

Motions to consider at ALA Council I and Council II (January 2022)

Parts A and B include statements about Function and Culture that can be used to facilitate discussions at Council gatherings. Part C includes a motion and an amendment relating to the governance structure.

Part A: ALA Governance FUNCTIONS

1. ALA's governance priorities must be set with the benefit of **regularly solicited input** from its Members and affiliated Units.
2. **A mechanism (Taking ALA Pulse, or TAP)** must be in place by which ALA leadership places current and emerging governance issues **before the ALA Members and Units** for input. Such issues may include ones that are **identified by the ALA leadership** as well as ones initiated by **ALA Members and Units**.
3. ALA leadership must report to the ALA Members and Units on a regular and timely basis on identified governance issues and on any developments on related issues and priorities.
4. **ALA Staff** and possibly a designated **Committee** must regularly review, organize and report input received through the TAP mechanism.
5. ALA **Executive** Board **of Directors** must regularly refer emerging and ongoing governance issues to a **BODY OF KNOWLEDGE (BOK)** (or possibly **four**, as in the **Four Assemblies** model) to examine the complexities of the issues at hand and advise the ALA **Executive** Board **of Directors** on options that should be considered.
6. The **BOK/s** (One or 4 **Leadership** Assemblies) should be **sufficiently large** so its advice can be considerate of input from a diversity of views and perspectives, but **sufficiently small** to enable meaningful engagement of the diverse knowledge and expertise of its members.
7. The ALA **Executive** Board **of Directors** must function as ALA's **Oversight** and **Policy Making body**, with the duty to consider the advice that it receives from the **BOK/s**. If the ALA **Executive** Board **of Directors** opts to partly or fully not implement the BOK's advice, it must inform the BOK of the reasons for doing so.

ACTION ITEM 1: "Moved, That the Council of the American Library Association (ALA) endorse IN CONCEPT the Seven Principles for the allocation of governance-related functions as proposed by the TAG Taskforce."

Part B: Body of Knowledge CULTURE

1. A Body of Knowledge (**BOK**) should generally make its recommendations by consensus. If needed, parliamentary procedure can be employed to resolve differences of opinion by a majority vote.
2. To provide informed and credible input to the ALA **Executive Board of Directors**, the BOK must receive all relevant analysis (legal, financial, human resources issues, etc.) of the issues it is asked to comment on. It must receive such analysis **well in advance** of a meeting, so each member can review it and be fully prepared.
3. Deliberations of the BOK must be at **a high level**. In the interest of good time management, minor amendments that do not alter the intent of a proposal must be delegated to the ALA Executive Director or the ALA Governance Office for processing, as they see fit.
4. A BOK must have an **Agenda Planning Committee (APC)**, which has the authority to determine what to include and what to exclude from the BOK's agenda. Legitimate reasons for the APC's decision to reject an item would be the degree of **relevance and connectedness** of the proposed agenda item to **ALA's mission**, as well as the degree to which the item is time sensitive. ALA Bylaws may establish a method by which a proponent can **appeal** the APC's decision.
5. If the size of the BOK is substantial, all efforts must be made to **engage** all its Members and **their insights** in the BOK's deliberations, and thereby ensure that relevant input is not missed before decision making. Diverse discussion methods should be employed, to enable as many members as possible to participate.
6. Given the potential large size of the BOK, meeting time must be treated as a precious commodity, to ensure that time is logically allocated based on the significance of the issues at hand.
7. **TWO HATS** discipline: Given that a BOK is to be a constituency based body, it is crucial that all its members understand that their role **IS NOT** to serve solely as **ADVOCATES** for the constituency that elected them. Although it is their duty to present relevant constituency input, they must also **listen** to others with open minds learn from their input, and make balanced and fully informed decisions for ALA. Constituency representatives must **inform the units** that chose them on how this process works, so no one ever develops **the incorrect expectation** that their representatives must vote as they order them to. The person chairing the BOK should emphasize the TWO HATS process at the start of every BOK meeting.

ACTION ITEM 2: Moved, That the Council of the American Library Association (ALA) endorse IN CONCEPT the Seven Principles for the culture of ALA governance, as proposed by the TAG Taskforce.

Part C: ORGANIZATIONAL STRUCTURE

ACTION ITEM 3: Moved, That the Council of the American Library Association:

1. **Endorse, IN CONCEPT**, making the new ALA **Executive Board of Directors** the ALA's Governing Body, with its composition as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference;
2. **Endorse, IN CONCEPT**, the establishment of **An Advisory Council one Leadership Assembly** as a Body of Knowledge which provides the benefits of its collective wisdom and advice to the new ALA **Executive Board of Directors**, with the composition of the **Advisory Council Leadership Assembly** initially being the same as the that of the ALA Council as it exists when the new ALA Bylaws are adopted, and with this composition gradually transitioning to being as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference;
3. **Direct** that a professional advisor, skilled in writing Bylaws, be retained, to work in close consultation with the ALA Constitution and Bylaws Committee and other bodies, as needed, to develop new Bylaws to replace the current ALA Constitution and Bylaws;
4. **Direct** that the Committee on Organization review the standing committee structure and charges in light of the new ALA Governance function, culture, and structure;
5. **Direct**, that the mandate of the TAG Taskforce be extended until the ALA Council deems that the TAG Taskforce's work has been satisfactorily completed;
6. **Direct**, that the TAG Taskforce convene virtual Council meetings between now and the 2022 Annual Conference, with the goals of Council reviewing progress and providing input; and
7. **Direct**, that, when sufficient progress has been made on the proposed new ALA Bylaws, possibly as early as June 2022, a Constitutional Convention be held, to enable the ALA Council and its Members to debate, propose amendments, and take a final Council vote on the new Bylaws.

LEADERSHIP ASSEMBLIES OPTION (Amending Clause 2 in the above motion)

Moved, That CLAUSE 2 in the above motion be replaced with the following:

Endorse, IN CONCEPT, the establishment of **FOUR LEADERSHIP ASSEMBLIES** as Bodies of Knowledge, with each Leadership Assembly providing the benefits of its collective wisdom and advice to the new ALA **Executive Board of Directors**, and with the composition of the Leadership Assemblies being as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference;