

ALA Council
2020 ALA Midwinter Meeting

TOPIC: Polish-American Librarians Association: ALA Affiliation

DRAFT MOTION: *The ALA Executive Board moves that the Polish-American Librarians Association be granted affiliate status with ALA, in accordance with ALA Policy A.10.2., based on confirmation by the ALA Constitution and Bylaws Committee that, having reviewed the application packet, no conflict exists between the ALA Bylaws and those of the applicant organization.*

REQUESTED BY: ALA Executive Board
Ben Hunter, Chair, ALA Constitution and Bylaws Committee

DATE: xx December 2019

BACKGROUND:

(1) Policy Framework:

ALA Constitution, Article X, Section 1: National or international organizations having purposes similar to those of the Association or to one or more of the Association's subdivisions may request to become an affiliate of the Association. Requests for affiliation are subject to Council's approval.

ALA Policy A.10.2: Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA and its policies; and do not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, gender identity or expression, age, disabilities, or national origin.

Full text of ALA Guidelines for Affiliate Membership:
<http://www.ala.org/aboutala/affiliates/affiliates/criteria>

(2) Status

The ALA Executive Director reviewed the application for affiliation in accordance with the American Library Association Affiliation Guidelines, adopted by the ALA Executive Board on October 8, 1982, and amended in 2010.

On October 15, 2019, on the recommendation of Mary W. Ghikas, ALA Executive Director, and Leonard Kniffel, Immediate Past President of the Polish-American Librarians Association, the ALA Executive Board forwarded the attached application packet to the ALA Constitution and Bylaws Committee, to confirm that no Bylaws conflict exists, and agreed, pending an affirmative response from Constitution and Bylaws, to recommend approval to the ALA Council.

(3) Attachments

Application Packet:

- Request for Affiliation (7 March 2019)
- Brief history of the Polish American Librarians Association
- Bylaws: Polish American Librarians Association
- Roster: PALA Board of Directors
- PALA Statement of Proposed Cooperation with ALA
- PALA Statement of Non-Discrimination

2019-2020 EBD#12.18 -- ALA Executive Board Virtual Meeting – 15 October 2019

ALA EXECUTIVE BOARD
VIRTUAL MEETING
15 October 2019

TOPIC: **Affiliation Request – Polish-American Librarians Association**

ACTION: Recommend Approval to the ALA Council

DRAFT MOTION: ***The ALA Executive Board forwards this application for affiliate status for the Polish American Librarians Association, in accordance with Policy A.10.2, to the ALA Constitution and Bylaws Committee, to confirm that no Bylaws conflict exists, and, based on that, recommends affiliation to the ALA Council.***

DATE: 3 October 2019

REQUESTED BY: Mary W. Ghikas, ALA Executive Director
Leonard Kniffel, Immediate Past President, Polish-American Librarians Association

BACKGROUND:

(1) Policy Framework:

ALA Constitution, Article X, Section 1: National or international organizations having purposes similar to those of the Association or to one or more of the Association’s subdivisions may request to become an affiliate of the Association. Requests for affiliation are subject to Council’s approval.

ALA Policy A.10.2: Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA and its policies; and do not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, gender identity or expression, age, disabilities, or national origin.

Full text of ALA Guidelines for Affiliate Membership:

<http://www.ala.org/aboutala/affiliates/affiliates/criteria>

(2) Status

The ALA Executive Director has reviewed this application for affiliation in accordance with the

American Library Association Affiliation Guidelines, adopted by the ALA Executive Board on October 8, 1982, and amended in 2010.

The application includes:

- Request for affiliation (7 March 2019)
- Brief history of the Polish American Librarians Association
- Bylaws: Polish American Librarians Association
- Roster: PALA Board of Directors
- PALA Statement of Proposed Cooperation with ALA
- PALA Statement of Non-Discrimination

According to the Guidelines for Affiliate Membership, the ALA Constitution and Bylaws Committee must review the PALA Bylaws to confirm that no conflict exists between those Bylaws and ALA Bylaws.

(3) Attachments

Application packet, including above components

2743 N. Greenview Ave.
Chicago, IL 60614

7 March 2019

Mary Ghikas, Executive Director
American Library Association
50 E. Huron St.
Chicago, IL 6-0614

Greetings Mary,

I hope this letter finds you doing well in your role as Executive Director. You have given much to the ALA, and I have many good memories of your dedication and diplomacy. In retirement, I have withdrawn from being active in the Association, but I remain a devoted member. As you may know, I have focused my professional attention on volunteering for various nonprofits, the Polish American Librarians Association (PALA) foremost among them.

