

The following text was taken from the 2006-2007 ALA CD#17, Item #3, Policy Monitoring Committee Report.

Item 3. At the Midwinter Meeting in 2005, the Policy Monitoring Committee informally requested that the Committee on Diversity review Section 60, Minority Concerns, as portions of it have not been revised since 1986. The Committee on Diversity drafted a complete replacement for the current Section 60, and the Policy Monitoring Committee recommends that these policies be added to the Policy Manual, replacing the ~~existing~~ existing Section 60, as follows:

60.3 Combating Prejudice, Stereotyping, and Discrimination

The American Library Association actively commits its programs and resources to those efforts that combat prejudice, stereotyping, and discrimination against individuals and groups in the library profession and in library user populations on the basis of race, age, sex, sexual orientation, gender identity, gender expression, creed, color, religious background, national origin, language of origin or disability. Nothing in the Resolution on Prejudice, Stereotyping, and Discrimination authorizes censoring, expurgation, or restrictive labeling of materials. Actions and programs to raise the awareness of library users to any problem or condition would not be in conflict with the *Library Bill of Rights* when they are free of any element of advocacy. Both documents respect the rights of all who use libraries to do so freely and without being subjected to pressure or censorship from within the institution.

Furthermore, ALA believes that the struggle against racism, prejudice, stereotyping, and discrimination is a continuous effort and must extend throughout its membership.

Specifically, the American Library Association and libraries will:

1. Seek to facilitate equitable participation of all people within decision-making processes in the Association and will strive to create an environment where all are welcome and where diversity is a collective goal.
2. Encourage its membership, libraries, vendors and stakeholders to implement anti-racism policies that outline the organization's expectations of its participants, staff and members.
3. Support anti-racism work within the broader society by monitoring, evaluating and advocating for human rights and equity legislation, regulations, policy and practice.

Thus, the American Library Association will endeavor to ensure full representation of all racial groups and have this reflected in its policies, procedures, and programs, as well as in its relations with staff, members, stakeholders, and the community at large, thereby reaffirming its commitment to diversity, inclusiveness, and mutual respect for all human beings.

(See "Current Reference File" for full Resolution on Prejudice, Stereotyping, and Discrimination, a revision of the Resolution on Racism and Sexism Awareness.)

~~60.2~~ 60.3

At the 1998 ALA Annual Conference, on recommendation by the Council Policy Monitoring Committee (1997-98 CD#17.2, Item #6), the ALA Council amended Policy 60.2 (Combating Prejudice, Stereotyping, and Discrimination) as follows:

The American Library Association actively commits its prestige and resources to a coordinated action program that will combat prejudice, stereotyping, and discrimination against individuals and groups in the library profession and library service because of race, sex, sexual orientation, creed, color, national origin, or disability."

NOTE TO READER: The following statement was taken from the Policy Monitoring Committee Report, 1997-98 CD#17.2, Item #6: To extend coverage under this policy to people with disabilities, the PMC recommends adding the term "disability" to the list of covered groups. The PMC also recommends adding the phrase "sexual orientation" to this list. The revised policy would then read as stated above.

60.2 3
60.3

RESOLUTION ON PREJUDICE, STEREOTYPING AND DISCRIMINATION
(Revision of Resolution on Racism and Sexism Awareness)

WHEREAS, the Due Process and Equal Protection" clause of the 14th Amendment and of the American Library Association's Bill of Rights provides that no individual or group shall suffer prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin, and

WHEREAS, ours is a multicultural society, with people from European, Asian, African, Central and South American, Caribbean and Native American origins: all of whom have contributed to the cultural fabric of our society, and

WHEREAS, our laws, music, art, language and literature reflect the values of this diversity, and our schools and libraries should also reflect this reality, and

WHEREAS the American Library Association's Resolution on Racism and Sexism Awareness (Policy 107.11) does not include the broad spectrum of categories of persons and groups mentioned above,

THEREFORE BE IT RESOLVED, that the American Library Association's Resolution on Racism and Sexism Awareness be extended to read: (Underlined words are changes to the above resolution) That the American Library Association actively commit its prestige and resources to a coordinated action program that will combat prejudice, stereotyping and discrimination against individuals and groups because of race, sex, creed, color and national origin in the library profession and in library service by taking the following steps:

60.2 Combating Prejudice, Stereotyping, and Discrimination

The American Library Association actively commits its prestige and resources to a coordinated action program that will combat prejudice, stereotyping, and discrimination against individuals and groups in the library profession and in library service because of race, sex, creed, color, or national origin.

Nothing in the Resolution on Prejudice, Stereotyping, and Discrimination authorizes censoring, expurgation, or labeling of materials. Actions and programs to raise the awareness of library users to any problem or condition would not be in conflict with the *Library Bill of Rights* when they are free of any element of advocacy. Both documents respect the rights of all who use libraries to do so freely and without being subjected to any pressures from any sources within the institution.

(See "Current Reference File" for full Resolution on Prejudice, Stereotyping, and Discrimination, a revision of the Resolution on Racism and Sexism Awareness.)

- (1) The ALA will survey library schools to determine the extent to which awareness training against prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin form a part of the curricula and urge that such training be added to the curricula in every library school where it is not now included.
- (2) That the Library Administration - Personnel Administration Section will develop a model in-service program providing training for library personnel to develop sensitivity to combat prejudice, stereotyping and discrimination against individuals and groups because of race, creed, color and national origin.
- (3) The Public Library Association, the American Association of School Librarians, the Children's Services Division, the Young Adult Services Division, the Reference and Adult Services Division, and the Association of College and Research Libraries will be urged to develop a program to raise the awareness of library users to the pressing problem of prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin.
- (4) The Resources and Technical Services Division will develop a coordinated plan for the reform of cataloging practices that now perpetuate prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin.

