

ALA EXECUTIVE BOARD CONFERENCE CALL

Minutes for Tuesday, July 20, 2021

1:00-2:30pm Pacific / 2:00-3:30pm Mountain / 3:00-4:30pm Central / 4:00-5:30pm Eastern

Approval of Agenda & Minutes, Patty Wong ALA President

Board Meeting Minutes 15-June-2021, *EBD #2.15.1*, and Board Meeting Agenda 20-July-2021, *EBD #9.0*, were both approved.

Note: Board member Schneider made an edit to the minutes which provides more context around the call of the educational components for LLX. The subgroup (Karen, Patty, and Alex) is working with the Rainbow Round Table, Texas Library Association, and Conference Services along with other key stakeholders to help showcase ALA Core Values.

Intellectual Freedom and Social Justice Working Group Update, Co-Chairs Martin Garnar & Valerie Bell

- Co-Chair Chair shared that the Working Group was formed at the request of Immediate Past President Jefferson to look at the intersection of intellectual freedom and social justice. The initial charge is holding space for conversations and education around the issue. The group was tapped on the resolution of white supremacy and fascism being antithetical to librarianship and to identify alternatives to neutrality rhetoric. The report is around the concept of radical empathy. Important rich discussions continue and perhaps practical implications would be developed on how we hold the values of social justice and responsibilities along with the values of free expression and intellectual freedom in a way that our policy language reflects our commitments.
- The Working Group is seeking further guidance on expectations and outcomes/deliverables, there is a desire of educational efforts. There are questions around the working group's term.
- There are conversation around the words "neutrality" and "radical empathy". Co-Chair Bell believes these rich conversations is the entry to any form of change and looking at the ideas for conversation that leads to understanding then policy changing.
- Immediate Past President Jefferson shared the broader vision is to provide a framework based on current circumstances and potentially make adjustments.
- ALA Treasurer Farrell is curious about facilitating ALA membership wide conversations and how to engage an ongoing dialog with our members.
- President-elect Pelayo-Lozada stated that this is a culture shift for the profession and perhaps at least a year would be necessary to continue this work. This is a foundational principle of this association and supports the ongoing work and dialogue to influence policy changes.
- Board member Rivera and as a JCLC representative on this Working Group stated that this is remarkable to see the dialog that evolved from the early conversations and commend the co-chairs in this process.
- **Voted to**, it was of board member consensus to extend the work by another year and integrate a member drive engagement process along with tapping into strong member leaders (such as the Past Presidents community).
- It was suggested that the Library Learning Experience (LLX) would be the perfect time to present this idea. Program proposals are due by August 15th.
- This is not the group that set policy, but rather surfacing issues and establishing a conversation.

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Welcome 2021-2022 ALA Executive Board, Collaborative Agreements, *Patty Wong ALA President*

Board members shared how they would like to work together as a group:

- Value the contribution and trusting each other to do the hard work
- Being direct and forthright
- Create a space for difficult conversations
- Encourage that we make sure our thoughts and questions are shared
- Find your voice
- Point out things that need addressing
- Recognize process and acknowledge thanks
- New board members are new so let us be kind to our new members
- Ask all questions even the small ones
- Spell out acronyms – don't assume they know what is being discussed
- Appreciate opportunity and have more like this in the future
- Being prepared (Board members responsibilities) to ask questions and documents
- Respecting staff time that goes into board reports as well as the volunteer time from our member leaders
- Have some fun!
- Assume good intent – that we know that our member leaders and staff is working to have an effective and impactful association
- Smart and committed people and we will see that we have a shared goal and vision of a stronger and just association
- Continued and excellent communication from staff and board members

Board-led EDI Initiative, *Patty Wong ALA President*

There were comments made from the 2020-2021 ALA Executive Board Members that the Board needs to be the models that ALA members are seeking and that we should live our Core Values. We need to start thinking about how to create stronger EDI work at the board level perhaps training and beyond. What initiatives should the Board bring? The team within ALA is doing great work and needs to be highlighted. Perhaps a subgroup should be created to think about advancing the work.

- Board member Rivera shared training and understanding particularly anti-racist practice related to board level work. Explore policies and procedures that are legacy or unintentional practices that are grounded in the inherent racism that is prevalent across our society. Perhaps target areas that we can explore and use that to serve as models to extend across the association. It does begin with the Board and are vigilant with our own actions.
- Board member Schneider shared that this is a great challenge placed to us by the outgoing board and co-signs in doing the work ourselves. It is important work and would add education in the area of gender and sexual identity.
- **Action:** A subgroup was formed (Patty, Libre, Alex, and Sam) to give this form and function and start to think about a board reflective.

Transforming ALA Governance (TAG) Task Force (TF), *Patty Wong ALA President*

- President Wong stated that there are several things that ALA Governance needs review on: simplicity, knowledge-based decision making, cost effectiveness, disciplined focus on mandate, longer lead time for issues, disciplined high level approach, bylaws.

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- ALA Parliamentarian Eli Mina shared that the approach should contain more discipline, project management, structural and cultural (what are the norms). What is the culture and norm of the group.
- President Wong shared that the goal is to create the plan by LLX and not to implement.
- President Wong had a conversation with the Forward Together Fiscal Analysis Chair, John Lehner and shared that the report would need copy editing for it to be considered final and work to be concluded. He is happy to share the formulation of the data sets and be a consultant to the team moving forward with this work.
- Board member Rivera shared that this group should consider the impact of the recent pandemic and how we changed and do business. Suggested to update the charge to reflect the opportunity for them to consider the “new normal/new environment”.
- Board member Henry asked for clarification on the Executive Board liaisons. Patty and Lessa will serve as EB liaisons with Tracie being the staff liaison.
- Board member Rodriques suggested to edit the charge to “the work on Forward Together” rather than resolutions as that narrows the scope.
- **Action:** President Wong will update the charge to strike resolutions and replace with the work of the Forward Together Working Group and include a forward thinking post pandemic inclusion of data and critical analysis.
- President Wong stated that the outcomes of the plan are directed by the Board rather than the member group.
- Treasurer Farrell is concerned about the timeframe and if the group would have enough time to do the work.
- President Wong shared that the key difference between this newly created group and previous groups is that a number of people raised their hands and is familiar with the work. The staff are motivated to move this forward with the necessary data.
- Board member Booker is pleased to see that member discussions will be facilitated. Due to the complexity of ALA, perhaps providing an understanding of the governance landscape would be helpful.
- Board member Rodriques would like the expectations to be explicitly stated in hopes to work effectively.
- Executive Director Hall would like to suggest this group look at the decision points that is embedded in the work in terms of testing and looking at other associations and looking within ALA for opportunities of comparison and scenario planning. Hopefully we can test some of the assumptions to codify them for the body to make founded decisions. It is imperative that we bring the body a level of detail and points that will have inform an implementation plan.

Executive Board Liaison Assignments, Patty Wong ALA President

The sub team was acknowledged in giving a foundation of the board liaison program. If board members have questions about their EB liaison assignments, please contact Patty Wong pwong@ala.org by the end of this week.

Planning for October Board Meeting, Patty Wong ALA President

The board started to draft agenda topics for their Fall Board Meeting, October 29-31. The agenda will include a greater conversation about shared values about what we value individually and as a group, Chapter Relations and results of the survey, and the Operating Agreement Working Group update.

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Action: Additional agenda items may be requested by contacting Patty Wong pwong@ala.org and/or Sheryl Reyes sreyes@ala.org. If you have not already done so, please inform Sheryl Reyes sreyes@ala.org about your travel plans in attending the Fall Board Meeting in person or virtually.

No emergent issues were shared. ALA Treasurer reiterated the news about the first PPP loan for 4.2 million has been forgiven. We will continue to monitor the other one which is subject to audit. Kudos to ALA staff. President Wong acknowledged PPA's work supporting libraries and library work.

The ALA Executive Board adjourned into closed session for appointments.

ALA Board Members Present:

1. Patricia (Patty) Wong, President
2. Lessa Pelayo-Lozada, President-Elect
3. Julius C. Jefferson, Jr., Immediate Past President
4. Maggie Farrell, Treasurer
5. Libre (Latrice) Booker, Executive Board Member
6. Ana Elisa de Campos Salles, Executive Board Member
7. Sam Helmick, Executive Board Member
8. Eboni Henry, Executive Board Member
9. Larry Neal, Executive Board Member
10. Alexandra Rivera, Executive Board Member
11. Christina Rodrigues, Executive Board Member
12. Karen Schneider, Executive Board Member
13. Tracie D. Hall, ALA Executive Director ex-officio