This letter is to formally request Executive Board approval of PALA as an affiliate of the American Library Association. Our not-for-profit organization (501-C-3) will soon be a decade old. Our membership is national in scope and international in the sense that we cooperate with the Polish Librarians Association in Poland and with librarians in many countries of the Polish diaspora, and we participate in the International Federation of Library Associations and Institutions, most notably when IFLA met in Poland in 2017. Our membership has grown to approximately 160 people from some 20 states, and we conduct an Annual Meeting every year at locations that so far have included the Polish Museum of America in Chicago, Dominican University in Illinois, Loyola University Chicago, and the University of Wisconsin Milwaukee. This year, we will meet at the Chicago History Museum.

The mission of PALA is consistent with the mission of ALA, as evidenced in our bylaws and anti-discrimination policies. As requested by the ALA Affiliation Guidelines, this application letter is supported by 1) a statement of relevance to the profession of librarianship, 2) a brief history of the organization, 3) a copy of our constitution and bylaws for the ALA Constitution & Bylaws Committee, 4) the names and addresses of the current officers and directors, 5) a statement of proposed cooperation with ALA, and 6) an statement of opposition to discrimination, based on ALA criteria.

Please accept this application and the supporting materials for examination at your convenience and let me know if all the materials are in order and acceptable. If you wish, I will email electronic copies of all of this documentation, much of which can be found on the PALA website at PALALib.org. Thank you for your consideration and assistance. I look forward to hearing from you.

Best Regards,

Leonard Kniffel, PALA Immediate Past President
773-742-9493
lkniffel@sbcglobal.net

HISTORY

The beginnings of the Polish American Librarians Association are closely linked with the World Languages Info Fair at the North Suburban Library System (NSLS) and American Library Association (ALA) Annual Conference in Chicago. On April 28, 2009, two Polish American Librarians--Aldona Salska of Prospect Heights Public Library and Elizabeth Marszalik of Indian Trails Public Library--met at the World Languages Info Fair and discovered that they both had similar ideas about forming some sort of organization for Polish American librarians as well as librarians working with Polish collections or serving Polish patrons in the United States. A few months later, the ALA annual conference in Chicago gave more inspiration and opportunity to discuss this idea with Malgorzata Bylinska of Arlington Heights Memorial Library. They decided to meet again to see how three Polish American librarians, serving three neighboring communities in Chicago's Northwest suburbs, could make a difference.

The first meeting of Aldona Salska, Malgorzata Bylinska and Elizabeth Marszalik took place on August 8, 2009 at the Red Apple (Czerwone Jabluszko) Restaurant in Chicago. During the next few months, more librarians got involved in discussing and forming the founding committee of the Polish American Librarians Association (PALA). New members included Ursula Zyzik, librarian at Saint Xavier University; Helena Ziolkowski, librarian emeritus from Portage Park Library and well-known figure in Polish American librarianship circles; Malgorzata Kot, head librarian at the Polish Museum of America Library; Krystyna Grell, librarian at the Polish Museum of America Library; and Joanna Bohdziewicz-Borowiec, librarian and former executive director of the Polish American Association. The Polish Museum of America Library has hosted many PALA meetings since the group's inception.

PALA established its first Executive Board in February 2010. Members included: President, Aldona Salska, Vice-President, Elizabeth Marszalik, Secretary, Ursula Zyzik, and Treasurer, Malgorzata Bylinska. On February 18, 2010 the Polish American Librarians Association was officially incorporated in the state of Illinois. In March 2010, PALA registered with the Cook County Recorder of Deeds.

On March 5, 2010 Aldona Salska met with Elzbieta Stefanczyk, President, and Marzena Przybysz, Secretary, of the Stowarzyszenie Bibliotekarzy Polskich (Polish Librarians Association) at the National Library of Poland in Warsaw. During this meeting and in further correspondence, both organizations expressed interest in cooperation and mutual support.

