

**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 Section 60, as follows:**

## **60. Diversity**

The American Library Association (ALA) promotes equal access to information for all persons and recognizes the ongoing need to increase awareness of and responsiveness to the diversity of the communities we serve. ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

Libraries can and should play a crucial role in empowering diverse populations for full participation in a democratic society. In order to accomplish this, however, libraries must utilize multivariate resources and strategies. In the library workforce, concrete programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within the American Library Association and in the services and operations of libraries, efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.

### **60.1 Policy Objectives**

The American Library Association will implement these objectives by:

1. Promoting the removal of all barriers to library and information services.
2. Promoting the publication, development, and purchase of materials, resources and exhibits that present positive role models from diverse populations.
3. Promoting full funding for existing legislative programs in support of equal education and employment, and exploring alternative funding sources for scholarships, fellowships, and assistantships in order to attract individuals from diverse backgrounds into librarianship.
4. Promoting training opportunities for library personnel that will give them the skills needed to both provide effective services to diverse populations and to raise funds to enhance library services for diverse communities.
5. Promoting the incorporation of programs and services designed for diverse populations into the budgets of all types of libraries, rather than supporting these activities solely from "soft monies" such as private grants or federal monies.
6. Promoting adequate funding of library personnel, resources, facilities and equipment for the provision of equitable library services to diverse populations.
7. Promoting supplemental support for library resources for diverse communities by urging local, state, and federal government, and the private sector, to provide adequate funding.
8. Promoting public awareness of the importance of library resources and

Report to Council  
Policy Monitoring Committee  
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In accordance with Policy 5.6 of the ALA Policy Manual, the Policy Monitoring Committee (PMC) has reviewed all actions taken by the ALA Council during the 2006 Annual Meeting for possible incorporation into, addition to, or changes to the ALA Policy Manual. Based on Council action at the Annual Meeting in New Orleans, the following additions and changes are recommended:

**ACTION ITEMS**

**Item 1. At ALA Annual 2006 Council added Policy 1.4, Key Action Areas, based on the ALA Ahead to 2010 Strategic Plan (ALA CD#17.1). The former Policy 1.4, ALA Organizational Support Goals, was moved to Policy 1.6. The Policy Monitoring Committee recommends that Policy 1.6, ALA Organizational Support Goals, be removed, as it is a legacy of the former strategic plan.**

**Item 2: Based on CD #19.3 (Annual Meeting 2006), submitted by the Intellectual Freedom Committee, approved by the consent of Council, the PMC recommends that this policy be added to the Policy Manual as**

**52.4.4 Retention of Library Records**

ALA urges all libraries to (a) limit the degree to which personally identifiable information is collected, monitored, disclosed, and distributed; (b) avoid creating unnecessary records; (c) limit access to personally identifiable information to staff performing authorized functions; (d) dispose of library usage records containing personally identifiable information unless they are needed for the efficient and lawful operation of the library, including, but not limited to data-related logs, digital records, vendor-collected data, and system backups; (e) ensure that the library work with its organization's information technology unit to ensure that library usage records processed or held by the IT unit are treated in accordance with library records policies; (f) ensure that those records that must be retained are secure; (g) avoid library practices and procedures that place personally identifiable information on public view; (h) assure that vendor agreements guarantee library control of all data and records; and (i) conduct an annual privacy audit to ensure that information processing procedures meet privacy requirements by examining how information about library users and employees is collected, stored, shared, used, and destroyed.

ALA also urges all libraries and the library community to (a) adopt or update a privacy policy protecting users' personally identifiable information; (b) communicate to library users how their information is used; (c) explain the limited circumstances under which personally identifiable information could be disclosed; and (d) advocate that records retention laws and regulations limit retention of library usage records containing personally identifiable information to the time needed for efficient operation of the library.

- services among all segments of society, especially in diverse communities.
9. Promoting the creation of output measures through the encouragement of community needs assessment.
  10. Promoting the career advancement of diverse personnel by providing increased professional and leadership development opportunities.

(See 1.3-A and “Current Reference File”: *Equity at Issue* [1985–86 CD #30] adopted by Council June 1986.)

## **60.2 Combating Racism**

Since 1936, the American Library Association has been actively engaged in combating any and all attitudes, behavior, services or programs which amount to the exclusion or restriction of a targeted group of people based on a designation of race, skin color, ethnic origin or descent.

ALA also recognizes that institutionalized inequities based on race are embedded into our society and are reinforced through social institutions and further perpetuated by policies, practices, behaviors, traditions, and structures. And, since libraries are a microcosm of the larger society and play an important and unique role in the communities they serve, they must seek to provide an environment free of racism, where all are treated with respect and dignity.

## **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.)

#### **60.4 Goals for Inclusive and Culturally Competent Library and Information Services**

Cultural competency is defined as the acceptance and respect for diversity, continuing self-assessment regarding culture, and the ongoing development of knowledge, resources, and service models that work towards effectively meeting the needs of diverse populations. Cultural competence is critical to the equitable provision of library and information services; therefore, the American Library Association urges library personnel to commit themselves to the following guidelines.

