating press release to let those interested in standing for election for ALA president-elect know that they may be asked to provide additional information in the form of an interview or video at the outset of the nomination period.
- Develop a strategic marketing plan to help foster greater participation of membership in the nominating/elections process.
- Utilize the ALA marketing materials developed or request new ones be developed and/or work with AASL and chapters to encourage more school librarians to run for office.

A member question asked for more detail on why the committee slated three candidates for president. Ms. Mack noted that the committee wanted to empower the membership to decide, especially during this challenging time and with the forthcoming decision-making opportunities, as to who would lead the organization.

Ms. Mack noted that the 2022-2023 presidential candidates slated by the Committee for the ALA election are:

- Stacey A. Aldrich,
State Librarian, Hawaii State Public Library System
Honolulu, Hawaii
- Ed Garcia,
Director, Cranston Public Library
Cranston, Rhode Island
- Lessa Kanani'opua Pelayo-Lozada,
Adult Services Assistant Manager, Palos Verdes Library District
Rolling Hills Estates, California

The list of candidates for the position of ALA councilor-at-large is reflected in CD #26.

President Jefferson noted that according to ALA Bylaw Article III, section 3(b), the ALA Nominating Committee shall also include on the official ballot other nominations filed with the Executive Director by

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petition of any 25 members of the Association for the position of councilor-at-large or 200 members for the position of president-elect, 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 31, 2020. Ms. Hall noted that no petitions have been received for the position of president-elect.

Petitions with consent have been filed for the office of ALA councilor-at-large by:

- Rachael Clukey, Reference Librarian, Delaware County District Library, Delaware, Ohio
- Michele Green, Library Media Technology Integration Specialist, School District of Greenwood, Greenwood, Wisconsin
- Sherry Machones, Library System Director, Northern Waters Library Service, Ashland, Wisconsin

Electronic balloting will begin on March 8, 2021. Polls will close on April 7, 2021, at 11:59 pm CT, and election results will be shared on April 14, 2021.

Budget Analysis and Review Committee Report, CD #33. Peter Hepburn, Chair, provided the following report:

- The work of BARC aligns with the ALA fiscal year, which runs from September 1 to August 31. At the Midwinter Meeting, BARC typically discusses the final year end from the most recently completed fiscal year, first-quarter results for the current year, and budget assumptions for the upcoming fiscal year.
- The reality of this year's work is that there has been a lag in getting updated results for 2020, and that has also spilled over into getting 2021 results that are not as current as usual. By Annual Conference, we will be back on schedule. By fiscal year end, BARC will discuss third quarter results for the fiscal year and end projections.
- BARC met jointly with the Finance and Audit Committee this past Thursday. All BARC meetings are open to all members.
- Members are encouraged to view the Financial Learning Series, especially members on Council, on the boards of any divisions or round tables, or are considering standing for election to any such position. Currently available trainings are listed in the report.
- Annual estimates of income:
 - This used to be referred to as the budgetary ceiling. The estimate is the sum of the unexpended net assets for the entire association and the budgeted revenues for the upcoming fiscal year. In other words, it is the sum of all liquid and nonliquid financial resources that are available to ALA in the fiscal year.
 - Since Annual 2020, decrease of just over \$12 million, most from a decrease in net assets, from \$37.9 million to \$27.2 million.
 - Another significant decrease is in the general fund, from \$24.4 million to \$21.7 million.
 - Division revenues were down slightly from projections, while grants and awards were up.
 - In view of the impact that the current COVID crisis has had on conferences, membership, staffing and purchasing budgets at our own libraries, which, in turn, affects how we spend money with ALA, these decreases are difficult but not surprising.
- Financial results for FY 20:
 - The most recent results date from April of last year. ALA Finance staff are tracking how the monthly results map to their estimates and expectations and will alert BARC as to any noteworthy discrepancies from what they have predicted. There have been none so

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far. BARC has otherwise set aside deeper discussion of monthly 2020 results for now, preferring to wait for the year-end results when they become available.

- Variance in the net revenues up to April 2020 from what was originally budgeted of approximately \$450,000 to the negative. This is driven by lower revenues and higher expenses in the general fund, offset in large part by higher revenues and lower expenses in the divisions.
- BARC would typically bring forward first-quarter results from the current fiscal year at this meeting. At this time, however, we have results from one month only. Reporting on one month only would not give us a meaningful comparison to past years and 2020 is not an exemplary year by which to compare our finances, nor does it predict the year ahead particularly effectively.
- Overall, ALA realized net revenues of \$416,000 in September 2020, representing a shortfall of \$391,000 from what was originally budgeted.

Treasurer's Report, CD #13. ALA Treasurer Maggie Farrell provided a preview of some new marketing strategies to show you the value of your membership. As a personal member, the value that you receive through networking, access to data, as well as professional development. Membership extends to values for every library across the United States, through the extensive work of departments like PPA, workforce development programs, and many more.

- **FY21 Budget:**
 - Predict that FY21 budget will have a budget deficit of just over \$800,000. Funds from the Federal Paycheck Protection Program, as well as an economic injury disaster loan should make up that difference.
 - The goal is to end the year with over half a million dollars surplus, and there are several strategies to achieve that:
 - Staff are taking 23 days of furlough. Leadership is monitoring the budget to see if we can restore some of those days if our budget performs better than anticipated.
 - Increase private giving.
 - Reduce expenditures across ALA units, including a hiring freeze and reduction of professional services.
 - The pandemic means that we have less travel, meeting, and hosting expenses
 - The general fund services will have a decline of about \$2.8 million in expenses
 - Division expenses: A reminder that FY 21 is a one-year conference, meaning ACRL will hold their conference in April.
 - Roundtables are doing well and anticipated ahead of budget.
 - Total net assets continue to hover in the \$40 -\$42 million range, but there are concerns over short-term cash.
- **Operating Agreement Workgroup** began its work last August to examine the relationship between ALA and divisions, focusing on supporting and engaging members:
 - Will look at the overhead agreement and overhead rate
 - Look at the possibility of developing a similar policy or document that covers roundtables.
 - Composed of diverse membership representing various perspectives in the Association, as well as ALA staff members.
 - Hoping to have draft recommendations in late spring/early summer, but the group may need extra time.
 - A website is available for all documents, our meeting notes, and more information

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- During Council III, there will be a proposal regarding budget objectives. In the past, these have been called programmatic priorities, but with our focus on financial infrastructure, Ms. Farrell has asked management and the Executive Board to consider budget objectives in order to strengthen the infrastructure that undergirds the programmatic priorities.
- FY21 budget is outlined in more detail in Executive Board Document #3.10. Finance staff and members leaders have been working diligently to address the concerns raised at Midwinter last year, and though our revenues are not where we would like, ALA is in a stronger structural position in order to recover from the pandemic and move forward.

Question: Is the projected deficit showing the total deficit, or is it in addition to the plan deficit that was already in the FY21 budget? Ms. Farrell noted it is total deficit forecasted for FY21.

Question: Should we be concerned about the substantial increase in the amount of our liabilities? It is almost doubled. Ms. Farrell noted that liabilities shift every year, many of which relate to retirement and healthcare and fluctuates according to insurance. Ms. Farrell noted that she is not worried. Additionally, with the sale of ALA Headquarters building, while that does reduce our real estate asset, the pending expenses and repairs required on the ALA Headquarters building were so substantial that that puts us in a much better cash flow position in that we have a lease as opposed to a building that needed substantial investment. The endowment continues to grow, and that strengthens our net assets as well.

Endowment Trustees' Report, CD #16. Pat Wand, Senior Endowment Trustee, provided the following highlights from the report:

- Trustee investment discussions continue to be driven by the economic situation that affects the market, the financial developments within ALA, and certainly the racial and social injustice that is affecting equity in our communities.
- Bear market in March and April of 2020, but stocks have rebounded dramatically in the last nine months, and that rebound, while beneficial to our current Endowment Fund, also raises fear of a financial bubble bursting.
- Market value at the end of December was \$60,747,152, which was an increase of over \$5 million of the market value on September 30.
- Book value of the American Library Association remains at \$15,870,000.
- In contributions and withdrawal, in September, there was the planned withdrawal of \$1.5 million transfer with terms into the ALA operating budget for FY21.
- Rate of return: throughout the year shows that except for February, March, September, and October, ALA has seen steady growth in market value.
- 13 of the funds are from a cluster that Merrill Lynch recommends.
- The asset allocation chart is current as of November 2020. She noted the focus areas of Equity and Real Assets, Fixed Income; and Alternatives in the investment world. Every year, Trustees look at the optimal targets for the endowment to maintain a balanced portfolio. By the end of November, the robust stock market had brought the equity and real asset category in our portfolio to the maximum exposure planned and the fixed income category was well below. Trustees opted to sell 5% of the equity assets and reinvest that money evenly across the five funds in our fixed income category. This reduces our exposure to a seemingly boundless stock market.
- Trustee activities:
 - Continue monitoring the investment market
 - Focus on environment, social, and governance issues (ESG) holdings. It is currently at 52% of our portfolio, which is down from 55.7% and due to the necessary rebalancing of the portfolio. Trustees will continue efforts to bring that back up.

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- Work closely with ALA Treasurer and senior management to support our financial health.
- Looking at multiple options for the payout amounts while the Association plans for the FY22 budget.
- Continue to educate ourselves and our members. Trustees are close to finalizing an analysis of our fund management fees and the cost of maintaining the endowment. Trustees will create an FAQ on those costs as well.
- Finalized a glossary of investment terms
- Each trustee has taken on the responsibility for monitoring a particular asset class
- Two trustees will be rolling off this Spring, and this is an opportunity for members to consider serving as a trustee. There will be an announcement going out soon.

Please consider helping grow the book value of the ALA endowment through either a personal gift to the endowment or a bequest in your will.

Question: can you speak to The Blackstone Group investment and if it is the same organization that Stephen A. Schwartzman runs? Ms. Wand and noted that she would need to research that, but ALA does have investments with Blackstone and get back with that information.

Question: Can you speak a little bit to the delay in the financial statements and confirm the status of our income and expenses and getting all of that back on track? Ms. Farrell noted that the plan is to close FY20 and be ready for an audit by June 2021. At the same time, staff is working on FY21 reports, with a schedule to have those reports done in a timely fashion. The focus is on closing out FY20, even if there are not month by month reports. In the future, we may also shift to quarterly reports.

Question: Could the Treasurer discuss what was shared in the chat about the building sale? Ms. Farrell noted that ALA sold the Headquarters building, and there is the possibility of a contingency payment, depending on the use of the building and how the developer will restructure the building and use it in terms of healthcare. That is a \$4.5 million contingency payment. ALA is about halfway through that time-period for that contingency to be met. Due to the pandemic, the Chicago real estate market is not great. Legal and Finance staff are monitoring this carefully, as well as member leaders.

Announcements. Executive Director Hall made the following announcements:

- Registration numbers are at 7,012 against an original goal of 5,000.
- In addition to the no-cost registration offered to library workers affected by furloughs or layoffs or reduced hours, ALA has also recorded historic numbers of student attendance at this event.
- Key programs and governance events today:
 - Center for the Future of Libraries symposia
 - I Love my Librarians Award
 - ALA Presidential Candidates' Forum

AMERICAN LIBRARY ASSOCIATION
SUNDAY, JANUARY 24, 2021
1:00 P.M. CT
VIRTUAL COUNCIL I

ALA President Julius C. Jefferson, Jr. called the first 2021 ALA Midwinter Council meeting to order at 1:00 pm CT on Sunday, January 24, 2021.

INTRODUCTIONS & ANNOUNCEMENTS. Council Secretariat Marsha Burgess outlined the Code of Conduct and logistical instructions for the meetings. ALA Governance staff conducted a test of the online voting function.

QUORUM. A quorum was established at the beginning of the meeting.

ADOPTED, by CONSENT:

- Virtual Council Rules, ALA CD#5
- Agenda, ALA CD #8.1
- 2020 June, September, and December Virtual Council Meeting Minutes
- ALA CD #2.0-2.2

Executive Board Actions, CD #15. ALA Executive Director Tracie D. Hall referred Councilors to the document for a full listing of Board activities but highlighted the following:

- In June 2020, Council directed the Committee on Organization, or COO, to create a sustainability committee as a committee of Council and bring it to Council for approval at this Midwinter 2021. There was also a vote to create an ALA staff team as outlined in the Task Force recommendations.
- Directed the Philanthropy Advisory Group to report on its initial recommendations to build a culture of philanthropy within ALA, as well as a draft gift acceptance policy by the 2020 Midwinter Meeting.
- Approved final FY21 budget, as listed in EBD #3.10.
- Created new Member Review Committee to lead the implementation of an online Code of Conduct
- Approved updated Forward Together timeline.

Implementation Report of Council's 2020 June Virtual Meeting actions, CD #9. President Jefferson called for questions regarding the report. There were no questions.

Nominations for the 2021 ALA Executive Board election, CD #11. ALA President-elect Patty Wong, Chair of the 2020-2021 Committee on Committees presented the nomination on behalf of the 2020-2021 ALA Council Committee on Committees, Melissa Cardenas-Dow, LeRoy LaFleur, Leslie Preddy, Eric Suess, and herself.

The first three candidates receiving the highest number of votes will be elected to a three-year term between 2021 and 2024 and seated on the ALA Executive Board at its fall meeting. The candidates are:

- Ann Ewbank, Associate Professor and Department Head, Education Director, School Library Media Program, Montana State University.
- Sam Helmick, Community and Access Coordinator, Iowa City Public Library.
- kYmberly Keeton, Community Archivist and Librarian, Austin Public Library.
- Ana Elisa de Campos sales, Branch Manager, Parkside Branch, San Francisco Public

Library.

- Grace Jackson-Brown, Research and Instruction Librarian, Missouri State University.
- Christina Rodrigues, Member Relations Outreach Manager, Membership & Research, OCLC.

President Jefferson noted that ALA Bylaw Article III, section 6(c) provides for nominations from the floor. Executive Board Member Eboni Henry nominated Kari Mitchell, who accepted the nomination.

President Jefferson reviewed the nominated candidates: Ann Ewbank, Sam Helmick, kYmberly Keeton, Ana Elisa de Campos sales, Grace Jackson-Brown, Christina Rodrigues, and Kari Mitchell.

Appointment of the Tellers Committee for the ALA Executive Board Election, CD #11.1. The following councilors will serve as tellers for the election:

- Jessica Jupitus, head teller
- Oscar Baeza
- Kathy Carroll
- Erica Freudenberger

The tellers will certify the results prior to Council III on Tuesday, January 26 and announce the results during that session.

Councilors will use the voting link received from the ALA Governance Office of the Executive Board ballot. The ballot will open immediately following the Executive Board Candidates' Forum tomorrow, Monday, January 25, from 3:15 to 4:15 pm CT. Voting instructions will be provided. The ballot will close on Tuesday, January 26, at 7:00 am CT. For questions, please contact governance@ala.org.

Resolutions Committee Report, CD #10.1. Mike Marlin, Chair, presented the following highlights from the report:

- There is a new 24-48-hour rule that asks that resolutions are provided to committee in as final a form as possible 48 hours before the calling to order of a virtual meeting, which allows the Council Secretariat to review and post to website with enough lead time for Councilors to read. In person, it was a 24-hour rule.
- Initiated a new process that can continue through virtual meetings, as well as when we reconvene in person and/or hybrid. Resolutions can be submitted year-round – 365:24/7. The earlier that they are submitted, the more time the committee can interact with movers to refine the resolutions.
- Resolutions Committee presented at Tune in Tuesday Council Orientation Committee virtual meetings.
- There are a couple of unofficial best practices for formatting resolutions:
 - Including live URL Web links within whereas clauses is problematic as links are not permanent. Please include links in the references list.
 - Footnotes should appear at the end of the document for clarity of reading.
- Councilors are strongly encouraged to communicate with the committee via ALARESOLUTIONS@ALA.ORG with any questions or when developing resolutions.

Forward Together Final Report, ALA CD #35. Joslyn Bowling-Dixon and Steven Yates, Forward Together Co-Chairs, presented the following report:

- Forward Together Working Group was formed in June 2020
- Led SCOE's Forward Together recommendations through a multistep process involving Council

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and ultimately resulting in a member vote upon approval and acceptance by the Council. This group tested and assessed Forward Together recommendations via surveys, straw polls, gathering email responses, and other prepare means.

- This group will not make any decisions regarding SCOE's Forward Together recommendations. The role of the Working Group is to get feedback from Council and to synthesize feedback into a report.
- Six Council Information Sessions held from August- November 2020, as well as a survey of Council.
 - Session 1: Core Values. Council attendance of 88 total.
 - Session2: Board size and number. 60 Council attendees and a total attendance of 96.
 - Session 3: Committees. 66 Council attendees and a hundred in total in attendance at that meeting.
 - Session 4: Roundtable 1% threshold. Council attendance of 87 and a total attendance of 146.
 - Session 5: Roundtable Governing Documents: 90 Council members in attendance, with a total attendance of 144.
 - Session 6: The Future of Council: 121 Council members in attendance, with a total of 175 attendees.
- Conducted a survey in November with 64 At-large, 5 Division, 12 Round Table, 25 Chapter, and one Executive Board member responses.

The following were noted regular themes from the discussion session topics:

- Throughout the Forward Together process and the SCOE process, there has been much discussion about “silos.” The silos exist in a variety of different places and in a lot of different ways. Understanding what those are and how those can come to bear in whatever comes in is a big task.
- A routine review of Bylaws and policies is necessary.
- Wide amount of support for changing the name of the Executive Board to the Board of Directors, and increasing the size of that group, though not agreement on exactly how much. There is a fair amount of disagreement on how these additional members would come to the Board, via appointment or election. There is still some distrust about the idea of appointing. Wide agreement that the new positions should be representative in some way.
- There are six standing committees proposed in the Forward Together recommendations, but little shared understanding of what member engagement currently looks like and what engagement can be when implementing the Forward Together recommendations.
- Engagement was discussed frequently, and that could use continued attention and discussion.
- The core values discussion came up in the standing committee's discussion. There is a wide amount of support for adding a standing committee on core values.
- If the Forward Together is adopted with the six committees, there is some support for adding intellectual freedom as another.
- Support for committee terms of greater than two years and some sort of term limit or time limit.
- There is not much support for the roundtable 1% threshold recommendation, rather that roundtable existence should not be based on membership numbers alone but a matrix of specified factors.
- Support for the merger of some roundtables
- There is consensus that roundtables should/could have a shared governance document. The Round Table Coordinating Assembly's Task Force is working on a governing document template. The group would encourage Council leadership to invite that group do report to Council when

they feel they are at the appropriate time in their process.

- Not a significant amount of consensus on the future of Council. There was a pre and a post poll in Zoom during that session, which showed at the beginning 89% of the councilors present supported some change to Council and at the end of that discussion, 94% of councilors did.

Additional themes of note:

- There are so many layers to ALA governance, and Council as a body needs more information on how the assemblies would work and how they would communicate.
- Encourage the Resolutions Working Group to explore exactly how resolutions process would work and provide that data on the front.

Possible action steps:

- Council participation is critical for any changes ahead. The current Forward Together process does not include ALA-APA or Divisions.
- Reconsider the idea that governance is only one path to engagement in ALA. There is a strong groundswell of support to really think about and engage with ALA-APA and Divisions as well.

President Jefferson opened the floor for a Q&A session:

Q: There was a request from the IFC and the Committee on Professional Ethics for a Professional Values Committee, and is there some clarification on the core values committee as separate from the intellectual freedom/professional values committee? Professional values are distinct from core values.

A: The findings are a summary and items that reflected the most consensus or frequently mentioned but not an active exclusion. That is something that can be picked up by the FT Resolutions group.

Forward Together Fiscal Analysis Working Group, CD #37. John Lehner, Chair, presented highlights of the preliminary report:

- The group will not present recommendations on changes to the governance structure and will aspire to be neutral and to present fiscal data that can be used by the decision-making bodies.
- The charge of the group is to present at Midwinter 2021, but there are not amended Forward Together recommendations at this time. If the Fiscal Analysis Working Group is to continue, we may need to request some amendment and refinement of our charge as we go forward.
- Cost of Council and Executive Board: some previous efforts at collecting some of this information, but it does not seem to have been well documented and reported. As changes to the governance structure are considered, understanding the costs of possible changes need to be weighed against the costs of the current governance structure.
- Forward Together proposed changes to the governance structure. The group believes there is not enough information about a new governance structure for us to effectively undertake a fiscal analysis. There may need to be conversations with ALA staff liaisons to committees and with member leaders about how the new committees fit into the overall structure.
- FTWG report includes the possibility of two additional committees, but it seems premature to undertake a fiscal analysis of changes to the governance structure until there is a bit more clarity about a future governance structure.
- In-person versus online meetings: There are organizational costs for face-to-face meetings. Virtual meetings are less expensive than face-to-face meetings, but there can be great value in face-to-face meetings. The cost data can inform how changes to the governance structure might be implemented, but the group is not making a recommendation.
- Potential standardized dues structure for divisions and round tables: expanding on the previous SCOE work and expect to have a more detailed report in the next 60 days.

President Jefferson opened the floor for a Q&A session for the fiscal group:

Q: Could we have some clarification on process, because both FT groups seem to be saying we do not know yet.

A: The Forward Together Fiscal Analysis Working Group will continue, and as the new resolutions group provides information, they will do a fiscal analysis which will be part of what is presented to council.

President Jefferson then opened the floor for Q&A session on the full Forward Together process:

Q: What is the plan to address questions regarding the assemblies?

A: Resolutions group will be able to work on bringing forth some type of action item to this body.

Q: Will the Resolutions Working Group be empowered to bring recommendations that are not specifically quoting the SCOE/Forward Together proposals?

A: Yes

Q: Please provide more context of what can discuss, where should we focus our conversation at this moment.

A: This is an opportunity to discuss whatever direction we think we were going to go, or any other ideas we think should have been included in that, and/or to reflect upon the work that has been done.

Comment: The proposals essentially would result in an ALA governance structure that resembles current structures organized around 12 to 15 members as a Board, as well as several appointed standing committees and interest groups, communities of practices, or less formal groups that members can just join to provide avenues for members to become engaged within the focus areas of the division. This seems to change ALA into something that looks a little more like a division. Size of council seems to be a major concern. Arguably, reduction in size could be seen as reducing these representation opportunities. There are some other options for representation that will be posted in the transcript.

Q: Is there a school librarianship representation on the new Resolution Committee?

A: Yes

Comment: Concerned about the consensus to enlarge Executive Board, but Executive Board is much more expensive per person than Council. Also, will we enlarge Executive Board only if we do away with Council?

Q: Has someone done a cost analysis of this? And would savings on Council help to offset this?

A: The Fiscal Analysis Working Group will do this as we proceed forward with resolutions.

Comment: There are other implications for making this change besides cost. I was surprised to see so much support for increasing the size of the Executive Board.

Comment: Concerned about the representation of the assemblies, which should have representation on the Board of Directors.

Q: Does the Working Group have enough information to move from analysis and recommendations to specific recommendations that we can move forward with?

A: Yes, and as we move to the resolutions, and we also will hear from the body.

Q: I understand the Forward Together Working Group was charged with not putting forth the recommendation. Can we expect future groups to make a recommendation, and do we have a deadline for that recommendation?

A: The FT recommendations will to the Forward Together Resolutions group to consider and bring resolutions to this body for action.

Comment: There was a Planning and Budget Assembly conversation around the operating agreement. From those conversations, it seems we should really focus on equity, diversity, and inclusion more than slicing and dicing our profession into discrete areas, which could impact how we look at representation and governance.

Q: We are the largest and the oldest library association, so it is overwhelming to think of all this. Will the new Resolutions Committee take these in blocks to discuss rather than trying to tackle the whole thing at once?

A: Yes. That is the goal.

Comment: Executive Board positions really should not be by appointment because there is the fear that it will not achieve the inclusion that we want.

Comment: None of this will help member engagement in a meaningful way. We need to concentrate more on what we can do for our fellow workers rather than the tiny APA that we have now.

Question: Overall costs of Council and Executive Board represent only 2% to 3% of our total budget. Did the fiscal analysis group look at how that compares to other similar sized associations?

A: Likely not, but there not many groups that are comparable as the Avenue M report laid out.

Q: Can we get more itemized detail on the costs on governance activity?

A: Yes.

Comment: Including the affiliates would speak to concerns on inclusivity.

Q: How, if at all, will this work be connected to the ALA Pivot strategy?

A: The pivot strategy will be more outline in Council II, but this is a question that will need to be considered more in depth.

Comment: There will be no "right answer," and instead, many options. At some point, we will need to pick a direction.

Comment: The original SCOE recommendations were met with some confusion, and this group and other member groups wanted more input. So now we have groups that have been doing analysis of this feedback, but it seems now that we are asking for packaged recommendations. At some point, we must make a decision. We need to do the work, and we need to come up with some concrete resolutions and recommendations that we are ready to vote on, then we need to vote on them.

Comment: We are that moment when we must take action and accountability.

Comment: When comparing against other associations, maybe look at AMA and ABA.

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Comment: In thinking about member engagement, think of it as Maslow's hierarchy of needs. We need to consider the lower levels of basic "survival" through higher levels of need for librarians - having a job, support from local government, etc. We should focus a bit more on those lower-level needs for individuals, not just the high-level needs.

Comment: The process we have at hand keeps moving farther away from our original goal, which was member engagement. The more and more we talk about it, the more and more we focus on Council and what Council wants, while ignoring the critical changes our members made that have been summarized for us.

Comment: With the recommended decrease in Council size, the next stage of the process should include recommendations for how our new governance structure will increase methods for increasing the voice of membership and the overall decision-making processes of the organization.

Comment: If we are talking about member engagement, then maybe Council does need to go away and instead bring members in to have direct voting. If we are going to talk about member engagement, they need to be involved in the process. Those members who want to be engaged will become engaged. They will get involved in the issues that ALA is facing. They will be able to bring their concerns to the floor to be voted.

Comment: There is an increasing concern about the 1% of ALA membership minimum requirements for round tables. It would be good to hear ideas about possible matrix ideas for round table approvals.

Comment: If Council is really going to own this, it could benefit from a facilitator to dive into some of these questions.

Comment: It is important to move as expeditiously as possible on the changes needed to streamline ALA, both in its governance and its fiscal solvency, which is not incompatible with member engagement. In fact, it makes ALA more responsive and relevant.

Comment: Number one, do not confuse engagement with governance. Number Two, revenue discussion cannot be ignored and is highly relevant.

Q: Is the Constitutional Convention still scheduled for this spring?

A: Yes. The idea of our Constitutional Convention will move forward with the Resolutions Working Group. A Constitutional Convention makes sense after there is a clear definition of what kind of organization structure we are looking for, what kind of modifications. When there is clear agreement on what that structure should be, then at that point the Constitution and Bylaws will need to be revised.

Comment: Maybe a consideration for the Fiscal Working Group as they move forward, in parallel with the Resolutions group, is to look at and/or examine a hybrid meeting structure so that, to maintain some equity for people who are not able to afford to travel in the future, when we are able to be in person again.

President Jefferson thanked Council for its questions and comments. He reiterated his confidence that this body can accomplish the large task ahead. He also reminded Council that the Membership will also vote on whatever this body proposes.

President Jefferson introduced the Forward Together Resolutions Working Group Co-Chairs Jack Martin

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and Christina Rodriques. The full committee list is available in CD #35a.

Announcements. Executive Director Tracie Hall made the following announcements:

- 7,012 registrants at this Midwinter event against an initial goal of 5,000.
- In addition to free attendance for furloughed and laid-off LIS colleagues, we also have an unprecedented number of students attending this event.
- Shortly after this session concludes, we will have a featured speaker this afternoon, Emmanuel Aho, at 3:30 p.m.

President Jefferson adjourned Council I.

**AMERICAN LIBRARY ASSOCIATION
MONDAY, JANUARY 25, 2021
12:00 P.M. CT
ALA COUNCIL II**

ALA President Julius C. Jefferson, Jr. called the 2021 ALA Virtual Midwinter Council II Meeting to order at 12:00 pm CT.

INTRODUCTIONS & ANNOUNCEMENTS. Council Secretariat Marsha Burgess reminded Councilors of the Code of Conduct and logistical instructions for the meetings. ALA Governance staff conducted a test of the online voting function.

QUORUM. A quorum was established at the beginning of the meeting.

ADOPTED, By CONSENT: Agenda, as amended, CD #8.2

Committee on Organization, CD #27. Jim Neal, Chair, made the following report:

- The Committee on Organization (COO) met regularly over the months since the Annual Conference to consider and finalize the several actions which are before Council today.
- COO stands ready to assist with and act on any of the outcomes from the Forward Together resolutions process.

There are five action items for Council to consider:

The first motion is for the establishment of a new Council Committee on Sustainability. The request background, as well as Committee charge, the membership, the structure is outlined in the COO action report form. COO endorse this unanimously and bring it to Council for vote.

Councilor Matt Bollerman noted that SustainRT is in favor of the establishment of the committee as an extension of our core values in the Association.

Executive Board Member Ed Garcia also noted his support as an extension of the work of the previous Task Force on Sustainability.

Councilor Jessamyn West noted the Vermont Library Association is solidly behind this proposal.

A request for clarification: the recommendation is for group of 10 with 3 called out as liaisons from specific groups. How will the remaining 7 be selected and appointed? Mr. Neal noted that the Committee on Committees, chaired by the president-elect, will oversee the appointment process, as with other Council committees.

President Jefferson directed Councilors to the virtual voting platform to cast their vote on Committee on Organization, Motion 1, CD #27

Results:

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- 159 yes
- 0 no
- 1 abstain

ADOPTED Committee on Organization Motion 1: To establish the Council Committee on Sustainability.

The second motion asks Council to discontinue the Library Education Assembly and was requested by the ALA Committee on Education. COO unanimously voted to bring to Council.

President Jefferson directed Councilors to the online voting platform to cast their vote on Committee on Organization, Motion 2, CD #27.

Results:

- 157 yes
- 1 no

ADOPTED Committee on Organization, Motion 2, CD #27: To discontinue the Library Education Assembly

The third motion is a proposal to discontinue the Exhibits Round Table. COO talked with the Conference Service and the Exhibits Round Table leadership and noted that over the years, the revenue and membership has presented significant challenges for this round table. This action item links to Action Item #4, which asks for endorsement of the creation of an Exhibits Advisory Group. COO voted unanimously to bring this forward to Council for action.

Question: Would the establishment of the advisory group allow representation from exhibitors to the Conference Committee? Mr. Neal noted that he does not know the answer to that question. Conference Services has developed a preliminary list of exhibitors that they would like to include from the diversity of exhibitors we currently have. They are also looking at inclusion of librarian, library worker, and member representation on the Advisory Group as well. The process still under way.

Question: Please speak to the difference in charter/purpose between the to be disbanded Exhibits Round Table (ERT) versus the Exhibitor Advisory Board? Mr. Neal noted that the Exhibits Round Table is a membership organization, so participation is limited to those who pay the dues and join. The Committee on Organization does not feel that the proposed exhibits advisory group fits into the purview of COO or Council but is rather an informal working group.

President Jefferson directed councilors to cast their vote on Committee on Organization, Motion 3, CD #27.

Results:

- 159 yes
- 3 no
- 2 abstain

ADOPTED Committee on Organization, Motion 3, CD #27: To discontinue the Exhibits Round Table

The fourth motion endorses the creation of a proposed Exhibits Advisory Group, which was embedded

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in the documentation for the discontinuation of the Exhibits Round Table. COO discussed this, and while this is not a structural governance item, it is important to support the initiative. Therefore, COO recommends to Council that it endorse the creation of the proposed Exhibits Advisory Group, including exhibitor and library members, as an informal body to advise Conference Services and to serve a larger advisory role to other units of the Association.

Question: This is obviously an advisory group for Conference Services. Is there any place within ALA structure that can address vendors, as well as exhibitors, to facilitate dialogue? Mr. Neal noted that he is not aware of other units within the structure of the Association specifically focused on exhibitors. The Round Table had historically served that purpose, but its membership and its involvement has declined significantly over time. This represents an important strategy for ALA.

Question: Is there a fiscal impact to ALA of creating a new advisory group? Conference Services indicated that there is no financial impact.

President Jefferson directed councilors to cast their vote on Committee on Organization, Motion 4, CD #27.

Results:

- 160 yes
- 3 no
- 1 abstain

ADOPTED Committee on Organization, Motion 4, CD #27: To endorse the creation of the proposed Exhibits Advisory Group, including exhibitor and library members, as an informal body to advise Conference Services.

The fifth motion proposes a change in the charge of the ALA Election Committee to removing the physical presence mandate and, therefore, allowing a wider, more diverse, particularly geographically diverse, participation in the work of the Election Committee. The past year has demonstrated that the committee can conduct business virtually. COO brings to Council a recommendation that we change the charge of the ALA Election Committee to eliminate the physical presence mandate for participation on the Election Committee.

President Jefferson directed councilors to cast their vote on Committee on Organization, Motion 5, CD #27.

Results:

- 162 yes
- 0 no
- 1 abstain

ADOPTED Committee on Organization, Motion 5, CD 27: To change the charge of the ALA Election Committee.

Committee on Legislation Report, CD #20-20.2. Joseph A. Thompson Jr., Chair, provided the following report, noting ALA advocacy accomplishments during a very challenging and demanding year that had more than a few moving parts, including last-ditch efforts by Congress to finalize COVID relief funding:

- ALA advocates faced down the previous administration's request to eliminate funding for Library

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Services and Technology Act (LSTA); and Innovative Approaches to Literacy (IAL); and many other library eligible programs. FY21 funding for LSTA and IAL increased for regular appropriations, along with COVID relief funding as part of an omnibus package, an increase of \$22 million, raising LSTA to \$ 195.5 million.

- ALA's Public Policy and Advocacy Office is preparing for our new #fundlibraries campaign
- Expect the new administration to be friendlier to education programs. However, major fiscal pressures, including the COVID response, healthcare, infrastructure, et cetera, means that we need to maintain and likely increase our advocacy efforts.
- The COVID pandemic increased congressional interest in emergency legislation to provide broadband Internet access to households lacking access at home, especially for K-12 students. ALA supported two broadband bills introduced in the Senate, the HOTSPOTS Act, \$160 million and the Access to the Internet Act at \$200 million.
- Supported two additional bills that would provide \$4 billion in funding to the FCC to fund libraries and schools through the e-rate program to purchase hotspots and other Internet-connected devices.
- Despite strong efforts by our advocates, no broadband funding for libraries made it in the final relief package, but we anticipate opportunities in the new Congress and with the new FCC to continue to push for funding to address digital divide issues.
- ALA also advocated for two new bills:
 - The Library Stabilization Fund Act, which was introduced by Senator Reed and Representative Levin in July. The legislation proposed \$2 billion of emergency aid for libraries.
 - Last month, Senator Reed also introduced the Build America's Libraries Act. That proposal was to provide \$5 billion to repair and construct modern library facilities nationwide in underserved and disadvantaged communities. The PPA office is currently working with Library Champions in Congress to reintroduce that legislation in 2021.
- Finalized the committee's 2021 legislative agenda, outlined in the report. The top priority issues include library funding, Internet access, and inclusion, copyright, licensing and competition, and government information and services.
- Successful advocacy for library policy priorities relies on the active and continued engagement of ALA members as community leaders and policy advocates.