An Earlier PALA

In the late 1970s, an earlier incarnation of the Polish American Librarians Association sparked briefly with a base in the Hamtramck (Michigan) Public Library. A historically Polish community, Hamtramck was the logical home for PALA, but the force behind the association was Victoria Gala, librarian at the Detroit Public Library and resident of Northville, Michigan. Sketchy records of PALA 1 can be found at the Polish Museum of America (PMA) Library in Chicago—dating from 1977 to 1981, largely correspondence between Gala and Wojciech Zalewski, who was at the time Curator for Russian and East European Materials at Stanford University Libraries in California. The organization also issued a newsletter, a few copies of which reside in the PMA. Although the first PALA enjoyed an apparent flourish of activity, records appear to be scattered, and anyone with more information is invited to contact PALA.

Polish American Librarians Association

BYLAWS

ARTICLE I. NAME AND NATURE

SECTION 1. Name: The name of this organization shall be Polish American Librarians Association, hereafter referred to as PALA.

SECTION 2. Nature: The Association shall be a non-profit and non-political organization of librarians and others interested in supporting Polish American librarianship and library services. The organization is organized exclusively for professional, charitable, cultural or scientific purposes under section 501 (c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code. The organization is incorporated in the state of Illinois.

ARTICLE II. PURPOSE

The vision of this organization shall be:

1. To enhance professional knowledge by developing forums for discussion and networks of communication among library staff working with Polish collections and patrons of Polish origin.
2. To promote understanding and respect among all cultures by expanding the means to access reliable, current information about Polish and Polish-American history and culture.
3. To promote Polish American librarianship and create opportunities for professional development.
4. To provide opportunities for cooperation with other library associations and related organizations.

ARTICLE III. MEMBERSHIP

SECTION 1. Membership shall be open to all individuals and organizations interested in supporting its purposes.

SECTION 2. Membership shall consist of four types: regular, special, organizational and honorary.

SECTION 3. Membership in PALA is ongoing after payment of initial joining dues and continues until member gives notice of desire to end affiliation.

SECTION 4. Members who paid the initial membership dues shall have the rights and privileges of voting and holding office.

ARTICLE IV. ORGANIZATION

SECTION 1. Officers. The officers of the Association shall consist of the following, However, at the discretion of the Board of Directors, the Treasurer and Secretary duties may be combined into the position of Secretary-

Treasurer:

A. President, whose duties shall include:

- (1) Preside at all meetings of the Association and Executive Board, shall be an ex-officio member of all committees, and shall be empowered to fill all vacancies by appointment in consultation with the Board of Directors.
- (2) Manage all the activities of PALA, as well as the coordination and direction of such activities.
- (3) Prepare the agenda and notify the members of the Board and general members of forthcoming meetings prior to the date of such meeting.
- (4) Prepare and make the correspondence of PALA. Respond to correspondence of PALA in consultation with the Vice-President and maintain files of the current year.
- (5) Co-sign with the Treasurer on financial accounts of PALA, as well as exercise authority to appropriate funds and control the expenses.
- (6) Present annual budget and report to the Annual Meeting and be the spokesperson, representative, and correspondent for PALA in its external activities.

B. Vice-President, whose duties shall include:

- (1) Perform the duties of the President during his/her absence and shall fill the office of President should it become vacant before the next election.
- (2) Assist the President in accomplishing the purposes of PALA.
- (3) Perform other duties as delegated by the President or Executive Board.

C. Secretary, whose duties shall include:

- (1) Record the minutes of the Annual Meeting and any other meeting of the membership or of the Board and submit them to the Board for approval at the next Board meeting with dissemination immediately following.
- (2) Maintain a list of members and volunteers for various functions of PALA.
- (3) Perform other duties as assigned by the President or Executive Board.
- (4) In absence of the President and Vice-President, the Secretary will preside over the Executive Board.

D. Treasurer, whose duties shall include:

- (1) Collect dues, keep a record of paid members, maintain an accurate accounting of all receipts and disbursement and make annual status report of the finances of the Association after they have been reviewed by the Board.
- (2) Make disbursements only upon the order of the PALA President.
- (3) Deposit all monies received in the name of PALA at a bank account.
- (4) Authority to handle financial matters of \$99.00 or less, while checks greater than \$99.00 require the signature of the President.

SECTION 2. Directors-at-Large (representatives of the public, academic, school, and special libraries), whose duties shall include:

- (1) Support the efforts of the Executive Board.
- (2) Chair a PALA division, committee, or initiative as they arise.

