

# Council Committee Report Form

**TO: ALA Council**

**RE:**

- ACTION REQUESTED**
- INFORMATION**
- REPORT**

**ACTION REQUESTED BY:** *(if no action, please leave blank)*

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**STAFF LIAISON CONTACT:** Kevin Strowder

**DATE:** 06/09/22

**BACKGROUND:**

[Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work](#)

Mover: Lindsay Cronk, ALA Councilor-at-Large, [lindsay.cronk@gmail.com](mailto:lindsay.cronk@gmail.com)

Seconders: Whitney Buccicone, Councilor-At-Large, [bucciw@uw.edu](mailto:bucciw@uw.edu)

Raymond Pun, Councilor-At-Large, [raypun101@gmail.com](mailto:raypun101@gmail.com)

Established by ALA [Council Resolution #43](#) in January 2021, the charge of this group is to review identified areas, per the resolution, with ODLOS to provide a list of recommendations for implementation that will explore opportunities for restorative and reparative measures.

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**(ADD REPORT BELOW)**

## **The Working Group**

The Working Group was appointed by the Executive Board in May 2021.

### **Working Group Members**

- Cindy Hohl, Co-Chair
- Nichelle Hayes, Co-Chair
- Oscar Baeza
- Kathy Carroll
- Forrest Foster
- Michelle Green
- Janice Greenberg
- Louis Munoz
- Yumi Ohira
- Julius Jefferson, ALA Executive Board Liaison
- Kristin Lahurd, ALA ODLOS Staff Liaison
- Kevin Strowder, ALA ODLOS Staff Liaison

### **Process**

The working group met to discuss the charge and review the multi-step resolution as passed. It was determined that this group should focus on supporting the work of #3 & #6.

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;

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.

Cindy Hohl was appointed to the [Working Group on Intellectual Freedom and Social Justice](#) CD#19 co-led by Dr. Martin Garnar & Valarie Bell, with the group participating in online discussions to explore alternatives to neutrality and prepare a draft of the [Radical Empathy](#)

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[Report](#) as submitted to ALA Council in June 2021. Further, a session on 1/22/22 was presented at the LibLearnX conference: 50+ Years in the Making: Claiming Social Justice as a Core Value. The group continued the work offering a webinar series in April, May, and June of 2022.

There were several additional questions from the committee about the scope of this work and the need for more information about the internal operation of ALA as referenced under bullet point #5 in connection to the EDI Taskforce for a full assessment of the current body of work as a whole. To move the evaluation process forward, the working group decided to focus on bullet point #6 to 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. A reading list was developed with a compilation of the key points for further discussion and review.

## Evaluation Models

- [Chicago Public Schools Restorative Model](#)
- [San Francisco PL Racial Equity Action Plan](#)
- [UNC Reckoning Initiative Framework](#)
- [EDI & Antiracism Toolkit](#)
- [University Libraries 21-Day Racial Equity Challenge Syllabus](#)

## Priorities

- I. Incorporate the [DEI Scorecard for Library and Information Organizations](#) into library evaluation.
- II. Review the updated [Code of Ethics](#) with board trustees, staff, volunteers, and commit to uphold these values.
- III. Recognize the diversity, equity, and inclusion components of the [Bill of Rights](#).
- IV. Ensure a foundation of key areas in diversity, equity, and inclusion in [Core Values & Competencies](#).
- V. Define the terminology of white supremacy, fascism, and reparative measures for shared usage & understanding.
- VI. Develop a toolkit using the restorative goals & measures as presented below.

## Restorative Goals

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- Shared Values- identify & communicate
  - Identify standards of practice and transform service plans
  - Move past pledges and ask for commitment to ensure accountability
  - Develop a communication plan for strategic implementation
- Toolkit- develop & implement
  - Assess the membership, identify issues and needs
  - Manage conflict and develop dispute resolution techniques
- Build & Support a [Community of Care](#)
  - Nurture healthy relationships
    - Create a just and equitable learning environment
    - Ensure mental health literacy and awareness
  - Show respect for all
    - Ensure dignity is maintained among members
  - Holding space for mutual concern and understanding
    - Listen and speak without judgement
    - To create a 'safe space" where library workers can anonymously voice their experiences with white supremacy or fascism and get support and guidance.
  - Develop and show **empathy**
    - Offer support and provide reassurance
    - Share gratitude for feedback, it is a gift
  - Practice [mindfulness](#)
    - Encourage [self-care](#) practices and model the benefits of focusing on self
    - Be present, listen for understanding and not just to respond
    - Provide training support for members to increase their [emotional intelligence](#) and [cultural sensitivity](#)

## Restorative Measures

Model: [Chicago Public Schools Guide](#)

**(A)**- Address and discuss needs between the community and librarians

**(B)**- Build healthy relationships between the community and librarians

**(C)**- Reduce, prevent, and improve harmful behavior

**(D)**- Repair harm and restore positive relationships

**(E)**- Resolve conflict and hold libraries and members accountable

**Recommendation:** Strongly recommend that a subcommittee be created under the Committee on Diversity to continue to [monitor and recommend evaluation models, restorative matters,](#)

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and action steps to end white supremacy and fascism in libraries and report out to Council at ALA annual meeting.

## Possible Action Steps

- **Executive Board**
  - Hold leaders accountable through implementation of committee work to support resolution. (i.e. Forward Together as a Core Value)
  - Encourage leaders to report on the implementation of diversity statements.
- **Council**
  - Represent as an ally, join affiliates, and use your platform to elevate the voice of inclusive leadership within the profession.
  - Support BIPOC colleagues through networking and career development.
- **Membership**
  - If you see something that needs to be evaluated, suggest a focus area and volunteer to assist with the initiatives.
  - Share libguides for the ALA website.
- **Committees**
  - Require all committee leaders to attend TOLD trainings and include/expand these principles in the overview of why we do this work.
  - Provide transparent opportunities for participation.
- **Roundtables**
  - Post meeting minutes in a transparent manner instead of behind the ALA Connect portal with only a select group with viewing privileges.
  - Maintain a comprehensive body of work for future reference.
- **Chapters**
  - Share advocacy resources via an expanded listserv.
  - Provide training support to library trustees, volunteers, and Friends of the Library organizations.
- **Affiliates**
  - Issue press releases to bring awareness to the issues.
  - [AILA Statement Against Racism and Harassment](#)
  - [APALA Stands in Solidarity with BCALA and with Families and Victims of Mass Shootings and Violence](#)
  - [BCALA Stands in Solidarity with REFORMA Against Racism and Sexism](#)

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- [BCALA Stands in Solidarity with the ALA Social Responsibilities Round Table \(SRRT\)](#)
- [CALA Statement](#)
- [REFORMA National Strongly Condemns Attacks Against Our Community](#)
- **ALA Staff**
  - Support the ALA core values for EDI initiatives and commit to this work.

Respectfully Submitted,

Cindy Hohl