

**ALA Executive Board Conference Call Minutes**  
**Tuesday, July 19, 2022**

President Lessa Pelayo-Lozada called the meeting to order at 3:00 pm CT.

**APPROVED by Consent** Board Agenda, *EBD 9.0*, as amended.

**Report Out from Executive Board Closed Session at Annual Conference 2022**

President Pelayo-Lozada reported the Board went into closed session to discuss personnel matters and board effectiveness. Additionally, the Board received the following updates:

- Legal Update
- Public Policy & Advocacy Update on legislative matters
- United Against Book Bans update on campaign strategy
- Voted to reappoint Endowment Trustees Jim Neal and Janice Welburn

**Working Group on Intellectual Freedom and Social Justice update, *EBD 10.0***

Co-Chair Martin Garnar referred the Board to the written report and provided the following highlights:

- Workgroup completed its charge and provided three potential frameworks for consideration as an alternate to neutrality. It is difficult to identify alternatives as there is not an ALA definition of neutrality
- The next iteration of this group will need to identify where this work will move to beyond neutrality
- There was some fall off in participation as this topic involved discussions that were difficult, and some individuals disagreed or were uncomfortable with some discussions
- Next Steps: Discussions and trainings facilitated by subject matter experts in radical empathy and alternatives to neutrality

The Board discussed the need to continue conversations to reach a shared understanding around these concepts and clarifying libraries' values. There are real concerns from some libraries about moving away from a stance of neutrality.

President Pelayo-Lozada called for interested individuals to form a working group to examine next steps and to watch electronic communications for more information on that group.

**Building Team Norms Sharing**

The Board discussed continuing its practice of establishing team norms for meetings, some of which were shared electronically prior to the meeting. These include:

- ✓ Come to meetings prepared having read all documents prepared prior to the meeting
- ✓ Be respectful to each other and conduct meetings in a respectful manner
- ✓ Adhering to time limitations per agenda and during discussions whenever possible to respect Board Members as well as guests' and speakers' time
- ✓ Check in with each other outside of meetings to develop professional as well as personal respect
- ✓ Actively listen
- ✓ Extend grace and humility, recognizing all are participating with the best of intentions
- ✓ Not to remain silent when an issue is unresolved

- ✓ If there is a problem, it will be addressed openly and respectfully, taking breaks as needed

The Board also agreed to continue the collaborative agreements from the previous Board year:

- ✓ Value the contribution and trust each other to do the hard work
- ✓ Be direct and forthright
- ✓ Create a space for difficult conversations
- ✓ Share our thoughts and ask all questions even the small ones
- ✓ Find your voice
- ✓ Recognize process and acknowledge thanks
- ✓ Be kind, especially to our new board members
- ✓ Spell out acronyms – don't assume they know what is being discussed
- ✓ Be prepared and review documents
- ✓ Point out things that need addressing
- ✓ Respect staff and volunteer time
- ✓ Assume good intent
- ✓ Continue excellent communication

### **Councilor Registration & Meetings Discussion**

President Pelayo-Lozada referred the Board to information distributed outlining costs and revenues for in-person and hybrid meetings. The Board discussed the options regarding charging or not-charging for upcoming council meetings. The Board agreed that the decision would likely create a precedent and further discussion is needed. It was noted that identifying a price point, if charging, by the August Council meeting would be beneficial.

Executive Board Member Neal moved to waive any registration fee for the August 2022 ALA Council and to direct the EB to discuss long term effects at the Fall October meeting.

**APPROVED** to waive any registration fee for the August 2022 ALA Council and to direct the EB to discuss long term effects at the Fall October meeting.

### **Board Liaison Reports & Board Effectiveness**

There were no Board Liaison pressing issues or discussion items.

- The Joint Council of Librarians of Color (JCLC) Conference is upcoming in October in Florida.
- Freedom to Read Foundation held a successful symposium on Intellectual Freedom and Social Justice last week.
- Past President Wong referred to the shared document regarding Board Liaisons and Special Committees. She encouraged Board members to reach out to liaison groups soon, as well as reach out to previous liaisons to help in any transition. It is also beneficial to connect in-person at conferences when possible.

The Board adjourned into closed session.