SECTION 3. Webmaster and Graphics Designer (appointed by the Board), whose duties shall include:

- (1) Maintain PALA website and graphics.
- (2) Serve as advisers to the Board.

SECTION 4. Board of Directors: The Board shall consist of officers of the Association, the Immediate Past President, and five Directors-at-Large appointed for two-year terms from among the general membership.

SECTION 5. Management: The Board of Directors shall serve as the management board of the Polish American Librarians Association. As the decision-making body, it shall act for the Association in the administration of established policies and programs. It shall report on its activities not later than the next meeting of the association.

SECTION 6. A majority shall constitute a quorum of the Executive Board.

ARTICLE V. TERMS OF OFFICE

SECTION 1. The President shall serve for two years as President, and two years as Immediate Past President.

SECTION 2. The Vice-President shall serve for two years as President-Elect

SECTION 3. The Secretary and Treasurer, and five Directors-at-Large shall each serve for terms of two years and may serve for an unlimited number of two-year terms.

ARTICLE VI. ELECTIONS, VACANCIES AND RECALL OF OFFICERS

SECTION 1. The full Board, acting as the Nominating Committee of the PALA, shall nominate candidates for service on the Board of Directors.

SECTION 2. Officers of the board shall be appointed by the Board of Directors contingent upon approval by members at the annual meeting.

SECTION 3. The Webmaster, Graphics Designer and any member of the Board, except for the Officers, may be removed for cause by a vote of three-quarters of the members present at a Board meeting where a quorum is present. Any officer of the Board may be removed for cause by a vote of three-quarters present at a duly constituted membership meeting.

SECTION 4. If vacancies occur on the Board, the President in consultation with the Executive Board shall appoint a member to fill the position for the remaining period of term.

ARTICLE VII. MEETINGS

SECTION 1. An annual membership meeting shall be held in the spring. Notices of the general membership meetings shall be distributed to the entire membership.

SECTION 2. All decisions shall be made on the basis of simple majority vote of paid members in attendance unless otherwise stated in these Bylaws. Each PALA member has one vote.

SECTION 3. A slate of candidates nominated by the Board shall be presented at the annual meeting for approval.

SECTION 4. The Board shall have regular meetings to be announced on the PALA website. These shall be open to all PALA members.

ARTICLE VIII. COMMITTEES

SECTION 1. The Board can appoint Special Committees or Task Forces that will support the goals and purposes of the organization. The life of a special committee or task force shall be limited to one (1) year unless the Board shall otherwise provide.

SECTION 2. Each committee shall consist of at least three (3) members. All paid PALA members can volunteer or be nominated to serve on a committee. Appointments to committees will be made by the President in consultation with the Board.

SECTION 3. Standing Committee members shall serve one (1) year terms and shall be eligible for reappointment.

SECTION 4. The duties of the other Standing Committees, Special Committees and Task Forces shall be assigned by the Board.

ARTICLE IX. CHAPTERS

SECTION 1. Five (5) or more members can form a chapter for ease of communication, so that members in one local area can discuss and act on mutual problems and interests; with the approval of the Executive Board.

SECTION 2. A chapter Chairperson, elected by chapter membership, will call all meetings.

SECTION 3. Chapters can meet on their own as needed.

SECTION 4. The chapter may by a majority vote, impose dues as it deems necessary in addition to PALA membership dues.

SECTION 5. The chapter may draw up its own Bylaws, providing that there is no conflict with the PALA Bylaws. The existence and eradication of such a conflict shall be determined by the Board.

ARTICLE X. NAME OF SPONSORSHIP

SECTION 1. All project plans or proposals must be submitted to the Board for review and approval. Final approval of the Board is required before any action and/or implementation is taken with the PALA name used for endorsement.

ARTICLE XI. BOOKS, RECORDS, OFFICIAL ADDRESS, AND AUDIT

SECTION 1. Books and Records: The records of PALA shall consist of its Articles of Incorporation, by-laws and amendments thereto, minutes of all General, Executive Board, and Special meetings, register of members, financial documents, inventories and other such Records.

SECTION 2: Audit of accounts: Before the closing of every fiscal year, the Board, acting as the Finance Committee of PALA, shall audit the books of account, to be presented by the Treasurer to the annual general meeting of the members.

