

# 2022 Annual Conference Council Meeting

## IMPLEMENTATION REPORT ON ALA COUNCIL ACTIONS

### TAKEN AT THE

### 2022 Virtual January Council Meeting 2022 Virtual March Council 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 2022 VIRTUAL JANUARY COUNCIL ACTIONS

### DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#35A-35B, TRANSFORMING ALA GOVERNANCE (TAG)

**Implementation Action:** The ALA Council, **APPROVED** that the Council of the American Library Association (ALA) endorse IN CONCEPT the Six Principles for the allocation of governance-related functions as proposed by the TAG Taskforce,” as amended.

#### 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 Governing Body 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 Governing Body 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.

**Response:** The Transforming ALA Governance Task Force (TAG) convened three virtual conversations with Council between LibLearnX 2022 and May 2022 to discuss the principles in ALA CD#35A-35B which were supported in concept. Discussions related to Part A: Functions included how Council might best “Take ALA’s Pulse” and gather feedback from members and who might best be suited for that work. Other conversations focused on the size and composition of Council (A.6) to keep Council sufficiently large and diverse, but small enough to enable meaningful engagement. TAG will be presenting their final recommendations regarding the size, composition, and function of the ALA Executive Board and the ALA Council in the TAG Report to Council I at the Annual Conference.

**Implementation Action:** The ALA Council, **APPROVED**, 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,” as amended.

### **Part B: Body of Knowledge CULTURE**

1. A Body of Knowledge (**BOK**) should generally make its recommendations to the Governing Body 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 Governing Body, 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.

**Response:** The Transforming ALA Governance Task Force (TAG) convened three virtual conversations with Council between LibLearnX 2022 and May 2022 to discuss the principles in ALA CD#35A-35B which were supported in concept. Discussions related to Part B, CULTURE, included a discussion in May 2022 regarding effectiveness.

In an effort to take action on what currently exists in concept and incorporate input from the Council discussions as well as from other committees and Association leaders, TAG created an action item relating to TAP to be brought to a vote at Annual 2022, directing the ALA Executive Board and the ALA Membership Committee to consider and recommend ways to make the ALA Membership meetings more meaningful and relevant to all members of the ALA including a mechanism for recommending the issues presented by membership be discussed by Council in an effective manner. Additionally, TAG is requesting that Council direct, the Committee on Organization to review whether the actions approved by Council in ALA CD#35 b including the creation of an Agenda Review Committee, a mechanism for regular membership input (Taking ALA's Pulse), and an Oversight Review Board require the creation of new committees or might already fall in the charge of existing committees.

#### **DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#27, ALA COMMITTEE ON ORGANIZATION**

**Implementation Action:** The ALA Council, **APPROVED**, Item #1, the establishment of the Coretta Scott King Book Awards Round Table (CSKBART).

**Response:** With the understanding that EMIERT was in support of the Coretta Scott King Book Awards petition to become its own Round Table and the financial changes to EMIERT as part of the change, ALA Council approved the Coretta Scott King Book Awards to become a Round Table starting September 1<sup>st</sup>, 2022 (FY23). At the start of the new ALA fiscal year, the newly named Coretta Scott King Book Awards Round Table will move to Round Table status and will give EMIERT one last overhead payment of 3% of their revenue in March 2023. They will also continue their important work of uplifting and bringing awareness to Black Authors and Illustrators within the publishing industry.

**Implementation Action:** The ALA Council, **APPROVED**, Item #2 the revision the ALA Publishing Committee charge

**Response:** "The ALA Publishing Committee brings together a diversity of members to share their expertise and experience in helping identify the content most needed and desired by the field, the most appropriate channels for disseminating that content, and continuous improvement in related business practices. The committee includes representatives from imprint-specific committees, advisory boards in divisions or other ALA units across ALA, and other units at ALA with publishing activities, including but not limited to the American Libraries Advisory Committee, the Booklist Advisory Board, an Editions/Neal-Schuman Advisory Board (not yet existing), the ACRL Publications Committee, and the Core Publications Coordination Committee.

Committee members are charged with engaging with ALA's published content and channels to develop sufficient familiarity to provide regular review and feedback. Committee members report on the publishing activities of the unit they represent and review products to ensure that they express ALA values and reflect the needs of the community they serve.