This year commemorates ALA's 75 years as the voice of American's libraries in Washington, DC. You can visit the 75th anniversary page for the ALA Washington Office at ala.org/advocacy/ALAwash75

Join ALA's action Center at ala.org/take-action and follow ALA's Public Policy and Advocacy Office on social media - @librarypolicy

The committee submitted a tribute resolution which honors civil rights pioneer and librarian Barbara Rose Johns, whose statue will be recognized.

The committee brings one action item, The Resolution in Support of Broadband as a Human Right:

We are resolved that the American Library Association (ALA) on behalf of its members:

1. affirms universal access to affordable high-capacity broadband is as essential as electricity and, therefore, a basic right for all; and
2. advocates for legislative and regulatory policies through which libraries can effect positive change toward such universal access.

Question: Is ALA willing to consider or advocate that broadband be nationalized, like the electrical system, where that the U.S. Government actually plays a part in distributing this information? Mr. Thompson noted that this option is on the table, and ALA will looking at whatever takes this in the direction of achieving these outcomes.

Question: Can you please provide an example of what Committee on Legislation is looking for as examples of legislative and regulatory practices in resolved clause 2. Mr. Thompson noted that, in general, it is working towards this in the legislative agenda and that this resolution will demonstrate full support for allies of the legislation.

Councilor Diane Chen noted support for the resolution, which is essential.

Councilor Kari Mitchell noted that, as someone raise in a rural area, she strongly supports this resolution as there are many areas without broadband.

Councilor Lorelei Sterling, noted that her state, Alaska, has faced this issue for a very long time, and it is great that it is being recognized in the national level.

President Jefferson directed councilors to the virtual voting platform to cast their vote on Resolution in Support of Broadband as a Human Right, CD #20.1.

Results:

- 168 yes
- 0 no
- 0 abstain

ADOPTED Resolution in Support of Broadband as a Human Right, CD #20.1.

Freedom to Read Foundation Report, CD #22. Barbara Stripling, President, provided the following update on the foundation's activities:

- Freedom to Read Foundation (FTRF) is a legal and educational organization that is separate from but affiliated with ALA, and it was founded to promote and protect our First Amendment freedoms.
- New and current litigation and advocacy for free expression and civil liberties:
 - Pursue our legal defense efforts as a broad coalition of organizations with aligned missions, like the Free Expression Network, the Media Coalition, the Surveillance and Privacy Coalition, and the National Coalition Against Censorship.
 - Joined an amicus brief in a lawsuit challenging a FTC rulemaking that created barriers to broadcast media ownership by persons of color and other traditionally marginalized groups.
 - Joined a second amicus brief that challenged a court ruling that threatens to impair the rights of authors, artists, and publishers to fashion creative works based on real-life events.
- Two cases have recently been decided:
 - One involved warrantless searches and seizures of individuals' phone metadata under the PATRIOT Act, and the court did determine that the government may have violated the Fourth Amendment and did violate the Foreign Intelligence Surveillance Act, FISA, when it collected the telephony metadata of millions of Americans.

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- A second, which the Supreme Court declined to review, involved broadly written laws that can be used to prosecute librarians, booksellers, and publishers for distributing images that are considered by us as newsworthy or educational, such as the image of the Napalm Girl from the Vietnam War.
- Started a new task force on the intersection between intellectual freedom and social justice, and this task force is co-chaired by Loida Garcia-Febo and Jim Neal. It involves a number of FTRF Board members, as well as representatives from the Intellectual Freedom Committee, ODLOS, and IFRT.
- Provide scholarships for graduate education for students to take an intellectual freedom class in their graduate preparation.
- Make grants to libraries across the country to host Banned Books Week celebrations and programs.
- Membership and support:
 - ALA members can provide support by purchasing Humble Bundles, Be the Change book bundle by February 8. The bundles feature bestselling books by BIPOC authors. A portion of every sale is going to benefit the Freedom to Read Foundation, ALA, and Spectrum Scholars.
 - Urge everyone to become personal members of the Freedom to Read Foundation, as well as libraries and state associations to become an organizational member.
 - Established a new membership category of furloughed and retired members for a \$0 membership fee. Join at www.ftrf.org.

Question: What happens when social justice conflicts with free expression? Ms. Stripling noted this is a complex issue that needs to be examined at every level. It is important to listen to diverse voices, but diverse voices that are expressions of harmful discrimination cannot be defended by the First Amendment, and that is not a conflict with the First Amendment. That does not allow harmful speech or incitement to violence.

Question: Regarding CD #22, has there been work to support libraries and educational institutions regarding challenges to guest speakers and the increasing calls to prohibit certain speakers from hosting events in meeting rooms? Ms. Stripling noted that is actually an issue that FTRF is investigating and high on the agenda of the Intellectual Freedom Committee. The role of FTRF is not actually to make policy that would help individual libraries deal with things like meeting room conflict, but does provide guidance in how the First Amendment resolves itself. There are ways to write local policies that deal with this.

Philanthropy Advisory Group, CD #34. Karlene Jennings, Chair, Joyce Garczynski, Vice-Chair and Mary Hastler, Secretary, provided the following report:

- The Philanthropy Advisory Committee (PAG) consists of volunteer leaders who work with the Development Office to guide, advise, and assist ALA leadership to advance its fundraising.
- Two working Subcommittees: communications and philanthropy policies, procedures and protocols (PPP).
- The PAG is focused on creating a broad culture of philanthropy across ALA. This requires a commitment from each of us to look not just to the individual interests that we have, but to the larger good and to the greater whole in a way that sustains our organization.

Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work, CD #43.

Councilor Lindsay Cronk read the following resolution:

Resolved, that the American Library Association, ALA, on behalf of its members:

1. acknowledges the role of neutrality rhetoric in emboldening and encouraging white supremacy and fascism;
2. apologizes for past harm caused by the profession and within the Association, and the Association's repeated failures to address white supremacy and fascism;
3. charges the Working Group on Intellectual Freedom and Social Justice, with a representative from the Committee on Diversity, to review neutrality rhetoric and identify alternatives, sharing findings by July 1, 2021;
4. will provide confidential communication channels for past and current BIPOC (Black, Indigenous, and People of Color), members, staff members, community members, and others to provide direct feedback;
5. informed by that direct feedback and previous ALA Task Force on equity wit diversity and inclusion work, commits to explicitly incorporating existing and developing anti-racism and ant fascist frameworks, in internal and external communications, advocacy, events, and organizational design efforts moving forward;
6. will establish a working group to review these areas with ODLOS to provide a list of recommendations for implementation that will explore opportunities for restorative and reparative measures;
7. will provide a preliminary plan by January 1, 2022, to implement the resulting recommendations; and
8. will provide regular implementation updates at intervals no longer than six months to the full ALA membership for the duration of the project and beyond.

Ms. Cronk noted that she put out call for coauthors on social media, facilitated a group draft in Google Docs to get feedback from affiliates, committees, and round tables. The context for bringing this resolution now is a result of a mob, inflamed by information and disinformation carrying fascist and white supremacist symbols, including Nazi swastikas and confederate flags, recently attempted to interrupt and counteract democratic process. They were emboldened by inaction from American institutions. The Association is ready for this resolution for a few key reasons: First, we have done the reading. Over the course of consecutive ALA conferences, white allies have interrogated our fragility. We have listened to experts and amplified the voices of our colleagues of color enough to acknowledge that diversity is not the solution to racism or fascism. Second, we are doing the work. She applauded the Executive Board, chapters, affiliates, and others who have done so much to help us commit to anti-racism in practice. We have at least two working groups through the Freedom to Read Foundation and the Intellectual Freedom Committee on how we can do intellectual freedom and social justice together. Third, we are changing as an organization. We are moving towards a Constitutional Convention that will shape the future of the Association in ways that will make it more participatory and less oriented towards hierarchical government structures.

Councilor Tara Brady noted that the Social Responsibilities Round Table (SRRT) has voted to support the resolution. There are a few concerns that any moves that have the effect of limiting intellectual freedom usually affect marginalized, vulnerable, and progressive groups far more than anyone else, but for herself, there is great faith in IFC support and involvement. It is also important to note that this resolution makes no changes to existing interpretations, guidance, etc. We can do better, and we must do better.

Councilor Kari Mitchell noted that she is in support of condemning white supremacy as well as fascism. As someone who grew up in communities that may feel differently from what happened the last four

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years than how we interpret it, however, she expressed concern on how some of our decisions in ALA will affect communities' funding based on policies and resolutions we are bringing forth that are against the community's popular thought, even though while agreeing with the resolution herself.

Maria McCauley, Executive Board Member, expressed appreciation of the efforts to move ALA toward being an anti-racist organization. She has seen support from CALA, but was there feedback from other affiliates? Additionally, she expressed a wish to hear from more BIPOC councilors on this matter.

Councilor Deb Sica noted that Rainbow Round Table supports this resolution but also encouraged the those making appointments for this workgroup to consider intersectionality of BIPOC and LGBTQIA + in this work, and then also to support the fact that Intellectual Freedom and Social Justice are not at opposite ends of the spectrum but the same tools to move us ahead.

Councilor Emily Drew noted that on behalf of the Board of Graphic Novels Round Table, they are in support of the resolution ALA CD #43 as submitted and oppose the removal of the word "fascism."

Councilor Oscar Lanza Galindo expressed appreciation for this work and the commitment but wished to bring to the Council's attention that harm is not in the past, but a continuing legacy of white supremacy, racism, colonialism, and that we acknowledge the harm still being done to Black, Indigenous, and People of Color.

Audrey Barbakoff, councilor-at-large, spoke in favor of the resolution from an intellectual freedom perspective. True intellectual freedom requires that all people have equitable access to express and hear ideas, and that is not the case when people are operating under systems of oppression. Additionally, regarding the concerns about backlash from this as it relates to the events in the Capitol, the resolution does not identify individuals but states that white supremacy and fascism are negatively impacting our work and our patrons. That is all quite factual, very true, and not a political statement in any way.

Councilor Jessamyn West noted that the Vermont Library Association is strongly in favor of this, and this is not something we just apologize for in our past. The ALA Policy Manual, Section B, positions in public policy, reflects an ALA policy that combating racism. Since 1936, ALA's been engaged in combating any and all attitudes, behavior, services and programs, which amount to the exclusion and restriction of a targeted group of people.

Councilor Martin Garnar noted that both IFRT and IFC have endorsed this resolution. The working group that is referenced in resolved clause 3 is something that the Intellectual Freedom Committee had formed at the direction of President Jefferson.

Councilor Jos Holman asked who the working group identified in resolved clause 6 to report to within ALA? President Jefferson noted the group will report to Council.

Councilor Cronk noted that the movers reached out to APALA, AILA, BCALA, CALA. Both AILA and CALA have let us know they endorse this.

Councilor Lessa Pelayo-Lozada responded to Executive Board member McCauley's question. The resolution is with the APALA Board, but the Board did not have time to discuss it due to time constraints and would love to delve into some of these topics more in conjunction with the Committee on Diversity and the Office for Diversity, Literacy, and Outreach Services.

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Councilor Stephanie Chase noted that the PLA Board did not have time to discuss this as a board and she is speaking as an individual councilor. She strongly believes in this resolution as essential work, but we must listen to the words of our colleagues who serve in rural and conservative areas for whom just to acknowledge that the work that is done here is going to provide additional challenges.

Councilor Tina Thomas noted that statements like "misplaced emphasis on neutrality" or "review neutrality rhetoric and identify alternatives" implies a view that neutrality is bad. As said by a previous councilor, the intent of the neutrality as a principle is to ensure that the library remains nonpartisan and welcoming to all members of the community, providing a wide range of viewpoints on issues of the day which empower the users to form their own educated opinion.

Councilor Natalie DeJonghe expressed support for the resolution, noting that in the pursuit of free speech and neutrality, many times our most vulnerable library workers are overlooked and placed in danger. It is very important that we do this work, be up front about mistakes that have been made in the past and commit to doing better in the future.

Councilor Johana Orellana Cabrera expressed support for the resolution. It is needed to encourage chapters, in particular, to begin adopting similar resolutions and to begin dismantling oppression on local levels. White supremacy continues to be harmful to our profession, communities, and nation. Unless we call it what it is, those that benefit from it will continue to find ways to enforce those systems, sometimes without even realizing that they are contributing to it. ALA is and should continue to be a model for taking actionable steps to combating fascism, racism, and other forms of oppression that maintain marginalized groups where they are.

Councilor Heather Van Dyne noted that, like the statement in June condemning police violence against BIPOC protesters and journalists, this resolution provides a similar stance that ALA is taking. There may be some pushback for rural librarians, but in order for us to move forward and grow as become that organization of equity, diversity, inclusion, we need to make ourselves clear that we are not going to continue to marginalize.

Councilor April Hathcock asked Council to recognize that much in this resolution reflects what many have been saying for years, and we have been told that we are being divisive and radical. We were told we need to wait and be more patient. We do need to acknowledge that this conversation is not new, that this resolution is not new. Your colleagues and front-line library workers have been saying it in rural areas and urban areas across the United States. What happened at the Capitol was not new. We have seen and experienced that behavior before. It is important to realize we are moving forward on the backs, on the blood and tears of those that have come before. She also amplified the previous comment that the harm is not just in the past. We must acknowledge the continuing harm and to acknowledge that we are going to continue to work against it.

Councilor Kirsten Brodbeck-Kenney noted that, in Oregon, they are currently developing an equity, diversity, and inclusion toolkit, and we would very much appreciate and welcome guidance from the American Library Association specifically on this resolution.

Councilor Ann Ewbank noted that she suggested removing the word "fascism" in Council Forum last night. After listening to the discussion last night, she suggested clearly defining "fascism" because she has observed the term being weaponized. She does stand in full support of the resolution as written.

Councilor LeRoy LaFleur endorsed this resolution. It is important to take an anti-racist stance for our

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libraries that is willing to condemn both white supremacy and fascism. We can support First Amendment rights and free speech without being neutral, which by default has historically preferred a white supremacist perspective.

Councilor Paula Laurita supported a clear definition of "fascism" or its removal. As an Advanced Teacher Fellow of the U.S. Holocaust Memorial Museum, she noted the precision of our language is important.

Executive Board Member Karen Schneider noted that most of us on Council are disinclined to cast a vote that could be interpreted as a vote for white supremacy, and given the circumstances, she will vote for this resolution. There have been few calls for a bit more review, polish, and reflection, and ideally, ALA Council would be structured in a way that we would not be forced to vote on this just twice a year.

Councilor Joan Weeks noted that at the Library of Congress, they are wrestling with some policies and procedures to put into place about patron conduct in the reading rooms. She agreed with the suggestion about a toolkit. It is critically important that we have clearly defined ways that we can put signage, policies and procedures in a toolbox or toolkit. She recommended adding opportunities for restorative and reparative measures, as well as building a toolkit of procedures forward or something to that effect.

Councilor Tina Thomas noted that, as a brown person, she is against white supremacy. The challenge she has with the neutrality component is because of the implication it can have in other areas, specifically like in Toronto when a white supremacy group that had a meeting room booking for an event completely unrelated to their white supremacy agenda. Toronto allowed that to go forward lawfully, and not allowing it would put them in conflict with Canadian legal systems.

Councilor Karen Downing supported the resolution. We are in a time when this strong anti-racist statement and actions need to be stated strongly.

Councilor Selina Gomez-Beloz supported this resolution and hope that the working group can not only provide guidance but define how ALA can actively help those libraries who need backup assistance as they deal with these issues in their own institutions.

Council Oscar Lanza Galindo moved to amend Resolved Clause 2 to replace "past harm" with "past and current harm." President Jefferson asked if there were any objections to the adjustment. There were no objections, and the amendment was made.

President Jefferson asked Councilors to cast their vote for the Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work, ALA CD#43, as amended.

Results:

- 160 yes
- 4 no
- 2 abstain

ADOPTED Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work, ALA CD#43, as amended.

ALA 5-Year Pivot Strategy, CD #36. Executive Director Hall noted there has been discussion about how the Pivot Strategy relates to other work that is happening in the Association, specifically Forward Together, the Operating Agreement, and what we can learn from peer associations. Benchmarking is a major goal to make sure that we are not just in the pack in terms of best practices but leading it.

We should view the pivot strategy as a pathway to transformation.

The new strategic plan will have three key pivot points:

- Increased Alignment: staff needs to align and streamline operations
- Increased Membership: members beget members; look to member leaders to support, sponsor, and mentor
- Increased Revenue: the prior two areas will lead to increased revenues, goal of 10% revenue over expenses

Three areas of change management are interconnected:

- Forward Together: association governance
- Operating Agreement: functional governance
- Pivot Strategy: performance governance

There is a cyclical relationship that turns mission into impact: Mission – Core Values - Library & Community Impact - Pivot Strategy – Increased Membership and Revenue

Increase alignment across six impact streams, doubling ALA's impact from implied to supplies value through specific tactical goals:

- Conference and Events
- Continuing Education
- Contributed Revenue
- Data, Research and Design
- Membership
- Publishing

Our mission and core values should have a cascading effect to create library and community change by expanding reach, mobility, resilience, and social justice through Information and Digital Access, EDI in libraries and LIS, and the preservation of library services.

Two overarching goals:

- Increase membership by 5% by 2025
- Increase revenue by 10% over expenses by 2025
- The document outlines the year-by-year tactical goals to achieve these overarching goals.

FY22 Budget Objectives will support the Pivot Strategy and will be discussed more during Council II.

ALA Staff will work on cross-functional teams, such as data, research, and design. We are a big convener and people look to us for data. This will be an example of an unit and team that will position ALA as a leader in data management, research methodologies, and analysis.

Ms. Hall emphasized that in FY22, ALA will move from an expense-based budget to revenue-based

budgeting. Budget planning will also be measured against three different milestone marks, a high mark, a mid mark, a low mark.

Ms. Hall noted that today, there 7085 attendees for the virtual Midwinter against a goal of 5,000. ALA did provide discounted attendance for those who suffered layoffs, furloughs, or are students. The result is that while attendance is up 140%, revenue is down, about 20%, which is not as much as projected. But we are going to have to continue to make that up.

Ms. Hall noted that the Pivot Strategy will align with the other changes in the organization, such as the Forward Together and Operating Agreement changes, because governance and structure drive membership, growth, and revenue, as has been discussed.

She noted that ALA could look to American Veterinarian Medicine Association, which has 97,000 members and is similar in terms of longevity. The Pivot Strategy comes from conversations with various levels of the association, with membership, with peers, as well as with our own staff. She has also asked leading practitioners to work 12 to 24-month terms on a business advisory group.

Ms. Hall noted the Treasurer Maggie Farrell will provide details on how the Pivot Strategy and financial goals will intersect.

ALA Financial Update. Treasurer Farrell noted that the FY22 Budget Objectives and budget processes will be weaved into the Pivot Plan. She noted that the financial infrastructure that underpins the plan.

- During the Council Information Session, a detailed financial update was provided, and she encouraged councilors to review those documents, but provided the following highlights for FY22:
 - The Finance Office is working with Executive Director Hall to address the need for timely reporting and management.
 - Finance and Audit Committee will hear an update tomorrow on the internal staffing within the Finance Office.
 - In October, the Executive Board, with the Finance Office, distributed a schedule for FY20 and FY21 financial reports. The plan is on target, and the FY20 budget will be closed and ready for audit in June.
 - FY22 budget preparation begins following the Midwinter Meeting, and it will be built upon this five-year Pivot Strategy, including contributed revenue and continuing education, with an objective to rebuild short-term investment balance that improves our liquidity.
- The following items were reviewed at yesterday's PBA meeting:
 - Since the FY20 financials have not been finalized, division and roundtable net asset balances will not be visible for a few months. The Finance Office is available for providing an estimate on the FY20 net asset balance for budget preparation. Those numbers will show zero for a couple months until they are loaded.
 - ALA management has distributed a memo regarding budget assumptions to ALA offices.
 - Included in those budget assumptions is the overhead rate of 26.5%, which is unchanged from the last few years.
 - A proposed 5% endowment spending rate that will be considered by the Endowment Trustees in February.

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- A salary increase for ALA staff of 2% will start in January 2022.
 - There are no plans for furlough in the FY 22 budget.
 - The Executive Board, BARC, F&A, and have considered a one-time transfer of excess operating funds into the endowment for FY 22. This is due to the liquid or low cash balances for ALA and will help the Finance Office manage current operating funds.
- Budget Objectives:
 - Finance staff and member leadership have proposed, and the Executive Board has approved that we return to the language of the ALA Bylaws to develop budget objectives that support the programmatic priorities and goals of the Association. This is detailed in CD #13.1 and will be presented tomorrow during Council III.
 - FY22 Budget Objectives include aligning expenditures, increasing our revenues, developing a budget surplus, and focusing on the financial structure.

Ms. Hall again emphasized that in FY22, ALA will move from an expense-based budget to revenue-based budgeting. Budget planning will also be measured against three different milestone marks, a high mark, a mid mark, a low mark.

President Jefferson opened the floor for questions on the Pivot Strategy or the Financial Updates.

Comment: Many members see initiatives by big ALA ignoring the needs of some members. We must grow membership by incorporating divisions and sections and reflecting their values. President Jefferson emphasized that when we talk about ALA, we are all one ALA. Our language and efforts should reflect this.

Announcements: The Executive Board Candidates' Forum will begin shortly after this meeting at 3:15 CST. Ballots will open immediately following the forum. The ballot will close tomorrow, January 26, at 7:00 a.m. Central.

President Jefferson adjourned Council Session II.

**AMERICAN LIBRARY ASSOCIATION
TUESDAY, JANUARY 26, 2021
12:00 P.M. CT
VIRTUAL ALA COUNCIL III**

President Julius C. Jefferson, Jr. called the 2021 Virtual Midwinter Council III meeting to order at 12:00 pm CT on Tuesday, January 26, 2021.

INTRODUCTIONS & ANNOUNCEMENTS. Marsha Burgess outlined the Code of Conduct and logistical instructions for the meetings. ALA Governance staff conducted a test of the online voting function.

QUORUM. A quorum was established at the beginning of the meeting.

ADOPTED, by CONSENT: Agenda, CD #8.3, as amended.