SECTION 3. All records of PALA shall be open to all office bearers; and by advance approval of at least one (1) elected office bearer, to any member subject to allotment of reasonable time and place of examination.

ARTICLE XII. AMENDMENTS

SECTION 1. The Board shall prepare and present bylaws amendments to the membership.

SECTION 2. Amendments shall be approved by a two-thirds (2/3) vote of the voting members.

ARTICLE XIII. DISSOLUTION

In the event of dissolution of the Association, the Officers of the Association, with the approval of general membership, shall after paying or making provisions for the payment of all liabilities of the Association, dispose of all the assets of the Association exclusively for the purpose of the Association, in such a manner or to such organization or organizations organized and operated exclusively for professional, charitable, cultural or scientific purposes as shall at the time qualify as a tax exempt organization under the Internal Revenue Code of 1954, or the corresponding provision of any future United States Internal Revenue Law.

ARTICLE XIV. PARLIAMENTARY AUTHORITY

The conduct of all meetings shall be governed by Robert's Rules of Order, Revised.

ARTICLE XV. IMPLEMENTATION

This document shall become effective when approved by a two-thirds (2/3) vote of the members present at the annual meeting.

ARTICLE XVI. DEFINITIONS

The term "mail" shall be defined respectively as delivery by post mail, e-mail, or other electronic means.

Adopted April 11, 2010, Chicago, IL
Revised July 18, 2010
Revised October 23, 2011
Revised June 14, 2012
Revised November 12, 2013
Adopted January 21, 2014
Revised April 13, 2018
Adopted April 28, 2018

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STATEMENT OF PROPOSED COOPERATION WITH ALA

The Polish American Librarians Association is an organizational member of the American Library Association and of the Ethnic Materials & Information Exchange Round Table, with which we sponsored a program in 2013—a bus tour of the “Polish Triangle” in Chicago and a tour of the Polish Museum of America. PALA has also sponsored recruitment luncheons during or prior to ALA conferences in Chicago, New Orleans, Seattle, and Washington D.C.

There are more than 20 million people of Polish ancestry living outside Poland, making the Polish diaspora one of the largest in the world and one of the most widely dispersed. “Reasons for the displacement include border shifts, forced expulsions, resettlement by voluntary and forced exiles as well as political and economic emigration,” as stated in Wikipedia. “Major populations of Polish ancestry can be found in their native home region of Central Europe and in many other countries of Europe and also in the Americas, Australasia, and South Africa. There are also smaller Polish communities in most countries of Asia and Africa.”

Despite the enormity of the diaspora, Polish history and culture have been marginalized in American education, historical studies, and libraries. As an affiliate, the Polish American Librarians Association will seek to cooperate with other affiliates to raise awareness of this marginalization through cooperative conference programs, publications, and networking. Co-sponsorship of programs dealing with ethnic and cultural diversity will give the Polish American Librarians a better seat at the professional table and representation in discussions of cultural diversity. Participation in the ALA affiliates booth will offer greater professional visibility. Meeting space for board meetings and an opportunity to meet with the ALA Executive Director will also help PALA achieve its goals. A meeting room and sub-block for housing will also benefit PALA, but will hopefully result in increased participation and membership in the American Library Association.

STATEMENT OF NON-DISCRIMINATION

The Polish American Librarians Association does not discriminate in its membership on the basis of race, creed, color, sex, sexual orientation, gender identity or expression, age, disabilities, or national origin. An ongoing slogan of PALA has been “You don’t have to be Polish.” The text below is from a flier that was distributed during PALA’s first presence in the exhibit hall at ALA’s conference in Chicago in 2013:

QUICK!

Take this quiz:

- What is the motherland of Chicago's largest European ethnic population?
- What country established the first democratic constitution in Europe?
- What nationality was the astronomer who first theorized that the earth revolved around the sun?
- What ethnic group made the first civil liberty protest in America in 1619 in Jamestown?

- What American ethnic group sacrificed the most lives and gave the most money to win World War II?
- Where was the only woman ever awarded the Nobel Prize in two different scientific fields born and raised?
- What country established freedom of religion for Christians, Jews, and Muslims in 1573?

VISIT BOOTH #1246

Ask the Polish American Librarians Association for the answers

American Library Association

Annual Conference 2013

Chicago

"You don't have to be Polish to support the work of Polish American librarians."