**2016-2017 ALA CD#31\_3/3/17\_FINAL**

**2017 ALA Midwinter Meeting**

***On Monday, January 23, 2017, the ALA Council adopted this resolution***

**Resolution Protecting Families and Caregivers**

Whereas approximately 80% of the library profession are women;

Whereas women encounter disruptions in their career due to family/caregiver responsibilities at a much

higher rate than men;

Whereas much of the work of the American Library Association is accomplished by unpaid volunteers

who give of their work freely often in hopes of making progress in their careers;

Whereas these member volunteers regularly make sacrifices of time and energy in their service to the

organization which impact their families and those around them under regular circumstances;

Whereas family status has been explicitly added as a protected class in New York, Ontario, and other

municipalities;

Whereas there is anecdotal evidence of this need as new mothers and fathers regularly feel the need to

bring very small infants and children to conference in order to not lose a professional opportunity;

Whereas there is an unspoken but pervasive culture of judgment regarding work/life balance which exists

in society and is reflected in the American Library Association as a microcosm of that society; and

Whereas members elected to office in the organization remain the choice of members regardless of

changes in their family status; now, therefore, be it

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

1. establishes “Family/Caregiver Status” as a protected class within the organization for purposes of volunteer work by members with the following provisions;

* No section of the organization shall use family status to jeopardize or sideline an individual’s path as a volunteer in the organization.
* Family status shall extend to any member’s children, spouse/partner, parents, or any other family member in a traditional or non-traditional sense.
* While an individual’s family status shall not be used to determine if a person shall be chosen for a committee or volunteer opportunity, the organization shall make every effort to make appropriate accommodations for persons with family status issues.
* While periods of appointment may not be changeable particularly for elected positions within the organization absences at meetings will not be grounds for immediate loss of position.

1. values the contributions of its volunteer members and recognizes the importance of their families as motivators and assistants in the individual’s work in the organization.

Adopted by the Council of the American Library Association

Tuesday, January 24, 2017, in Atlanta, Georgia



Keith Michael Fiels

Executive Director and Secretary of the ALA Council