The committee has an advisory role in appropriate use and protection of the ALA imprint. The committee advises on balancing current products and innovation to help ALA meet its current financial and strategic goals, including in the areas of EDI and sustainability. It also advises on consistency across ALA and opportunities for greater standardization and minimizing duplication. The committee mediates any conflicting practices, inconsistencies, or irregularities it observes among the units its members represent. It also recommends policies on publishing for the approval of Council if revision or new policies are needed.

The Publishing Committee administers the [Carnegie-Whitney Grant](#).

The committee makes recommendations through the BARC/Finance & Audit representatives to the committee for the appropriate association budget and planning committees.”

The updated charge is reflected here: <https://www.ala.org/aboutala/committees/ala/ala-pb>

**Implementation Action:** The ALA Council, **APPROVED**, Item #3 the dissolution of the Staff Organizations Round Table (SORT)

**Response:** The SORT members have been notified of the disband and has merged with LSSIRT. New Round Table is LSSRT.

**Implementation Action:** The ALA Council, **APPROVED**, Item #4 the dissolution of the Library Support Staff Interests Round Table (LSSIRT)

**Response:** The LSSIRT members have been notified of the disband and has merged with SORT. New Round Table is LSSRT.

**Implementation Action:** The ALA Council, **APPROVED**, Item #5 the creation of the Round Table with the new name of the Library Support Staff Round Table (LSSRT)

**Response:** The charge starts for the new roundtable starts September 1<sup>st</sup>. The new roundtable website will be created by the end of summer.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#25.1-25.2, ALA CONSTITUTION AND BYLAWS COMMITTEE**

**Implementation Action:** The ALA Council, **APPROVED**, Constitution and Bylaws, Item 1 re: 2021 CD #46.1 Item 2 Resolved 2 (RT membership)

ALA Bylaws Article VII, Section 1 as follows:

- a) The Council may authorize the organization as a Round Table of any group of not less than 150 members of the Association who are interested in the same field of librarianship not within the scope of any division, upon petition of such group which shall include a statement of purpose.
- b) Each Round Table shall maintain a three-year rolling average membership of at least 150 Round Table members, which is calculated at the end of the ALA fiscal year. Should this Round Table membership count fall below 150, the Committee on Organization shall present that Round Table with an option to convert to a Membership Interest Group, merge with another Round Table, or be discontinued. Based on the affected Round Table's determined action, COO will bring the action to Council for a vote.
- c) The Council may discontinue a Round Table when, in the opinion of the Council, the usefulness of that Round Table has ceased.
- d) A Round Table that is entitled to a Councilor and is going through the process of discontinuance is entitled to Council representation until it is officially discontinued.

**Response:** The bylaw amendment is set to be placed on the spring 2023 ALA Membership Ballot. Election period is scheduled for March 13 - April 5, 2023. Per the 2021-2022 ALA Constitution and Bylaws Committee Report (ALA CD#25.3 and if the proposed action is approved by Council, this portion may be addressed during the bylaw revision process.

**Implementation Action:** The ALA Council, **APPROVED**, Constitution and Bylaws, Item 2 - re: 2021 CD #46.1 Item 2 Resolved 4 (RT dues)

Under existing ALA bylaws, the ALA Membership Committee, through collaboration with and input from the Round Table Coordinating Assembly (RTCA), shall recommend an association-wide Round Table dues structure for subsequent ALA Executive Board approval, and for vote by Council no later than the 2023 LibLearnX conference, and subject to a Spring 2023 mail vote of ALA membership.

**Response:** The Round Table Coordinating Assembly (RTCA) has established the Standardized Dues Task Force. The Task Force consists of a representative from each round table. The meetings are being convened by Casey Conlin, Convenor and Charles Kratz, Co-Convenor of the RTCA, and Mark Robison LIRT Past President. Melissa Walling and Danielle Ponton are the liaisons to the Task Force. Our first meeting was April 7, 2022. The Task Force has set of **tentative** date of June 2022 to complete its work.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#44, ALA MEMBERSHIP COMMITTEE**

**Implementation Action:** The ALA Council, **APPROVED**, Item #1, the simplified ALA membership model for the Personal Members Classification of Membership to be implemented in FY24.

