

ALA EXECUTIVE BOARD CONFERENCE CALL

Minutes for Tuesday, February 15, 2022

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

President Patty Wong called the Executive Board meeting to order at 3pm CT.

APPROVED, by CONSENT:

- February 15, 2022 Agenda, *EBD #9.10*

Equity, Diversity, Inclusion Social Justice Update

Executive Director Hall reviewed the Administrative EDISJ initiatives focused on four major priorities:

1. The **adoption** of the [Diversity, Equity, and Inclusion \(DEI\) Scorecard for Library and Information Organizations](#) created by the Committee on Diversity and Office for Diversity, Literacy and Outreach Services, namely its five suggested scorecard measures:
 - a. **Embeddedness of EDI into the Culture and Climate of the Organization**
 - b. **Training and Education**
 - c. **Recruitment, Hiring, Retention, and Promotion**
 - d. **Budget Priorities for DEI**
 - e. **Data Practices**
2. ALA will also **adopt a maximum three-year cycle for comprehensive EDI training and education for all staff**. This three-year comprehensive staff training and education cycle will begin in FY 2022.
3. In alignment with its commitment to “identifying and implementing strategies that will strengthen equitable and inclusive hiring practices” ALA will i) implement a policy beginning FY22 that will require that BIPOC and/or individuals with disabilities be in the candidate pool for any posted ALA position; and ii) by the end of FY2023, launch a one-year residency program to serve as a career accelerator and ALA workforce pipeline for early to mid-career LIS and association professionals interested in LIS and/or association management.
4. As part of ALA’s quest to expand its internal data practices and to serve as a data clearinghouse for the field, **ALA will launch the Institute for the Study of Race in Libraries and Information Technologies as part of the Center for the Future of Libraries in FY22**.
5. Member facing: Among the tactics that will evidence the embeddedness of “equity, diversity, and inclusion into the organization” will be working with the Office of Accreditation, the Committee on Accreditation, and Executive Board leadership **to introduce EDI as one of the metrics in the accreditation review process** by the end of FY23.

The goals and tactical activities above align with the 2022-2026 ALA Pivot Strategy which focuses on Expanding Reach, Mobility, Resilience, and Social Justice through Information and Digital Access (including Universal Broadband); **Equity, Diversity, and Inclusion in Libraries and the LIS Workforce**; and Preservation of Library Services across library types, settings, and services.

President-elect Pelayo-Lozada asked if ALA will be tracking EDI expenditures in the overall ALA budget and if the expectation is that those budget numbers would increase, especially as ED Hall has previously stated that EDISJ work accounts for about 13% of ALA’s current spending. ED Hall noted that the ultimate goal is to ensure that EDI work as indicated by the recent EDI survey of ALA operations, scaled across the entire association and that ultimately that work aligns with the EDISJ scorecard crafted by ODLOS and the Committee on Diversity. There will also be a program assessment about how these efforts align with our core values. ED Hall concluded that though there is not a specific budget or percentage goal for EDI, the

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goal is to move the needle across all aspects of work.

Treasurer Farrell noted that the work should be publicized in order to highlight the ongoing work internally and with members. President Wong noted that the Board EDISJ group should be reconvened.

Accreditation update:

ALISE and ALA are working together for a joint survey, and EDI will be important to that. There are many ALA volunteers currently, and ALA is waiting to hear from ALISE.

EB Schneider, board liaison to committee on Accreditation, noted there is support for embedding EDI into accreditation process. EB Rivera noted that several years ago, Committee on Education explored this as an option and good to see this come together. It is critical to embed these values in LIS curriculum.

EB Schneider moved that the ALA Executive Board directs the Executive Director to adopt an EDI focus in the evaluation of LIS programs conducted by the Committee on Accreditation, including consideration of curriculum, faculty, and student composition.

APPROVED that the ALA Executive Board directs the Executive Director to adopt an EDI focus in the evaluation of LIS programs conducted by the Committee on Accreditation, including consideration of curriculum, faculty, and student composition.

ALA Executive Board Spring Meeting

The Executive Board discussed whether to meet in-person given the pandemic. The consensus was to meet in-person with a hybrid option.

President Wong called for agenda items and board members shared the following:

- BARC/F&A/EB will need to review the prelim FY23 for approval
- Status of ALA Annual Conference
- Liaison Reports
- OIF Report
- Looking at ALA Connect code of conduct policy, advertisements, and privacy
- EDISJ work
- Post-2022 conference environment and pivot plan to have public facing component
- Deep dive into LibLearnX
- Look at process for appointing individuals to PAG and Endowment
- Roles and Expectations of Board Members (EB Booker and Rodriques will confer to outline questions and outcomes)
- ALA-APA Staffing and Strategy
- Membership Committee update on revenue for membership model
- OAWG will need discussion period
- Oral report out from each Division in light of shifts in leadership

Emerging Issues and Other items: no reported items to share with the Board at this time.

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ALA Conferences Update, EBD #12.29

Robin Kear, Conference Committee Chair, and Earla Jones, Director of Conference Services presented:

- Request for feedback and approval from the Board on health protocols before opening registration for Annual Conference. Conference Services and Conference Committee recommend protocols to keep ALA community safe. Director Jones conferred with ALA legal counsel. The health protocols will require:
 - Proof of vaccination through third part processing vendor
 - Masks required at venues
 - Adaptability built into language which states ALA will follow public health guidelines

Registrants will be asked to:

- Social distance, mask, wash hands
- Will not knowingly attend if they test positive or experience symptoms, and they will notify ALA if they test positive within two weeks of conference.
- ALA is not responsible for mitigation efforts of venues.

EB Members asked if there will be refunds for people testing positive or exposed to someone who tests positive. CS Director Jones stated that the policy is that there are no refunds after May 27, but registrants can switch to a digital/hybrid experience.

EB Schneider asked if there will be plans for walk-in registrants. There may also need to be considerations for social events.

Immediate Past President Jefferson noted that protocols should be considered for exhibit floor. Hall Erickson is onsite and will follow best practices, as they have been hosting some events already. EB Henry noted that the exhibit hall at other events was closed every few hours for sanitizing.

Immediate Past President Jefferson moved that ALA Executive Board approves the Annual Conference 2022 Health Protocols.

APPROVED that ALA Executive Board approves the Annual Conference 2022 Health Protocols.

The ALA Executive Board extended the time of the meeting and adjourned into closed session.

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. Ana Elisa de Campos Salles, Executive Board Member
6. Sam Helmick, Executive Board Member
7. Christina Rodriques, Executive Board Member
8. Libre (Latrice) Booker, Executive Board Member
9. Larry Neal, Executive Board Member
10. Alexandra Rivera, Executive Board Member
11. Karen Schneider, Executive Board Member

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12. Eboni Henry, Executive Board Member
13. Tracie D. Hall, ALA Executive Director ex-officio