1. To ensure equitable services to every community member or group, training and ongoing education that promote awareness of and sensitivity to diversity must be stressed for all library personnel.
2. Care must be taken to acquire and provide materials that meet the educational, informational, and recreational needs of diverse communities.
3. Efforts to identify and eliminate cultural, economic, literacy-related, linguistic, physical, technological, or perceptual barriers that limit access to library and information resources must be prioritized and ongoing.
4. The creation of library services and delivery operations, which will ensure rapid access to information in a manner reflective of the communities they serve.
5. A diverse workforce is essential to the provision of competent library services. A concerted effort must be undertaken to recruit and retain diverse personnel at every level of the library workforce. Opportunities for career advancement must also be available to these individuals.
6. To ensure the development and enhancement of library services to diverse populations, library personnel from diverse and underrepresented backgrounds must be encouraged to take active roles in the American Library Association and other professional library organizations.

#### **60.5 Library Education to Meet the Needs of a Diverse Society**

The American Library Association, through the Committee on Accreditation, will encourage graduate library and information science programs seeking accreditation or re-accreditation to ensure that their student bodies, faculties, and curricula reflect the diverse histories and information needs of all people in the United States. Collaboration between these programs and local libraries and community-based organizations serving diverse populations is to be particularly encouraged.

#### **60.6 Recruitment and Retention of Diverse Personnel**

In order to ensure that libraries are both reflective of and relevant to the communities they serve, the American Library Association encourages and supports recruitment and continuing education initiatives that facilitate the hiring and promotion of a diverse workforce in libraries of all types and at all organizational levels.

#### **60.7 Leadership Development and Advancement**

The American Library Association encourages libraries and library professional organizations to develop internal and collaborative initiatives that will assist library personnel from diverse backgrounds in identifying and preparing for career advancement and management opportunities. Such continuing education programs and learning modules may promote the development of skills necessary for leadership in 21st century information environments.

1. Libraries will be encouraged to provide information, training, and skill development activities to enhance leadership capabilities for diverse populations in the library profession.
2. ALA will assist in identifying proven leaders willing to participate as mentors to provide feedback, encouragement, and advice regarding continuing education, professional development, and career advancement opportunities for interested members.
3. Opportunities for learning and strengthening leadership skills will be available as workshops and conference programs in all sectors of the Association. Program developers will acknowledge the concerns of diverse populations and take this into consideration when developing these programs, by involving the appropriate representation in program planning and advertising.
4. Diversity initiatives will include leadership development components to prepare the leaders of tomorrow.

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## Discrimination - racial

Upon recommendation of the Executive Board and the Committee on Intellectual Freedom the following statement was adopted by the Council and later amended by the Membership:

In a free society, a library is one of the primary instruments through which citizens gain understanding and enlightenment. The institution, the people who work for it, and the professional associations with which they identify themselves should be worthy examples of the high principles which libraries endeavor to promote.

The American Library Association holds that so long as one librarian is unable to make his full contribution to the library profession by reason of racial, religious, or personal belief, and so long as one individual citizen cannot realize this full potential as a useful member of society because of such artificial barriers, the welfare of the nation is diminished. The Association cannot fulfill its obligations until it obtains the same rights and privileges for all its members and gains the same freedom of access to all libraries for all citizens.

THEREFORE:

1. Concerning Individual Membership.

The Council calls on each and every member of the American Library Association as a citizen and a librarian, by vigorous personal example, to work in libraries and in chapters so that discrimination for reasons of race, religion, or personal belief may cease and that all people may have equal access to the tools of learning. Thus the educational process will contribute in an increasing way to the national good and purpose, undiminished and unrestrained by the frictions of prejudice and misunderstanding.

2. Concerning Chapter Status, The Council shall--

- a. Inform the chapters of the basic rights and privileges of membership as stated here and request the chapters to make every immediate effort to secure and grant these rights to each member, with special emphasis on the requirements of Article III of the American Library Association Constitution. These rights are:

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1) To receive notices. 2) To attend meetings. 3) To speak.  
4) To vote. 5) To present motions, resolutions, or other  
business. 6) To nominate. 7) To be a candidate for office.  
8) To resign, if all obligations to the organization have  
been fulfilled. 9) To have a hearing before expulsion or other  
penalties are applied. 10) To inspect official records of the  
organization. 11) To insist on the enforcement of the rules of  
parliamentary law. 12) To exercise any other rights given by  
the constitution or rules of the organization.

- b. Require chapters to certify that they are meeting these require-  
ments. Chapters may request of the Council postponement of appli-  
cation of this provision for a period of time not to exceed  
three years. If they are unable to do so, or the Council is not  
satisfied that they are following the policies prescribed, such  
chapters shall be asked to withdraw until the provisions can be  
complied with.
3. Concerning Institutional Membership, the Council shall--
- a. Pursue with diligence the study of access to libraries so that  
factual data on this subject are collected.
- b. Make public promptly the results of this study.
- c. Urge libraries which are institutional members not to discriminate  
among users on the basis of race, religion, or personal belief,  
and if such discrimination now exists to bring it to an end as  
speedily as possible.
- d. Advise libraries applying henceforth for institutional membership  
of the Association's attitude toward and general policies relating  
to access to libraries and that in accepting institutional membership  
they are also accepting the responsibility for working toward free  
and ready access to libraries by all persons regardless of race,  
religion, or personal belief.