**Response:** This is on track for implementation for FY23 and will be reflected on the ALA web site and marketing materials as of September 1, 2022.

**Implementation Action:** The ALA Council, **APPROVED**, Item #2, to change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for FY23.

**Response:** This is on track for implementation for FY23 and will be reflected on the ALA web site and marketing materials as of September 1, 2022.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#14, ALA COMMITTEE ON DIVERSITY**

**Implementation Action:** The ALA Council, **ACCEPTED**, to use DEI Scorecard as a primary means for ALA's measures for DEI particularly the following:

- Culture and Climate of the organization
- Training and Education
- Recruitment, Hiring, Retention, and Promotion
- Budget Priorities for DEI
- Data Practices

**Response:** The DEI Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA's Core Values of Librarianship and ACRL's commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries.

During the 2021-22 year we have branched out into working groups, but our primary goal is pushing the use of the Equity Scorecard to ensure effective DEI practices in our area. The primary goal of the DEI Scorecard is to ensure effective diversity practices within the field of librarianship. While this field is growing with more diversity, the DEI scorecard centers on ensuring the best practices to create fair and equitable practices to increase diversity. The overall goal of the DEI Scorecard is to ultimately assist with bringing in diverse individuals to assist with expanding the field of librarianship with new thoughts, strategies, techniques, and perspectives that will expand and help the field grow.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#17, ALA POLICY MONITORING COMMITTEE**

**Implementation Action:** The ALA Council, **ACCEPTED**, the placement in the ALA Policy of the approved actions from the 2021 Annual Conference Council Meeting:

- Resolution on Roundtables, PMC moves to append
- Creation of the ALA Code of Conduct committee the PMC moves to insert
- Disbanding of the Committee on Membership Meetings and approval of CD#27.1 Motion 5 to add to the charge of the ALA Membership Committee the PMC moves to insert
- Resolution to Achieve Carbon Neutrality for ALA Conferences the PMC moves to insert
- ALA Code of Ethics Ninth Principle the PMC moves to insert
- Resolution on U.S. Enterprises' Abridgement of Free Speech the PMC moves to insert
- Resolution Open Educational Resources the PMC moves to insert

**Response:** All approved actions have been updated in the ALA Policy.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#51, RESOLUTION TO SUPPORT SCHOOL AND YOUTH SERVICES LIBRARIANS FACING INCREASED INTELLECTUAL FREEDOM CHALLENGES**

**Implementation Action:** The ALA Council, **Adopted**, the Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges

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

1. Commits to ongoing support of all children's right to read, their equitable access to diverse books and informational resources, and their right to library services by:
  - a. *Reaffirming that the freedom to read supports active citizens of the future and speaks against censorship of youth library books and resources;*
  - b. *Upholding a parent's right to decide what their own children can read, but not what other children can read as stated in the Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights and the Access to Resources and Services in the School Library;*
2. Reaffirms their support of school librarians who face challenges and threats of prosecution or job loss by:
  - a. *Condemning the intimidation of librarians and library workers in or beyond their place of work;*
  - b. *Advocating for strict adherence to library collection and reconsideration policies;*
  - c. *Defending librarians' professional responsibility to ensure their print and digital collections represent a variety of viewpoints that support the diversity of their communities and offer the breadth of history;*



3. Solicits anti-censorship position statements, endorsements, and partnerships at various ALA levels with stakeholders including educational organizations that support students' right to read, education unions and school administration groups, parent and student groups, ALA state chapters and organizations which include authors, vendors, publishers, and professional publications to support students' right to read;
4. Commits to widely disseminating talking points for librarians, library workers, administrators, and their supporters in school and public libraries to speak to citizens and community stakeholders emphasizing the importance of following established policies and of inclusive library collections;
5. Encourages ALA members to become more involved with intellectual freedom efforts in ALA, to act as liaison between other ALA groups and IFRT and IFC, to always report challenges to the Office of Intellectual Freedom (OIF) in support of accurate statistics, to donate to the LeRoy C. Merritt Humanitarian Fund supporting library workers who are facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation; and
6. Commits to speaking with one voice across the Association against threats to students' right to read and threats to their First Amendment rights.

