

# **2021 Virtual Annual Conference**

## **IMPLEMENTATION REPORT**

## **ON ALA COUNCIL ACTIONS**

## **TAKEN AT THE**

## **2021 Virtual Midwinter Meeting**

ALA Policy A.4.2.4 requires the Executive Board or its delegates to report to Council on the status of implementation of motions and resolutions passed by Council during the preceding year. The report shall be entered in the Council minutes.

## **REPORT ON THE IMPLEMENTATION OF THE 2021 VIRTUAL MIDWINTER MEETING ACTIONS**

### ***DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD #27 (1-5), ALA COMMITTEE ON ORGANIZATION***

**Implementation Action (1):** The ALA Council **APPROVED**, to establish the Council Committee on Sustainability.

**Response:** *A call for volunteers went out on March 10, 2021. All interested volunteers responded by March 28, 2021. The Sustainability Committee's charge is to provide the necessary leadership and monitoring of ALA strategic initiatives that will infuse the core value of sustainability throughout the policies, procedures, practices of our association and our professional activities, in collaboration with the ALA Board and President, ALA Council, ALA divisions, ALA offices and units, ALA round tables, ALA committees, ALA affiliates and ALA staff so that our association and its members contribute to the development of sustainable and resilient communities. This committee will maintain a working relationship with several ALA offices and groups to affect meaningful sustainability-related outcomes and model best practices across the association.*

*Committee Membership will consist of ten (10) members, including one Chair appointed annually:*

- *One (1) representative from the Sustainability Round Table*
- *One (1) representative from the Committee on Legislation*
- *One (1) from the International Relations Round Table (IRRT) International Sustainable Library Development Interest Group*
- *Seven (7) members with two-year, staggered terms to be appointed by ALA President-elect in consultation with the Committee on Committees.*

**Committee Members:** *Rebekkah Aldrich (Chair); Jensen Adams; Matthew Bollerman; Tina Chan; Sara Dallas; Uta A. Hussong-Christian; Elizabeth Philippi; Craig Seasholes; Milagros Maria Tanega; and Sereen A. Suleiman;*

**Implementation Action (2):** The ALA Council **APPROVED**, the discontinuance the Library Education Assembly

**Response:** *All parties have been alerted to Council's approval of the discontinuance of the Library Education Assembly.*

**Implementation Action (3):** The ALA Council **APPROVED**, the discontinuance of the Exhibits Round Table

**Response:** *All parties have been alerted to Council's approval of the discontinuance of the Exhibits Round Table.*

**Implementation Action (4):** The ALA Council **APPROVED**, to endorse the creation of the proposed Exhibits Advisory Group, including exhibitor and library members, as an informal body to advise Conference Services.

**Response:** *All parties have been alerted to Council's endorsement of the creation of the Exhibits Advisory Group, including exhibitor and library members, as an informal body to advise Conference Services.*

**Implementation Action (5):** The ALA Council **APPROVED**, to change the charge of the ALA Election Committee

**Response:** The updated ALA Election Committee charge can be found here:

<http://www.ala.org/aboutala/committees/ala/ala-elction>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#20.1, ALA COMMITTEE ON LEGISLATION, RESOLUTION IN SUPPORT OF BROADBAND AS A HUMAN RIGHT**

**Implementation Action:** The ALA Council **ADOPTED**, the resolution in Support of Broadband as a Human Right

*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 affect positive change toward such universal access.

**Response:** Adopted resolution can be found in the ALA Council Website:

<http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/Resolution%20in%20Support%20of%20Broadband%20as%20a%20Human%20Right%20FINAL.pdf>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#43, RESOLUTION TO CONDEMN WHITE SUPREMACY AND FASCISM AS ANTITHETICAL TO LIBRARY WORK**

**Implementation Action:** The ALA Council **ADOPTED**, the resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work

*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 and current 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, Diversity, and Inclusion work<sup>1</sup>, commits to explicitly incorporating existing and developing antiracist and antifascist 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 6 months to the full ALA membership for the duration of the project and beyond.

**Response to Resolve Clause #3:** *The Intellectual Freedom & Social Justice Working Group was approved by the ALA Executive Board to continue the work, per the resolution. This working group examines the intersection of social justice and intellectual freedom. The charge of the working group is to develop messaging and a framework that proactively demonstrates the interdependence of intellectual freedom and social justice and to provide programs and recommendations to share with the membership.*

*Working group membership consist of representatives from Intellectual Freedom Committee, Committee on Professional Ethics, National Associations of Librarians of Color, and other representatives identified in consultation with ALA's Office for Diversity, Literacy, and Outreach Services.*

**Working Group Members:** *Martin Garnar (Co-Chair); Valerie Bell (Co-Chair); Alda Migoni; Alexandra Rivera; Anthony Davis; Charles Kratz; Cynthia Hohl; David Lopez; Eldon James; Gladys Bell; Hilda Weisburg; Hong Yao; Jim DelRosso; Lawrence Maminta; Nicano Diaz; Nichelle Hayes; Reed Strege; Sarah Houghton; Shauntee Burns-Simpson; and Steven Greechie*

