

9.2 Affiliation with other Organizations

Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA and its policies; and do not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, age, disabilities, or national origin.

(See "Current Reference File" for full text.)

Item 5. ALA Policy 9.2 (Affiliation with other Organizations) Based on Council's approval of recommendations made by the Executive Board, the PMC recommends the following revisions: Revise the first paragraph to read " Criteria have been set up to guide the Council in considering applications for affiliation with ALA of national and international organizations which must not be for profit, have interests consistent with those of ALA, have sufficient large membership and length of existence to ensure continued support under constitutions, and bylaws not in conflict with ALA's, and its policies do not discriminate in membership on the basis of race, creed, color, sex, age, disabilities, national origin, or sexual orientation."

Amended by the ALA Council

Midwest, 1999 (see 1997-98 CD#52)

Codified by Council at the 199 Annual Conference.

REPORT TO COUNCIL
POLICY MONITORING COMMITTEE
JUNE 1998

In accordance with policy 5.6, the Policy Monitoring Committee has reviewed all Council actions taken at the 1998 Midwinter meeting for possible incorporation into, addition to, or changes to the ALA Policy Manual. We do not believe that any existing policies were changed or any new policies were approved at that meeting.

However, we have received requests from several members of Council and ALA units for review of existing policies, together with recommendations for updating or otherwise changing existing policies. The Committee has considered these requests and recommendations, and we propose the following changes:

ACTION

Item 1. ALA Policy 7.1.1 (Non-discrimination in Conference Contracts)

To bring ALA policy into conformity with federal civil rights legislation, we recommend adding the words "disability" and "sexual orientation" to the list of prohibited types of discrimination in the first line of this policy, so that it will read: "There shall be no discrimination, including that based on race, origin, color, sex, sexual orientation, creed, or disability..."

Item 2. ALA Policy 7.1.3 (Conference Arrangements for the Handicapped)

To eliminate out-of-date terminology, we recommend changing the name of this policy to "Conference Arrangements for Participants with Disabilities" and revising the first sentence to read "conference participants with disabilities" instead of "conference participants who are handicapped."

Item 3. ALA Policy 9.2 (Affiliation With Other Organizations) *Amended by Council, 99MW*
For similar reasons, we recommend changing the term "physical handicaps" to "disability" in this policy, adding "sexual orientation" and correcting several typographical errors. The revised paragraph would then read: "Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA's; and not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, age, disability, or national origin."

Item 4. ALA Policy 54.3 (Equal Employment Opportunity)

To eliminate out-of-date terminology, we propose to change the phrase "physical or mental handicap" in the first sentence of the policy to "disability" and to

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change the phrase "disabled individuals" to "individuals with disabilities." We also recommend adding "sexual orientation." The revised policy would then read "The American Library Association is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, sex, sexual orientation, age, disability, individual life-style, or national origin; and believes that hiring individuals with disabilities in all types of libraries is consistent with good personnel and management practices."

Item 5. ALA Policy 60 (Minority Concerns)

To express the ALA's commitment to ensuring equal access for people with disabilities, the Committee recommends inserting the phrase "Americans with disabilities" after the term "Native Americans." In the third sentence of the policy, we recommend adding the phrase "physical and attitudinal barriers" after the term "cultural isolation." The revised policy would then read: "The American Library Association promotes equal access to information for all persons and recognizes the urgent need to respond to the increasing awareness of diversity among Americans. African Americans, Hispanic Americans, Asian Americans, Native Americans, Americans with disabilities, and other minorities who have critical and increasing needs for information and library access. They are affected by a combination of limitations including illiteracy, language barriers, economic distress, cultural isolation, physical and attitudinal barriers, and discrimination in education, employment, and housing."

Item 6. ALA Policy 60.2 (Combating Prejudice, Stereotyping, and Discrimination)

To extend coverage under this policy to people with disabilities, we recommend adding the term "disability" to the list of covered groups. We also recommend adding the phrase "sexual orientation" to this list. The revised policy would then read: "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."

Item 7. ALA Policy 60.5 (Ethnic and Cultural Minorities in State, Municipal, and County Agencies)

To support the inclusion of all minorities in the library workforce, as well as ethnic and cultural minorities, it is recommended that the title of this policy be changed to: "Ethnic and Cultural Minorities and People With Disabilities in State, Municipal, and County Agencies," and that the policy be revised to read: "The American Library Association urges and supports the recruiting, hiring, and promotion of minorities and persons with disabilities within the state, municipal, and county library structure, especially in the areas of administration and consultation."

Respectfully submitted by the ALA Policy Monitoring Committee: Gretchen Wronka, John Barrett, Pamela Spencer, and Don Sager, chair.

ACTIONS OF THE ALA COUNCIL
1999 ALA MIDWINTER MEETING
January 29-February 3, 1999
Philadelphia, Pennsylvania

*change
this copy of Policy
9.2, Affiliation
w/other Orgns.*

By CONSENT, Line 94 of the proposed changes to Policy 9 by: (1) replacing the word "handicaps" with the word "disabilities; (2)" deleting the word "or" following the word "disabilities"; (3) adding a comma following the words "national origin"; and (4) adding the words "or sexual orientation" after the words "national origin." Line 94 would then read "...color, sex, age, physical disabilities, national origins, or sexual orientation..." (1997-99 CD#52)

VOTED, To adopt the revisions to Policy 9 (Relationships to Other Organizations) as amended. (1997-98 CD#52)

ALA AFFILIATION GUIDELINES

9.3
9.2

The ALA Executive Board approves the following criteria and procedures for affiliation:

1. The organization should be national or international in scope.
2. The organization should be nonprofit.
3. The organization should have interests consistent with those of ALA.
4. The organization can affiliate only at one level, either with the Association or with a subdivision of the Association.
5. It has a sufficiently large membership (usually 100) and has been in existence for a sufficient time (usually 4 years) to give the promise of worthwhile activity and continued support.
6. The organization's constitution and bylaws do not conflict with ALA's.
7. The organization does not discriminate in its membership on the basis of race, creed, color, sex, age, physical handicaps or national origin.

Concerning procedures, it is recommended that:

1. Applications for affiliation should be supported by
 - a) a statement including the year of founding; the total number of members; a list of journals and other publications, if any; or other evidence of interest in libraries and librarianship or information science.
 - b) a brief history of the organization, including its aims.
 - c) a copy of its current constitution and bylaws.
 - d) the names and addresses of current officers.
 - e) a statement of ways in which the applicant visualizes cooperation with ALA
 - f) a statement that the organization does not discriminate in its membership on the basis of race, creed, color, sex, age, physical handicaps, or national origin.
2. The ALA Constitution and Bylaws Committee will examine the applicant's constitution and bylaws to see that no conflict exists between the ALA constitution and bylaws and the applicant's.
3. The Executive Director will evaluate the other documents mentioned above in point 1 to make a preliminary determination concerning the applicant's meeting ALA's criteria and will so report to the Executive Board.
4. The Executive Board will act on the Executive Director's report and forward recommended applications to the Council for its action.

Approved by ALA Executive Board
October 28, 1982