

**American Library Association Committee on Organization
Report to Council
Midwinter Meeting 2019 – Seattle, WA**

ACTION ITEMS

I. Revised Charge for the Committee on Legislation (COL)

Background:

The Washington Office's strategic plan dictates more emphasis on lobbying and advocacy—with library funding as a top priority, and staff have been re-allocated to reflect this change. The Washington Office has consolidated its two Offices – the Office for Information Technology Policy (OITP) and the Office for Government Relations (OGR) is now the Office for Public Policy and Advocacy. In addition, the Office of Library Advocacy (OLA) will no longer be a separate office and will join the Public Policy Office.

At this time, each of the former separate offices will retain their member committees — the Committee on Legislation (COL), the OITP Advisory Committee and the Committee on Library Advocacy. COL reviewed its charge considering the strategic plan and the office consolidation. The other member committees have not reviewed their charges at this time and may retain their existing ones.

Committee on Legislation Revised Charge

The ALA Council Committee on Legislation (COL) is charged with the responsibility for the association's legislative agenda. Specifically, to:

- Identify, for the Public Policy and Advocacy Office, the association's strategic priorities.
- Recommend, annually, based on consultation with the Public Policy and Advocacy Office, a legislative and public policy agenda.
- Review and advise on, any policy statements and/or resolutions that have an impact on federal legislation, policy, or regulations.
- Provide a forum within ALA to share information and legislative analysis of current and impending federal laws and regulations to keep ALA units apprised of current issues affecting libraries.

- Be available to consult, collaborate and offer assistance to state and local library entities when federal legislation has implications at the state and local level.

Current charge:

To have full responsibility for the association's total legislative program on all levels: federal, state, and local. To recommend legislative policy and programs for council approval and to take the necessary steps for implementation. To protest any legislative or executive policy adversely affecting libraries. To seek rulings and interpretations of laws and regulations affecting the welfare and development of libraries. To represent the ALA before the executive and legislative branches of government as required at all levels. To provide a forum within ALA to gather information about needed legislation and to keep all units of the association informed of the ALA legislative programs. To direct the activities of all units of the association in matters relating to legislation.

ACTION ITEM #1: Resolved that Council approves:

The Revised Charge for the Committee on Legislation (COL)

2. Request that COO establish a Member Initiative Group for Veteran Caucus

BACKGROUND:

I. Rationale for creating a Veteran Caucus

The veteran and military communities are a large and diverse group that can be found in virtually every library in the United States. Libraries of all types are likely to encounter patrons whose lives have been impacted by military service.

Members of the veteran and military communities bring a unique perspective to libraries, both as patrons and as library workers. Service members, and therefore military veterans, come from a wide variety of backgrounds and socioeconomic categories. They also experience disparities in a variety of areas, including health, homelessness, mental health, suicide, and substance use (National Coalition for Homeless Veterans, n.d; Substance Abuse and Mental Health Services Administration, 2017). The U.S. veteran population is estimated to be over 20 million, or roughly 7% of the U.S. population. Post-9/11 veterans are now the largest group of veterans (U.S. Department of Veterans Affairs, 2017). Library workers who are veterans or military family members recognize potential outreach opportunities as well as access barriers for members of the veteran and military communities.

Library patrons from the veteran and military communities may experience different barriers to library use as well as different ways that they can contribute to their libraries.

The modern U.S. military has been a professional, all-volunteer force since 1973. Only 25% of Americans of eligible age can meet the qualifications required for service. Despite this, veterans and service members still face antiquated and inappropriate stereotypes. These stereotypes are a lingering byproduct of domestic strife during and immediately after the Vietnam era (Office of the Chairman of the Joint Chiefs of Staff, 2014). Contrary to these stereotypes, military service members and veterans contribute positively to their communities. They tend to have far more diverse work and life experiences, more leadership experience and training, and a far broader professional network than their civilian counterparts. They are an often underutilized asset in the American workforce; consequently, they are increasingly taking leadership positions in national, state, and local politics. Post-9/11 veterans are better educated than their counterparts in the general U.S. population. On average, veterans perform at least as well – if not better – in the workplace than their peers (Office of the Chairman of the Joint Chiefs of Staff, 2014).