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

Memorial Resolutions were recognized in honor of the following individuals:

- Susan S. Lazinger
- Vicki J. Terbovich
- Dr. Yvonne J. Chandler
- Luisa Vigo-Cepeda
- Marjorie Lewis
- Judy Yung
- Susana Liu
- Violette Y. Brooks

Tribute Resolutions were recognized in honor of the following individuals:

- Barb Macikas
- Patricia Ann (Pat) Tumulty
- Ona Šimaitė
- Barbara Johns
- Judith M. Nixon

Councilor Paula Laurita asked for a point of privilege to thank Council for honoring Ona Šimaitė. She noted that Ona went into the Vilna ghetto during Nazi occupation pretending to gather university library books. She smuggled in food and smuggled out children and historical documents. Ona's actions contribute to the largest collection of material about Jewish life in Eastern Europe that exists in the world. She was betrayed, arrested, and sentenced to death. Her life was ransomed by the Vilnius University and friends. She was sent to a camp in France. After the war, Ona worked as a librarian in Paris in her "beloved profession." She was recognized as a righteous among the nations by the Holocaust museum. In Ona's words: Know firmly and deeply that every day your life, you have to devote yourself to the good of others by doing everything you can. This resolution will be sent to multiple cultural institutions around the world. She recommended the book *Epistophilia* to learn more about this amazing librarian.

ALA Executive Board Council Election Results, CD #11.2. Jessica Jupitus, chair of the Council Election Tellers Committee, presented the Executive Board election results:

- The Council Election Tellers Committee met this morning at 8:00 a.m. CT this morning to certify election results.
- She noted that 152 ballots were returned.
- The following three candidates were elected, and their terms will begin at the close of the 2021 ALA Annual Conference and end at the close of the 2024 ALA Annual Conference. They are:
 - Christina Rodrigues, Member Relations Outreach Manager, Membership and Research, OCLC.
 - Ana Elisa de Campos Salles, Branch Manager, Parkside Branch, San Francisco Public Library
 - Sam Helmick, Community and Access Coordinator, Iowa City Public Library.

International Relations Committee, CD #18. Dr. Ismail Abdullahi, Chair, provided the following report:

- The final international registration number is 194 from outside the U.S. from 28 countries for Midwinter. This is more than double the number of both attendees and countries than a normal in-person at Midwinter. A virtual meeting allowed more ALA members and nonmembers from outside the U.S. to participate.
- ALA IFLA nominations: the IRC thanks ALA units for bringing forward members for consideration to be nominated to serve on IFLA section committees for 2021 to 2025. Currently, 43 ALA members nominated by ALA are serving in about 44 sections. IRC vetted a batch of nominations earlier this month with recommendations to the ALA Executive Board. The IRC will continue to review additional nominations in February.
- International webinars:
 - The International Relations Office is working in collaboration with International Relations Round Table, IFLA, and others, to host 11 international-focused webinars from July to December 2020.
 - The total registration for these webinars was 1,746 with 1,152 attending the session live.
- United Nations Sustainable Development Task Force: the ten-member Task Force created by President Jefferson and chaired by Past President Loida Garcia-Febo continues to raise visibility in the U.S. and abroad in alignment with IFLA about how libraries can achieve the UN Sustainable Development Goals.
 - The Task Force partnered with National Library of the Philippines, the Philippine Library Association, PLAI, on November 20, and presented “Philippine Libraries and Their Roles in the United Nations Sustainable Development Goals.” Registration exceeded 800.
 - The Task Force has added new resources for all types of libraries to highlight their activities related to the UN Sustainable Development Goals. A Word version of a chart originally created by the Los Angeles Public Library can be used by libraries to copy in their activities to any of the 17 Sustainable Development Goals for display and promotion.

Intellectual Freedom Committee, CD #19.1-19.3. Martin Garnar, Chair, provided the following updates:

- Intellectual Freedom Committee (IFC) continues to respond to new and ongoing threats to intellectual freedom and user privacy by updating and revising resources that offer guidance to library workers. To clarify the implications and applications of accesses to digital resources and services, an interpretation of the Library Bill of Rights, the IFC updated its accompanying Q&A. The Q&A is available on the website.

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- The IFC Privacy Subcommittee is reviewing a series of privacy guidelines and checklists. The subcommittee plans to update all of these resources by ALA Annual Conference 2021. Recently, the Subcommittee revised library privacy guidelines for students in K-12 schools and library privacy checklist for vendors. These resources are attached to the IFC report.
- The Privacy Subcommittee, along with the Library Freedom Institute and Digital Library Federation, also sponsored a town hall in December that invited conversation and questions about how libraries can work with information security to protect patron privacy.
- In compliance with the mandate to form a working group to align vendor privacy policies with ALA policies and ethics in CD #19.5, adopted by the ALA Council during Midwinter 2020, IFC and its Privacy Subcommittee has formed a working group that includes library workers as well as representatives from OverDrive, Ex Libris, Cengage, EBSCO, and OCLC. The original timeline outlined in the resolution was to complete a study of current vendor privacy policies and identify key issues within 12 months of the passing of the resolution. The pandemic has delayed this goal, and the Working Group plans to complete this task within the next 12 months.
- Much of the IFC and Privacy Subcommittee's work is captured in the new 10th edition of the Intellectual Freedom Manual. Published by ALA Editions, the manual is a living document that serves adds the authoritative reference for guidance on maintaining free and equal access to information for all people. The editors and contributors to the Manual discussed these at the Midwinter News You Can Use session, introducing the 10th edition of the Intellectual Freedom Manual, cosponsored by OIF and ALA Editions. A follow-up virtual Q&A session is scheduled for February 4 to answer questions.
- The ALA Office for Intellectual Freedom shares quarterly censorship reports with the Committee, which capture evolving issues and trends on the front lines of librarianship. From June 1 to December 29, 2020, OIF tracked 75 unique cases and provided support and consultation on 53 cases. The Office noted the following censorship trends: challenges to anti-racist materials; challenges that involve Black Lives Matter; and challenges publicly shared on social media. The Committee addresses these evolving issues through a continuing working group.
- As tasked by ALA President Julius C. Jefferson Jr., the IFC formed a working group to explore the intersection intellectual freedom and social justice. Mr. Garnar will work with ODLOS to identify additional members to broaden the representation, including the Rainbow Round Table and the Committee on Diversity.

On behalf of IFC, Mr. Garnar presented the Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2. He noted that the use of facial recognition technology is inherently inconsistent with the Library Bill of Rights and other policies that advocate and promote anti-racism, equity, diversity, and inclusion. In early 2020, the IFC Facial Recognition Working Group distributed a survey to determine the library community's level of knowledge and concern about facial recognition software. The working group reviewed and coded the 628 responses and used them to inform the language used in this resolution.

Mr. Garnar read the following from the Resolution:

Resolved, that the American Library Association:

1. Opposes the use of facial recognition software in libraries of all types on the grounds that its implementation breaches users' and library workers' privacy and user confidentiality, thereby having a chilling effect on the use of library resources;
2. recommends that the libraries, partners, and affiliate organizations engage in activities to educate staff, users, trustees, administrators, community organizers, and legislators

- about facial recognition technologies, their potential for bias and error, and the accompanying threat to individual privacy;
3. strongly urges libraries, partners, and affiliate organizations that use facial recognition software to immediately cease doing so based on its demonstrated potential for bias and harm and the lack of research demonstrating any safe and effective use;
 4. encourages legislators to adopt legislation that will place a moratorium on facial recognition software in libraries; and
 5. directs the ALA Executive Director to transmit this resolution to Congress.

President Jefferson opened the floor for discussion on the resolution.

Councilor Kari Mitchell expressed support for the resolution. She noted that this software will prevent libraries from being able to serve communities, especially patrons who are more disadvantaged because they worry so much about their privacy and their protection.

Question: In Council Forum, we discussed changing clause 1 to read: "used by libraries" not "in libraries." Can that be addressed? Mr. Garnar noted that the Committee did discuss making changes and felt that their original word choice still captured what they were hoping to accomplish. He recommended looking to the first whereas clause in which the committee defined what they held to be facial recognition software, and it may be that the proctoring software that is used on a campus does not actually meet what is defined in the resolution.

Question: Why we need to direct the ALA Executive Director to transmit this resolution to Congress. What effect that will have? Is there any potential downside to sending this to congress? Mr. Garnar noted that IFC believes it is important for the Association to advocate on our behalf for the issues about which we are concerned. Privacy is an issue that has bipartisan support, and our legislators should know our concerns and advocate on our behalf.

Councilor Aaron Dobbs moved to amend the resolution by removing the fifth clause from the resolution, noting that Public Policy and Advocacy Office will promote what Council passes in line with its advocacy. Also, Council for a number of years has opted not to include a recipient in the resolved clauses as a stylistic choice but could be included in background information.

Discussion continued on the Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2, amendment.

Question: Does the phrase "transmit to Congress" mean sending this to each member of the House and Senate? President Jefferson noted that will be at the discretion of PPA to determine the most appropriate legislators and/or committee. Councilor Deb Sica suggested adding the phrase "in the manner appropriate."

Questions: Has this gone through the Committee on Legislation as this has legislative aspects to it? Mr. Garnar noted IFC did bring this up in a joint meeting with the Committee on Legislation, and they did provide some feedback, but IFC was unable to address it before the Committee concluded its business.

Councilor Lori Fisher, as a member of the Committee on Legislation, supported removing clause 5, noting that advocacy will need to align with legislative priorities. She suggested that coalitions should take the lead on this work rather than ALA.

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Councilor Eileen Palmer supported removing the fifth clause for the reasons outlined by Councilor Dobbs, as well as for the fact that clause allows for the transmission to Congress but with more flexibility in timing.

Councilor LeRoy LaFleur spoke in favor of the removal of Clause 5 for the reasons stated. He also noted that there seems to be feedback from the Committee on Legislation that was not able to be incorporated, and if this resolution is approved, what will be the considerations of these comments? Mr. Garnar provided a summary of the COLA Chair's email. They also recommended removing clause 5 and replacing resolved 4 with a statement about sustaining or amplifying our coalition work.

Councilor Jim Neal noted that there was discussion about including the language "in libraries and on the grounds of libraries" in Clause 1. Mr. Garnar noted that the Committee did discuss that suggestion and felt that that would really begin to cloud the issue bringing in whether security cameras would come into play. The committee wanted to focus on use in libraries.

President Jefferson directed Councilors to the online voting platform to cast their vote on Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2 amendment.

Results:

- 156 yes
- 9 no
- 0 abstain

ADOPTED Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2 amendment.

President Jefferson called for discussion on Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2, as amended.

Councilor Kari Mitchell asked for clarification on the earlier comment regarding the exclusion of library grounds or property in the language. Considering that a library is more than just a building and encompasses the property around it, the language may need to be broader. Mr. Garnar noted that it was challenging to keep the original focus on the facial recognition software without calling into question the appropriate use of security cameras, which prompted the use of the original wording. Many security cameras do not use facial recognition software and are used as intended.

Question: Did the group discuss people counters? Some more contemporary people counters use some kind of cameras. Some of them might have facial recognition technologies as part of the package. Mr. Garnar noted that if the people counters are using the facial recognition beyond the acceptable intent, that perhaps it is infringing on privacy rights. This resolution would support the option to disable and be mindful of when we need to employ this technology.

President Jefferson directed councilors to cast their votes on Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2, as amended.

Results:

- 149 yes
- 4 no
- 3 abstain

ADOPTED Resolution in Opposition to Facial Recognition Software in Libraries, CD #19.2, as amended.

Mr. Garnar, on behalf of IFC, moved to adopt the Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3:

Resolved, that the American Library Association (ALA):

1. opposes the use of facial recognition software in libraries of all types on the grounds that its implementation breaches users' and library workers' privacy and user confidentiality, thereby having a chilling effect on the use of library resources;
2. recommends that libraries, partners, and affiliate organizations engage in activities to educate staff, users, trustees, administrators, community organizations, and legislators about facial recognition technologies, their potential for bias and error, and the accompanying threat to individual privacy;
3. strongly urges libraries, partners, and affiliate organizations that use facial recognition software to immediately cease doing so based on its demonstrated potential for bias and harm and the lack of research demonstrating any safe and effective use;
4. encourages legislators to adopt legislation that will place a moratorium on facial recognition software in libraries; and
5. directs the ALA Executive Director to transmit this resolution to Congress.