**Response to Resolve Clause #6:** *Invitations to members went out in May. The Working Group to Condemn White Supremacy and Fascism as Antithetical to Library Work charge is to review identified areas, per the resolution, with ODLIS to provide a list of recommendations for implementation that will explore opportunities for restorative and reparative measures. Anticipating the work continuing through the Summer and Fall of 2021.*

*Working group membership consist of nine (9) members, including two co-chairs:*

- *Two (2) Co-Chairs, one of them being from the Intellectual Freedom Committee*
- *Three (3) members from the Committee on Diversity*
- *Four (4) members, one of them being a school librarian.*

**Working Group Members:** *Cindy Hohl (Co-Chair); Julia Warga (Co-Chair); Oscar Baeza; Michelle Green; Louis Munoz, Jr.; Janice Greenberg; Yumi Ohira; Forrest Foster; and Kathy Carroll*

*The Adopted resolution can be found in the ALA Council Website:*

<http://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/Resolution%20to%20Condemn%20White%20Supremacy%20and%20Fascism%20as%20Antithetical%20to%20Library%20Work%20FINAL.pdf>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#19.2, ALA INTELLECTUAL FREEDOM COMMITTEE, RESOLUTION IN OPPOSITION TO FACIAL RECOGNITION SOFTWARE IN LIBRARIES**

**Implementation Action:** The ALA Council **ADOPTED AS AMENDED**, the Resolution in Opposition to Facial Recognition Software in Libraries

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; and
4. encourages legislators to adopt legislation that will place a moratorium on facial recognition software in libraries.

**Response:** *To educate library workers on facial recognition technologies, the Intellectual Freedom Committee's working group on facial recognition has outlined a Q&A based on questions received from the library community. The working group has currently paused its work and plans to continue after the 2021 ALA Annual Virtual Conference.*

*In February 2021, the American Library Association joined the ACLU and more than 40 organizations in [a letter](#) sent to the Biden administration, advocating for a federal moratorium on the use of facial recognition technology.*

*The Adopted resolution can be found in the ALA Council Website:*

*<http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/Resolution%20in%20Opposition%20to%20Facial%20Recognition%20Software%20in%20Libraries.pdf>*

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#19.3, ALA INTELLECTUAL FREEDOM COMMITTEE, RESOLUTION ON THE MISUSE OF BEHAVIORAL DATA SURVEILLANCE IN LIBRARIES**

**Implementation Action:** The ALA Council **ADOPTED AS AMENDED**, the Resolution on the Misuse of Behavioral Data Surveillance in Libraries

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

1. stands firmly against behavioral data surveillance of library use and users;
2. urges libraries and vendors to never exchange user data for financial discounts, payments, or incentives;
3. calls on libraries and vendors to apply the strictest privacy settings by default, without any manual input from the end-user;
4. urges libraries, vendors, and institutions to not implement behavioral data surveillance or use that data to deny services;
5. calls on libraries to employ contract language that does not allow for vendors to implement behavioral data surveillance or use that data to deny access to services;
6. calls on libraries to oversee vendor compliance with contractual obligations;
7. calls on library workers to advocate for and educate themselves about library users' privacy and confidentiality rights; and
8. strongly urges libraries to act as information fiduciaries, by routinely performing privacy audits, to assure 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.

**Response:** *The Choose Privacy Every Day blog published [an overview](#) of the resolution and discussion that took place at the ALA Council session, as well as a [two-part series](#) on the concept of "information fiduciaries" that is referenced in the resolution.*

*The Vendor Privacy Working Group – formed by the adoption of "Resolution on Forming a Working Group to Align Vendor Privacy Policies with ALA Policies and Ethics" at the 2020 ALA Midwinter Meeting – continues its work on reviewing vendor privacy policies and identifying key issues. The working group plans to provide an update at the 2021 ALA Annual Virtual Conference in the IFC Report to Council.*

*The Adopted resolution can be found in the ALA Council Website:*

<http://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/Resolution%20on%20the%20Misuse%20of%20Behavioral%20Data%20Surveillance%20in%20Libraries.pdf>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#45, RESOLUTION TO PRIORITIZE LIBRARY WORKERS TO RECEIVE THE COVID-19 VACCINE**

**Implementation Action:** The ALA Council **ADOPTED AS AMENDED**, the Resolution to Prioritize Library Workers to receive the COVID-19 Vaccine

**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) direct this resolution jointly to the Committee on Legislation, Committee on Library Advocacy, and Chapter Relations Committee 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

**Response:** *The Committee on Legislation, Committee on Library Advocacy and the Chapter Relations committee reported to Council on March 31, 2021 and the update report can be found here:*  
[http://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/ALA%20CD%2047%20Vaccine\\_Working\\_Group\\_Council\\_Report\\_FINAL.pdf](http://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/ALA%20CD%2047%20Vaccine_Working_Group_Council_Report_FINAL.pdf)

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