Despite these differences, library workers have only begun to identify the veteran and military communities as a unique patron population that can benefit from a tailored and targeted approach. Although some library workers have begun to share best practices and research about library support for the veteran and military communities, the literature in this area remains nascent and library workers would benefit from additional sharing of strategies, successes, and failures in library outreach to veterans. While some library school programs have initiated efforts to increase recruitment of veterans into the library profession, these efforts have not yet become sustained and programmatic.

A Veteran Caucus Member Initiative Group will draw library workers from across many ALA divisions and round tables to discuss critical issues surrounding library support for the veteran and military communities. It will also function as a space where library workers who are veterans, service members, or military family members can find support and camaraderie as they transition to careers in librarianship. Finally, it will build and encourage efforts to increase recruitment of veterans, service members, and military family members into the library profession.

- II. Steps that have been taken to prepare for creating a Veteran Caucus Member Initiative Group.

Leadership Group:

Veteran Caucus organizers have reached out to library workers already engaged in efforts to support the veteran and military communities in their libraries and have constructed a Veteran Caucus leadership team. This team represents a diverse cross-section of libraries and library workers, including library workers from VA libraries, military libraries, public libraries, academic libraries, and a library school. The leadership

team also includes library workers who are themselves veterans or military family members.

Petition:

The Veteran Caucus Member Initiative Group was launched on July 23, 2018 and reached 100 signatures less than 48 hours later.

Marketing:

The Veteran Caucus leadership team has been actively involved in efforts to raise awareness of issues surrounding library support for the veteran and military communities. These efforts include an ALA Annual conference proposal and grant proposals to bring to light issues such as challenges and strengths of veterans in library school. The leadership team has also collaborated to develop articles related to the Veteran Caucus for publication in venues such as *Documents to the People* and *American Libraries*.

ACTION ITEM #2: Resolved that Council approves:

The establishment of MIG of the Veterans Caucus

3. Revised ODLOS Advisory Committee Composition

BACKGROUND:

Current composition:

ODLOS Advisory Committee is made up of 1 representative each from identified affiliates, ODLOS committees and subcommittees (ex-officio positions), round tables, with three member-at-large positions appointed by the President-Elect. Affiliates and Round Tables will select their own member representative. The breakdown is as follows:

- American Indian Library Association (AILA)
- Asian Pacific Librarians Association (APALA)
- Black Caucus of the American Library Association (BCALA)
- Chinese American Librarians Association (CALA)
- REFORMA (the national association to promote library and information services to Latinos and the Spanish speaking)
- Gay, Lesbian, Bisexual, Transgender Round Table (GLBTRT)
- Association of Specialized and Cooperative Library Agencies (ASCLA)
- Ethnic & Multicultural Information Exchange Round Table (EMIERT)
- Social Responsibilities Round Table (SRRT)
- Sustainability Round Table (SustainRT)
- Association of Bookmobile & Outreach Services (ABOS)

- Association for Rural and Small Libraries (ARSL)
- Committee on Literacy (COL)--Chair will serve (ex officio)
- Rural, Native and Tribal Libraries of All Kinds (RNTLOAK) Committee—Chair will serve (ex officio)
- Committee on Diversity (COD) Chair will serve (ex officio)
- Spectrum Advisory Committee (SAC, subcommittee of ODLOS Advisory Committee--Chair will serve (ex officio)
- Diversity Research Grants Advisory Committee (DRGADV, subcommittee of ODLOS Advisory Committee--Chair will serve (ex officio)
- 3 Members-at Large positions

All voting members will have two-year staggered terms, with a chairperson appointed annually by the ALA President-elect in consultation with the Advisory Committee members. Ex-Officio Committee Chairs are appointed for terms aligned with their term as Chair.

PROPOSAL:

In the spring of 2018, the American Library Association went through some internal restructuring that impacted the Office for Diversity, Literacy and Outreach Services committee and round table relationships. The Sustainability Round Table is now receiving ALA staff support from the Program Manager for ALA Round Tables. In addition, the Committee on Education has been assigned to receive support from ODLOS. In light of these changes the following composition changes to the ODLOS Advisory Committee are requested:

1. *Remove* Sustainability Round Table
2. *Add* Committee on Education rep (ex-officio)

Note: the chair of the Sustainability Round Table and the Chair of the Committee on Education have been informed of this request and are in support.

ACTION ITEM #3: Resolved that Council approves:

The revised Office for Diversity, Literacy and Outreach Services' Advisory Committee Composition (i.e., *Remove* Sustainability Round Table and *Add* Committee on Education rep)

4. **Renew the Libraries Foster Community Engagement MIG for another three-year term**

The Libraries Foster Community Engagement Membership Initiative Group provides an ALA organizational home for anyone interested in the work of library-led

community/civic engagement. It is a community of practice where participants from academic, public, school and special libraries, library cooperatives, state library agencies, library educators, and other organizations that work with libraries share experiences facilitating public forums, fostering community and civic engagement, and leading change in communities. Participants also hear about professional development opportunities and library experiences related to convening, dialogue facilitation, forum moderation, deliberative dialogue and local partnerships to help communities understand issues of concern and solve problems together. This MIG involves participants from many of the Libraries Transform Communities (LTC) training programs offered through the Public Programs Offices, and includes those who advise the ALA Center for Civic Life and those who participate in various LTC programs. Among the goals for this group are:

- Provide a community of practice for those interested in the overarching work of building community relationships (work served by the ALA Center for Civic Life, the Libraries Fostering Civic Engagement MIG, the Libraries Transforming Communities project and other future and past work) that is widely accessible and dynamic for as large a group of participants as possible
- Ensure that the various cohorts who are completing the Harwood Institute Public Innovator labs and the LTC Models for Change initiatives have an opportunity to share their experiences and resources with their fellow participants
- Build on the strong work of this MIG originally formed and begun in 2004.

ACTION ITEM #4: Resolved that Council approves:

Renew the Libraries Foster Community Engagement MIG for another three-year term, starting in July 2019.

5. Revision of Committee on Literacy Charge

BACKGROUND:

The Committee on Literacy's current charge is:

To develop and recommend the association's policies related to the promotion of literacy; to develop and encourage the development of programs, educational opportunities, and other resources that assist librarians and libraries in promoting literacy; to raise the awareness of literacy within the association; to work cooperatively with the Literacy Assembly, the Office for Diversity, Literacy, and Outreach Services and its advisory committee, and other ALA units, including the Washington Office, on efforts that have a literacy focus; to develop and maintain partnerships with national literacy organizations.

Over the past several years, members of the Committee on Literacy have recognized that our evolving information environment necessitates an array of inter-related literacies in order for individuals to function well. This, too, has been reflected in the discussions in recent meetings of the Literacy Assembly. Therefore, we believe that modifying the charge to reflect this reality would be a wise course of action.

PROPOSAL:

We propose modifying the charge very slightly to achieve the desired change. Here is the proposed text:

To develop and recommend the association's policies related to the promotion of **multiple literacyies**; to develop and encourage the development of programs, educational opportunities, and other resources that assist librarians and libraries in promoting literacy; to raise the awareness of literacy within the association; to work cooperatively with the Literacy Assembly, the Office for Diversity, Literacy, and Outreach Services and its advisory committee, and other ALA units, including the Washington Office, on efforts that have a literacy focus; to develop and maintain partnerships with national literacy organizations.

We believe the “**multiple literacies**” phrasing will serve us well for the future because it is sufficiently general and avoids a listing of various types of literacies that might warrant later adjustment as both the landscape and terminology inevitably change. The language above was approved unanimously by the Committee on Literacy at the 2018 ALA Annual Conference.

ACTION ITEM #5: Resolved that Council approves:

Revision of Committee on Literacy Charge (i.e., adding “multiple literacies” to the current charge)

6. Revision of Literacy Assembly Charge

BACKGROUND:

The Literacy Assembly’s current charge is:

To establish a focal point within ALA that will emphasize the Association's continuing commitment to adult literacy beyond divisional and unit membership committees; to provide an opportunity for broad representation of the membership and affiliated groups to exchange information and share ideas, identify concerns and omissions, and coordinate programming; and, to develop and promote strategies for increased adult literacy activity within the Association.

Through observation and discussion, we have recognized that in order for the Literacy Assembly to be truly inclusive and to serve as the envisioned focal point and forum for association-wide literacy dialogue, we need to adjust the charge. Our experience is that our evolving information environment necessitates an

array of literacies in order for individuals to function well. This, too, has been reflected in the discussions in recent meetings of the Literacy Assembly. Therefore, we believe that modifying the charge to reflect this reality as well as the fact that, practically speaking, our conversations are not- and cannot- be limited to adult literacy, would be a wise course of action.

PROPOSAL:

We propose modifying the charge very slightly to achieve the desired change. Here is the proposed text:

To establish a focal point within ALA that will emphasize the Association's continuing commitment to ~~adult literacy~~ **multiple literacies** beyond divisional and unit membership committees; to provide an opportunity for broad representation of the membership and affiliated groups to exchange information and share ideas, identify concerns and omissions, and coordinate programming; and, to develop and promote strategies for increased ~~adult~~ literacy activity within the Association.

The language above was approved unanimously by the Committee on Literacy and Literacy Assembly at the 2018 ALA Annual Conference.

ACTION ITEM #6: Resolved that Council approves:

Revision of Literacy Assembly Charge (i.e., adding "multiple literacies" to the current charge)

Information Item:

COO would like to take this opportunity to reaffirm its charge:

To advise and assist regarding structural and organizational concerns in ALA. To recommend to Council the establishment or discontinuance of divisions, round tables, membership initiative groups, ALA committees, assemblies and joint committees, as the needs of the Association may require. To define the functions of these units, subject to approval of the Council. To recommend to Council the establishment, including the name and size, of other standing committees to consider matters of the Association that require continuity of attention by the members. To recommend to Executive Board the appropriate unit to appoint Official Representatives to outside organizations. To receive notification of the formation of interdivisional committees.

COO looks forward to participating in the organizational effectiveness discussion and reorganization process.

2017-2018 COO ROSTER

Chair

Dr. Shali Zhang (Chair, July 1, 2018, to June 30, 2019)

Members

Brett Bonfield (Member, July 1, 2017, to July 31, 2019)

Mr. Steven K. Bowers (Member, July 1, 2017, to June 30, 2019)

Mr. Matthew P. Ciszek (Member, July 1, 2018, to June 30, 2020)

Megan Drake (Member, July 1, 2017, to June 30, 2019)

Megan Drake (Member, July 1, 2018, to June 30, 2020)

Selina Gomez-Beloz (Member, July 1, 2018, to June 30, 2020)

Paolo P. Gujilde (Member, July 1, 2017, to June 30, 2019)

Dr. Lucy B. Holman (Member, July 1, 2018, to June 30, 2020)

Christine M. Peck (Member, July 1, 2017, to June 30, 2019)

Kevin Reynolds (Member, July 1, 2018, to June 30, 2020)

Mr. William E. Sudduth, III (Member, July 1, 2018, to June 30, 2020)

Mr. Eric D. Suess (Member, July 1, 2017, to June 30, 2019)

Dr. Shali Zhang (Member, July 1, 2017, to June 30, 2019)

Marsha Patrice Burgess (Staff Liaison, November 5, 2018, to June 30, 2025)

Adam Chang (Intern, July 1, 2018, to June 30, 2020)

Ms. Megan Diane Garrett (Intern, July 1, 2017, to June 30, 2019)

Dr. Karen E. Downing (Board Liaison, July 1, 2018, to June 30, 2019)