Mr. Garnar noted that a recent keynote given at the virtual Summit on the Scholarly Network Security Initiative, SNSI, caused concern among library workers and other privacy and intellectual freedom advocates. Prompted by the article "Proposal to Install Spyware in University Libraries to Protect Copyright Shocks Academics," the committee created a working group that including Privacy Subcommittee members, those working in academia, including representation from the ACRL Professional Values Committee and members from the Library Freedom Institute and Digital Library Federation. This working group crafted a resolution to address concerns raised during the SNSI presentation and acknowledged the issue of behavioral data surveillance as larger issue beyond just libraries. The resolution was taken to Council Forum, and a working group discussed comments received.

Councilor April Hathcock called a point of order to ensure that voting would not open until the resolved clauses have been read.

Executive Board Member Libre Booker moved to amend the eighth resolved clause to: "Strongly urges libraries to act as information fiduciaries, by routinely performing privacy audits, to assure that assuring that in every circumstance the library user's information is protected from misuse and unauthorized disclosure and ensuring that the library itself does not misuse or exploit the library user's information."

Councilor Jennifer Boettcher asked if there is an economic cost for doing privacy audits and training? Ms. Booker noted that she is currently in the process of doing a privacy audit. She and her staff are looking at each of our products to make sure that privacy, as much privacy as we can give each patron is already set up. It is really trial and error, looking for the gaps.

Member Erin Berman, chair of the IFC Privacy Subcommittee and a key writer of this resolution, was granted permission to speak from the council floor. Ms. Berman noted that adding the amendment to the resolved clause 8 actually lessens the clause. There are many different components to acting as an information fiduciary. The original language of the last resolved clause is coming directly from the new

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Intellectual Freedom Manual and using that particular word choice. Privacy audits do have a financial cost to libraries. They take, especially if it is a large library, they take a lot of time and money. The amendment does not strengthen the resolution and is out of scope for this resolution. It is focusing specifically on behavioral data surveillance, and there are plenty of other resources that recommend and encourage libraries to do privacy audits.

Councilor Andrea Jamison noted her support for this amendment, as being evaluative. As librarians, we really need to start focusing on how we are going to evaluate what we are professing that we should do as professionals. Adding this clause only helps to push more evaluation of how our practice is aligning to what we say we believe or support.

Question: Can we have more information from the movers on why something like this was not put in the beginning? Mr. Garnar noted that by listing just one of the ways you can act as an information fiduciary may pull focus from other ways we would have those responsibilities. There is other policy guidance that talks about privacy audits. The reason this was not included originally was to be as comprehensive as possible in the actions that would be taken. This amendment was not included before because it was not previously presented.

President Jefferson directed councilors to vote on Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3 amendment.

Results:

- 66 yes
- 90 no
- 4 abstain

DEFEATED Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3 amendment.

President Jefferson called for discussion on the original Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3.

Question: Does the scope of this resolution direct libraries not to enter into pass-through arrangements where they pass along library patrons to sites where patrons purchase content, and the library receives a percentage of that purchase? Mr. Garnar noted that it depends on if that activity is within a library's operational needs, referring to the whereas clause that defines behavioral data surveillance: "Whereas, behavioral data surveillance is defined as the collection of data about an individual's engagement with a library that, alone or with other data, can identify the user for purposes of monitoring, tracking, or profiling an individual library's use beyond operational needs."

Question: Does this resolution prevent libraries from using behavioral data that allows them to provide personalized services? Mr. Garnar noted that in this case, again, it goes back to that "beyond operational needs." If it is part of your operations to collect that information, then yes. It is something you would allow people to opt in.

Question: Can it be clarified that not using behavioral data surveillance of library use is not surveillance or misuse of the library, such as theft, where we would use behavioral data to suspend use? Mr. Garnar noted that example falls outside of the way that we are defining surveillance. Again, theft from the library is an operational need.

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President Jefferson directed Councilors to vote on the Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3.

Results:

- 156 yes
- 2 no
- 2 abstain

ADOPTED Resolution on the Misuse of Behavioral Data Surveillance in Libraries, CD #19.3.

IRC & IFC Joint Report. At the past June Council Meeting, Council directed the creation of a joint work group with the International Relations Committee (IRC) and Intellectual Freedom Committee (IFC) to create a statement condemning the actions of the companies mentioned in ALA CD #46 of the June Virtual Council meeting. Martin Garnar, IFC Chair, and Ismail Abdullahi, IRC provided the following update on the Working Group:

- The working group was created and has met several times to review the resolution and suggest revisions. The Working Group's discussions about the resolution's scope continue.
- Recent events, such as insurrection at the Capitol, the subsequent decision by Amazon and other platforms to deny services to the Parler chat forum, and social media platforms suspending specific individuals and groups have brought comments and discussions about broadening a statement on corporate speech and free expression in both domestic and international contexts.
- The Working Group would like to continue discussing the scope and potential revisions of the resolution. The Working Group requests a continuance of its charge to provide an updated report at ALA Annual Conference 2021.

President Jefferson called for any objections to the continuance, and receiving none, the continuance was granted.

President Jefferson asked Council to consent to a 30-minute extension of the Council Meeting. There were no objections.

Budget Objectives/Programmatic Priorities, CD #13.1. Maggie Farrell, ALA Treasurer, provided the following report:

In accordance with ALA Bylaws, the Council approves budget objectives. For about 23 years, budget objectives have evolved into programmatic priorities. Since the focus this year is on infrastructure for ALA, Ms. Farrell brought forward to the Executive Board a return to the term "budget objectives." While working with management, member leaders will use the strategic directions as the foundation, but the budget objectives will represent the infrastructure for a budget.

Building on the Pivot Plan and conversations in the last year, the FY 22 budget objectives that have been discussed with the Executive Board include the following five priorities:

- align expenditures with revenues
- increase revenue sources
- develop a budget reserve or a budget contingency
- focus on that financial stability
- develop new budget metrics.

The programmatic priorities that previously Council considered come from our ALA Strategic Plan. Those priorities continue but strengthening the budget infrastructure is necessary to achieve the priorities.

Ms. Farrell moved that Council concur with the Executive Board and approve the FY2022 Budget Objectives, CD #13.1

President Jefferson directed councilors to vote on the motion outlined in CD #13.1.

Results:

- 161 yes
- 1 no
- 0 abstain

ADOPTED Motion to concur with the Executive Board and approve the FY2022 Budget Objectives, CD #13.1

Operating Agreement Working Group Update, CD #40. Treasurer Farrell provided the following updates:

- The group started meeting in August
- In the sequencing of work, keeping eyes on Forward Together as well as the Pivot Plan to see how those initiatives might impact the operating agreement or how the operating agreement can advance those initiatives.
- Focusing on the relationship between divisions and ALA, and we will not discuss the financial aspects of that relationship until we cover the other ground. Finances should follow the relationship. We are also possibly considering adding roundtables either to this policy or creating a policy that pulls together the roundtable relationship.
- Anticipating that a final report, which is due in June of 2021, might not be ready. The group may need to ask for an extension.
- During the PBA meeting on Sunday, there was a very good discussion about the operating agreement. The comments from that meeting will be shared with PBA as well as other stakeholders within our organization.
- The group's work is available on operatingagreement.ala.org.

Question: Would the Roundtables be a separate process? Are there Roundtable reps on the Working Group? Ms. Farrell noted that there are members of the Operating Agreement Working Group who are also Roundtable members, as well as Lorelle Swader to represent round tables at the staff level.

Councilor Jennifer Boettcher apologized deeply to the Council for her accusatory and aggressive manner of asking questions or of making a point yesterday. She noted she will try to make that point without the emotions, but is very emotional about this as a proud member of a division, and many members are in ALA because of what we do with the division work in ALA.

Councilor Boettcher noted that she does not see divisional needs or individual librarians' job duties addressed in the operational agreement document or in the expanded 5-Year strategy. The working group should protect the small, niche issues that are found in Divisions. How do we maintain our identity and address our needs, but still be One ALA?

Comment: For Divisions that wish to include the Pivot Strategy in our own strategic documents moving forward, a challenge that is emerging is our ability to differentiate in fundraising. Moving forward, in communications with division leadership, please make sure there is an opportunity for such questions.

Resolution on Replacing the Library of Congress Subject Heading "Illegal aliens" with "Undocumented immigrants," CD #44. Councilor Kimberly Patton presented the following resolution:

Resolved, that the American Library Association, ALA, on behalf of its members

1. supports the Library of Congress in changing the subject heading "Illegal aliens" to "Undocumented immigrants"; and
2. directs the Core subject analysis committee's Working Group to prepare a report of recommendations by Annual 2021.

Councilor Patton noted that Council previously voted on this issue in 2016. But Congress had not supported this, and it is a great time to reaffirm our support to the Library of Congress in changing the subject headings.

Councilor Kari Mitchell noted that this was addressed in 2016 and the understanding has been that the Library of Congress has been working on this, but there were some logistical issues due to the subject heading of authorization. She asked if Library of Congress staff can comment on this.

Councilor Muzhgan Nazarova noted that she was not at the Library of Congress during the time of the 2016 resolution, when this issue was raised. She expressed approval of CD #44, and that it should be brought to the Library of Congress Policy Division again to get firsthand information about all the details. The second clause, to direct this to the Core Subject Analysis Committee to report and recommend, along with the Policy Division, is also a good idea.

Councilor Joan Weeks, from the Library of Congress, Head of the Near East Section in the African and Middle East Division which serves the Reference Reading Room collection. As staff with close ties with the cataloging policy and support office, she noted that there are a lot of steps and processes. The Core Committee, in collaboration with the Library of Congress Cataloging Policy Support Office, which does work with the subject headings, may be the best body to move this forward.

Councilor Luis Herrera noted his appreciation for the changes to this resolution and believes strongly in its message and intent.

Councilor John DeSantis spoke as initiator of the movement because he submitted the proposal to the Library of Congress in 2014. He recognized the good intentions of the movers and noted that the entire history of this issue has been documented in the film *Change the Subject*, going from 2014 through the 2016 Council Resolution and beyond. This film was screened at ALA Annual, and he recommended that Councilor view it. ALA has spoken on this issue in 2016, Library of Congress responded, and this resolution is not needed. The Core Subject Analysis Committee Working Group has done a tremendous amount of work in the intervening time and continues its work. They feel this resolution right now would not be helpful. Furthermore, the resolution, as it now stands, has inaccuracies, errors, and misconceptions throughout, both in the whereas and resolved clauses. He asked the mover to withdraw the resolution. If the Library of Congress has not made these changes within the next six months, the mover can work with the Core SAC Working Group on formulating a new resolution to be brought forward at Annual.

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Question: Does the committee have a recommendation, and how would this be different? Councilor Diane Chen requested that Brian Stearns, Chair of the Subject Analysis Committee, speak on this question. There were no objections. Mr. Stearns addressed Council, noting the group has already brought this issue forward to Council. He also expressed surprise that a resolution is being brought forward that would require the Subject Analysis Committee to do work with no discussion with the Subject Analysis Committee. He expressed support of support the idea of this resolution but would advocate for Councilor DeSantis's position of waiting until Annual.

Councilor DeSantis noted that it is inappropriate for Council to direct a Working Group of a committee of division section to do anything.

Councilor Mario Gonzalez asked for clarification on process. Is a vote against this resolution, voting against changing illegal aliens to undocumented immigrants? How can a vote be cast against this while acknowledging support for changing the subject heading? President Jefferson noted that an affirmative vote will support both clauses, one which directs the Core subject analysis group to move forward and to support the Library of Congress in changing the subject heading.