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

<https://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/Resolution%20to%20Support%20School%20and%20Youth%20Services%20Librarians%20Facing%20Increased%20Intellectual%20Freedom%20Challenges.pdf>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#52, RESOLUTION TO PROMOTE EQUITY, DIVERSITY, AND INCLUSION (EDI) EFFORTS IN AASL WHILE ADDRESSING HISTORICAL EFFECTS OF RACISM**

**Implementation Action:** The ALA Council, **Adopted**, the Resolution to Promote Equity, Diversity and Inclusion (EDI) Efforts in AASL While Addressing Historical Effects of Racism

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

1. Acknowledges the American Association of School Librarians' past actions and inactions that have harmed members of the profession;
2. Apologizes to Black school librarians for wrongs committed against them and for AASL's inactions on behalf of segregated school libraries and school library state associations;
3. Apologizes to all Black, Indigenous, and People of Color (BIPOC) school librarians for AASL's part in historical racism and segregation in the school librarian profession;
4. Commits to promoting diversity in school librarianship in undergraduate and graduate programs and at school recruitment fairs;
5. Commits to ensuring a diverse and inclusive membership by recruiting, welcoming and encouraging BIPOC school librarians to consider leadership opportunities within ALA and AASL;
6. Commits to applying and prioritizing an Equity, Diversity and Inclusion (EDI) lens in all aspects of the greater work of AASL and ALA;
7. Commits to sustaining a more diverse and inclusive leadership within ALA and AASL in terms of ethnicity, gender, and ability representation;
8. Communicates and aligns all EDI initiatives throughout AASL, ALA (in response to the newly adopted DEI Scorecard), and the profession;
9. Creates opportunities and resources for collaboration with ALA divisions, ALA chapters, AASL chapters, ALA Roundtables and National Affiliates of Librarians of Color (NALCo) to create a stronger voice for our profession.

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

<https://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/Resolution%20to%20Promote%20Equity%2C%20Diversity%2C%20and%20Inclusion%20%28EDI%29%20Efforts%20in%20AASL%20While%20Addressing%20Historical%20Effects%20of%20Racism.pdf>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#35B, ITEM 3, TRANSFORMING ALA GOVERNANCE (TAG) REPORT**

**Implementation Action:** The ALA Council, **Approved**, ALA CD#35b, Action Item 3, Revised, that the TAG Task Force's mandate be extended until the ALA Council determines that its work has been completed, that the motion on the ALA governance structure that was included in part C of the TAG Taskforce's report (as amended by Council) be sent back to the Taskforce for further consideration, and that the TAG Taskforce be directed to proceed as follows:

1. Arrange to have virtual Council Meetings scheduled for March, April, and May 2022, with the purpose of continuing the discussion of the TAG Task Force's recommendations;
2. Direct, that, in preparation for the virtual Council meetings, the TAG Task Force develop and present for Council's consideration its proposed composition of a reduced size ALA Council, functioning as an advisory body, and that the TAG Task Force also present options for the proposed composition of the new ALA Executive Board;
3. Direct, that, in preparation for the virtual Council meetings, the TAG Task Force prepare, for Council's consideration, ideas to advance the implementation of the 'Taking ALA Pulse' (TAP) concept, as a method of bringing feedback and issues from ALA Members, Units and Affiliates for Council's consideration in its potentially added role as a Body of Knowledge;
4. Direct that the Committee on Organization review the standing committee construct and charges in light of the new ALA Governance function, culture, and structure;
5. Direct, that, in preparation for the virtual Council meetings, the TAG Taskforce present, for Council's consideration, measures that could promote the effective functioning of ALA Council, with such measures including, but not limited to, improvements to the Council agenda development process, Council evaluation tools, Exit interviews, and more.

**Response:** TAG facilitated sessions on March 30<sup>th</sup>, April 20<sup>th</sup>, and May 11<sup>th</sup> for continuing the discussion of the TAG Task Force's recommendations. TAG will present recommendations to Council I on Saturday, June 25<sup>th</sup> of the 2022 Annual Conference. The Committee on Organization was notified of the upcoming TAG changes, and COO reviewing existing ALA committee structures.