BE IT FURTHER RESOLVED, That the President and Executive Board assess the extent of implementation of these steps and report on progress by the 1978 Annual Conference.

Adopted by Council June 22, 1977

Library Resources and
Responsibilities
Council
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ALA COUNCIL 1977
Council Document #55

RESOLUTION ON PREJUDICE , STEREOTYPING AND DISCRIMINATION

WHEREAS, the "Due Process and Equal Protection" clause of the 14th Amendment and of the American Library Association's Bill of Rights provide that no individual or group shall suffer prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin, and

WHEREAS, ours is a multicultural society, with people from European, Asian, African, Central and South American, Caribbean and Native American origins: all of whom have contributed to the cultural fabric of our society, and

WHEREAS, our laws, music, art, language and literature reflect the values of this diversity, and our schools and libraries should also reflect this reality, and

WHEREAS, the American Library Association's Resolution on Racism and Sexism Awareness (Policy 107.11) does not include the broad spectrum of categories of persons and groups mentioned above,

THEREFORE BE IT RESOLVED, that the American Library Association's Resolution on Racism and Sexism Awareness be extended to read:

(underlined words are changes to the above resolution)

That the American Library Association actively commit its prestige and resources to a coordinated action program that will combat prejudice, stereotyping and discrimination against individuals and groups because of race, sex, creed, color and national origin in the library profession and in

library service by taking the following steps:

- (1) The ALA will survey library schools to determine the extent to which awareness training against prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin form a part of the curricula and urge that such training be added to the curricula in every library school where it is not now included.
- (2) That the Library Administration-Personnel Administration Section will develop a model in-service program providing training for library personnel to develop sensitivity to combat prejudice, stereotyping and discrimination against individuals and groups because of race, sex, creed, color and national origin.
- (3) The Public Library Association, the American Association of School Librarians, the Children's Services Division, the Young Adult Services Division, the Reference and Adult Services Division, and the Association of College and Research Libraries will be urged to develop a program to raise the awareness of library users to the pressing problem of prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin.
- (4) The Resources and Technical Services Division will develop a coordinated plan for the reform of cataloging practices that *now* perpetuate prejudice, stereotyping and discrimination because of race, sex, creed, color and national origin.

BE IT FURTHER RESOLVED , That the President and Executive Board assess the extent of implementation of these steps and report on progress by the 1978 Annual Conference.

By: Clara Jones
Submitted by David Cohen SBRT TF EMIE Coordinator
Cynthia Diodati TAC Chairperson

REVIEWED FOR CONFORMANCE WITH
GUIDELINES
of Council Resolutions Committee

Library Resources & Responsibilities
ALA Coe
JL 1976

RESOLUTION ON RACISM & SEXISM AWARENESS
Adopted by the ALA Membership in Meeting
Friday, July 23, 1976

— amended as attached - JL 197

WHEREAS, during the last 200 years the United States has failed to equalize the status of racial minorities and of women, and

WHEREAS, the American Library Association has professed belief in the principle of equality yet has failed to aggressively address the racism and sexism within its own professional province;

THEREFORE, BE IT RESOLVED, That the American Library Association actively commit its prestige and resources to a coordinated action program that will combat racism and sexism in the library profession and in library service by taking the following steps:

THE ALA WILL SURVEY LIBRARY SCHOOLS TO DETERMINE THE EXTENT TO WHICH RACISM AND SEXISM AWARENESS TRAINING FORM A PART OF THE CURRICULA AND URGE THAT SUCH TRAINING BE ADDED TO THE CURRICULA IN EVERY LIBRARY SCHOOL WHERE IT IS NOT NOW INCLUDED.

THE LIBRARY ADMINISTRATION-PERSONNEL ADMINISTRATION SECTION WILL DEVELOP A MODEL IN-SERVICE PROGRAM PROVIDING RACISM AND SEXISM AWARENESS TRAINING FOR LIBRARY PERSONNEL.

THE PUBLIC LIBRARY ASSOCIATION, THE AMERICAN ASSOCIATION OF SCHOOL LIBRARIANS, THE CHILDREN'S SERVICES DIVISION, THE YOUNG ADULT SERVICES DIVISION, THE REFERENCE AND ADULT SERVICES DIVISION, AND THE ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES WILL BE URGED TO DEVELOP A PROGRAM TO RAISE THE AWARENESS OF LIBRARY USERS TO THE PRESSING PROBLEM OF RACISM AND SEXISM.

THE RESOURCES AND TECHNICAL SERVICES DIVISION WILL DEVELOP A COORDINATED PLAN FOR THE REFORM OF CATALOGING PRACTICES THAT NOW PERPETUATE RACISM AND SEXISM.

BE IT FURTHER RESOLVED, That the President and Executive Board assess the extent of implementation of these steps and report on progress by the 1977 Annual Conference.

THIS RESOLUTION was placed before the Membership as MR#4; it was subsequently amended and adopted in the above form. Original version was endorsed by: Asian American Caucus; Black Caucus; Board of Directors of REFORMA; Social Responsibilities Round Table Action Council; SRRT Chicano Task Force.