Executive Board Member Ed Garcia called a point of order: Since this is Council's resolution, it cannot be withdrawn by the mover, correct? Parliamentarian Eli Mina noted that is correct. The motion is now pending before Council. The mover can request withdrawal of the motion, but it should then be withdrawn with the consent of Council.

Councilor Anchalee Panigabutra-Roberts expressed appreciation to the mover and the supporter for this resolution, and agreed, after consultation with multiple related person and groups, that there is a timing and process issue. The vetting process should continue between the workgroup and Library of Congress, and they should be given the time for this. If we are not doing it correctly, we can jeopardize the process that this resolution is intended to accomplish.

Councilor Oscar Baeza expressed support of this resolution, but recommended removal of the second clause and change to working with Library of Congress.

Councilor Aaron Dobbs also supported removal of the second clause and noted that he has a potential referral motion sending this to Committee on Legislation, since it is adjacent to some legislative priorities, and to have them work with the Core Working Group to report back at Annual. He noted that he would like to hear more discussion before formally moving the referral.

Councilor Nazarova noted the first clause in CD #44 should be taken out or amended until we can confirm with Library of Congress the accuracy of the statements. It would be preferable to leave the second clause and let Core manage the issue and also communicate with the Library of Congress. As cataloger, she noted that it might be necessary to wait until the Immigration Act 2021 will be approved. She noted that it is a parallel heading for undocumented immigrants to illegal aliens.

Councilor Kari Mitchel moved to withdraw this resolution for reevaluation and requesting feedback from Core subject analysis group since they have not been consulted on this resolution.

The mover agreed to the withdrawal, and President Jefferson noted the withdrawal can be approved via consent.

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Councilor April Hathcock asked if withdrawing the motion to be reevaluated at Annual is any different procedurally from a referral. President Jefferson noted that it is similar, but the language being used is to withdraw with a commitment to reevaluate.

Councilor Oscar Baeza asked if the commitment will include working with the Library of Congress? President Jefferson noted that is not part of the proposal before Council.

President Jefferson again called for approval by consent to the Motion that this resolution will be removed from consideration and reevaluated at Annual 2021 with feedback from Core. There were no objections.

ADOPTED, by CONSENT, Motion that Resolution on Replacing the Library of Congress Subject Heading "Illegal aliens" with "Undocumented immigrants," CD #44, will be removed from consideration and reevaluated at Annual 2021 with feedback from Core.

Resolution to Classify Library Workers as 1b Workers to be Listed as a Priority Workforce in Receiving the COVID-19 Vaccine, CD #45. Councilor Jennifer Boettcher, presented the following resolution:

It is resolved, that the American Library Association (ALA), on behalf of its members:

1. Asks the Centers for Disease Control, CDC, Advisory Committee on immunization practices, known as the ACIP, to classify library workers who have direct contact with their communities as a Phase 1b worker;
2. asks the National Conference of State Legislatures and Council of Governors to list library workers who have direct contact with their communities be classed as a priority workforce in receiving the COVID-19 vaccine;
3. encourages libraries to work together to share resources and success stories in reclassifying library workers' priority level; and,
4. to support the right of library workers providing library services to users, at their discretion, to receive the vaccine as soon as possible as a means to make their library services safer for library workers and the public.

Councilor Boettcher noted that this is a request from the Membership Meeting, and many people have been asking for this.

Councilor April Hathcock noted that someone from ALA staff had contacted her as a councilor to speak to the first clause as it relates to reaching out to the CDC. They wanted to impress upon the membership and upon Council that ALA communicating directly with the CDC is not necessarily productive or an effective means of making this change. The CDC works with industries, not with professional organizations. She noted that she does not know if she personally agrees with that but did want to at bring forward that comment because the person took the time to reach out to her.

Councilor Mario Gonzalez noted that the New Jersey Library Association is currently considering a resolution very similar to this for librarians and library staff in New Jersey. Perhaps we should also consult the chapters so that on a local level and on a state level, they can work with the given powers to make library workers a priority to receive the vaccine.

Councilor Kari Mitchell expressed concerns about the resolution, though not about the idea of giving vaccine to library workers. One, a new administration just started and is working to get the vaccine out to those who need it. While there are frontline and medical workers still not able to get it, there are

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concerns with us taking away from other priority workforce. She noted that she is torn about the need to find a way to get vaccine to our front-line workers as fast as possible, but also about trying to move our front-line workers to the head of the line.

President Jefferson asked for consent to extend the Council meeting another 30 minutes. There were no objections.

Councilor Eileen Palmer, note that the New Jersey Library Association did send a letter to the New Jersey Department of Health. She noted, however, there is some confusion regarding this resolution. She clarified that the first resolved clause references a specific document that is already published on the CDC website, which already defines libraries in category 1, Phase 1c. This asks that librarians be moved to Phase 1b. That does not put us above first responders at all. Clause 2 refers to the National Council of State Legislatures and the Council of Governors, neither of which, she believes, have documents putting any kind of priority into vaccination. Without existing documents, it seems unusual to ask them to classify library workers. Clause 2 does not make sense as written currently. She also noted that she has heard from many library workers who would like ALA to speak out on this issue for them. For that reason, she would consider voting for this, but not with resolved 2 included.

Councilor Ann Ewbank moved to amend CD #45 to strike all four original clauses and to now read as:

It is resolved, that the American Library Association (ALA), on behalf of its members:

1. encourages libraries to continue to share resources, strategies, and success stories in locally reclassifying library workers' priority level;
2. supports the right of library workers to receive vaccination treatment as soon as possible in order to provide safer services for the public and for library workers; and
3. refers this resolution jointly to the Committee on Legislation, Committee on Library Advocacy, and Chapter Relations Office for analysis of impact on state and local contexts and provide a report to Council no later than March 31, 2021.

Councilor Ewbank noted that this amendment was created in consultation with the Committee on Legislation (COL) and under advisement from the public policy and advocacy staff. The information that Councilor Hathcock provided was the same information that was provided to COL and herself. It has to do with the CDC mapping which does not allow for distinction between front-line workers and those who do not deal with the public. She also noted that the original Clause 2 of the resolution conflicts with ALA's protocol for handling state and local issues, and this protocol was developed in response to a request from Council in 2018. Finally, Council's passing of this resolution could possibly have unintended consequences. For example, if ALA advocates to remap libraries to a higher priority level, it could potentially undermine the authority of any director or library board making the case to remain closed now or during any future crisis. When we make the argument to a federal agency that libraries are front-line essential workers, ALA will not be able to advocate credibly for the closure of facilities for health or safety reasons or against the redeployment of library workers when an emergency arises or against the reallocation of library space for other uses.

Councilor Ann Symons, the seconder of the motion to amend, noted that this is a local and state issue. Despite the fact that the CDC came up with recommendations for 1b, 1c, etc, each state is making their own recommendations. We have the opportunities through our chapters and our state library associations to impact this if they choose to do so, but COL should look at this and refer it back to Council.

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Councilor Stephanie Chase noted this is a great example of ALA being asked by members to take action. There have been some success stories at the local level, and there is a real need for guidance here to make difficult decisions and to help prioritize the type of decisions locally. It is important to take action here. We could argue that this will require libraries to open, but as pointed out in Council Forum, there are libraries of all types that have been open for months, dealing with local mandates and continuing to be deprioritized despite frequent, intense, direct contact with the public. She expressed support for the first two points of the amendment but noted that the third point is disappointing as it passes the buck.

Councilor Jennifer Boettcher noted that the resolution was sent to the chair of COL. He noted that an amendment was expected but the resolution was in line with the COL Report CD #20, that it does support the ALA's principles of this COVID relief. She noted that the amendment removes the reference to the CDC, whose Advisory Committee is taking requests from associations and industry.

Councilor Lori Fisher, member of COL, expressed support for this amendment. First, not all chapters agree on a single course of action. To the point about the CDC reference, she does not believe going to the CDC will have an effect. The states can each do what they want. This is a local issue. We need to ensure that we do not pass a resolution that impinges on our ability to advocate at the local and state level.

Councilor Mario Gonzalez noted opposition to the amendment, as it is a very passive response from ALA. Reporting back by March 31 is not soon enough. What are we waiting for to make library workers the priority? He noted support for Phase 1b workers, not ahead of the line of essential workers, but as library workers are working with the public every single day. Libraries are open because the local municipality or the state requires them to remain open.

Councilor Matt Beckstrom expressed support of the amendment. The original clause 1, referenced the CDC Advisory Council on Immunization, which have already made recommendations. Some local municipalities are changing them. He supports the idea of librarians being pushed up as essential workers, but it will not make that big of a difference on a local matter. As to the amendment, the second clause, the right to receive the vaccination as soon as possible reflects that this is a pressing issue that we need to work on as soon as possible.

Councilor Kari Mitchell expressed support of the amendment, mainly because we need to get vaccines to library workers. This is a local issue, and the CDC is just giving guidelines. By referring this to Chapter Relations, who are in the front line for their communities, they can best speak for their state and local movements.

President Jefferson directed councilors to cast their vote on Resolution to Classify Library Workers as 1b Workers to be Listed as a Priority Workforce in Receiving the COVID-19 Vaccine, CD #45 amendment.

Results:

- 87 yes
- 60 no
- 8 abstain

ADOPTED Resolution to Classify Library Workers as 1b Workers to be Listed as a Priority Workforce in Receiving the COVID-19 Vaccine, CD #45 amendment.

President Jefferson opened discussion of the Resolution, CD #45, as amended.

Question: If this amendment passes, will Council be able to vote after receiving the report at the end of March, to vote before Annual? President Jefferson confirmed that Council can be convened if we need to take a vote.

Executive Board Member Karen Schneider spoke in favor of the resolution, as amended, because it does give us a framework for thoughtful consideration. She noted that she is conflicted about the March 31 timeframe, that perhaps that should be pushed up a month.

Councilor Sara Dallas noted that the CDC mapping of priority tiers by industry, not role, and does not allow for any distinction between frontline workers and those who do not deal with the public. Libraries as an industry are mapped to a priority tier, and we believe this puts us in the strong position to advocate locally, in cases where libraries are open, and workers are in contact with the public. We do not want to set a precedent that will diminish governing authority of library boards to make decisions during emergencies, including redeployment of library workers and reallocation of library space.

Councilor Lindsay Cronk moved to amend the resolution:

It is resolved, that the American Library Association (ALA), on behalf of its members:

1. encourages libraries to continue to share resources, strategies, and success stories in locally reclassifying library workers' priority level;
2. supports the right of library workers to receive vaccination treatment as soon as possible in order to provide safer services for the public and for library workers;
3. refers this resolution jointly to the Committee on Legislation, Committee on Library Advocacy, Chapter Relations Office for analysis of impact on state and local contexts and provide a report to Council no later than March 31, 2021; and,
4. affirms that library workers have a fundamental right to a safe work environment. This includes, but is not limited to, a library or other work setting that minimizes an employee's environmental risk of exposure to COVID-19.

Parliamentarian Eli Mina advised this is a friendly amendment and can be accepted by consent. President Jefferson called for any objections, and hearing none, the friendly amendment was accepted.

President Jefferson directed Councilors to cast their votes Resolution to Classify Library Workers as 1b Workers to be Listed as a Priority Workforce in Receiving the COVID-19 Vaccine, CD #45, as amended.

Results:

- 149 yes
- 4 no
- 2 abstain

ADOPTED Resolution to Classify Library Workers as 1b Workers to be Listed as a Priority Workforce in Receiving the COVID-19 Vaccine, CD #45, as amended.

Council moved into closed session, followed by adjournment.