

AMERICAN LIBRARY ASSOCIATION

ACTION NOW TO ACHIEVE RACIAL AND SEXUAL PARITY IN LIBRARY STAFFING

WHEREAS, multi-racial, sexually balanced library managements and staffs are at least one hundred years overdue; and

WHEREAS, development of socially responsible library staffs will increase the attractiveness of library employment; and

WHEREAS, sexually and racially balanced library staffs will enhance the quality, relevance, and utilization of library services, particularly by the young, and

WHEREAS, racial and sexual parity are even more urgently needed in a depressed job market; and

WHEREAS, the library profession may achieve racial and sexual parity at all levels in the 1970's, if its leaders and members choose to do so; and

WHEREAS, a Washington-based minorities recruitment specialist could not only recruit from universities and colleges attended by students of the various minorities, he could also be valuable as an advocate of federal legislation to help finance library education for minorities recruits, and of legislation to improve library services to minorities people; and

WHEREAS, a minorities recruitment specialist could also participate in image-changing public relations programs,

THEREFORE BE IT RESOLVED: THAT the Council and the Executive Board strive to fulfill the intent of the Civil Rights and Fair Employment Laws by establishing a second position of Recruitment Specialist on the Association staff, based in the Association's Washington office, and appoint to this position a librarian possessing extensive knowledge of and direct experience in urban minority life and culture, and also possessing communication skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession.

SRRT Task Force on Recruitment of Minorities
Wednesday, January 20, 1971

VOTED, That the ALA Council approves the following
Resolution: Residency Requirements for Employment:

WHEREAS, it is the practice of numerous municipalities and other units of government to impose a requirement of local residency or U. S. Citizenship as a condition of employment; and

WHEREAS, these perquisites have nothing to do with proper qualifications for library employment, such as ability and experience; and

WHEREAS, such rules and practices can only aggravate the problem of obtaining qualified librarians particularly in areas of lesser population or in relatively isolated locations;

THEREFORE, The American Library Association is opposed to any rule, regulation or practice imposing as a condition of new or continuing employment in any library a requirement of residency or U. S. Citizenship except where a demonstrable danger to national security is involved.

Chairman Darling then turned to new items admitted to Council's Agenda during the first session:

Racial and Sexual Parity - Distributed to Council at its first session. Mr. Josey MOVED ADOPTION by Council, and Robert K. Johnson (Councilor at Large) seconded. Virginia Ross opposed the Resolution because "this is incorporating the minority recommendations of two segments of the ACONDA Report. One has to do with the establishment in the Washington Office of a recruiting specialist; the other has to do with statements relative to racial and sexual parity." She stated further, as a member of ANACONDA, that "The minority reports were considered by ANACONDA and in the ANACONDA report relative to library manpower and to the legislative office, we felt that it was not appropriate to (a) include recruitment specialists in the Washington Office, and (b) we modified a statement relative to racial and sexual parity by our statement which refers to equal opportunity." Mrs. Shepard expressed the opinion that this does not fit into the stated purpose of the Washington Office and commented further that ACONDA is recommending the establishment of a manpower office in Chicago, and therefore, "I don't think that the objectives of the Washington Office would be served nor would their operations be as effective if we divided their responsibility and their interest into two different activities." The Treasurer pointed out the budgetary implications involved which would likely cause the Executive Board, if the resolution were adopted, to find the funds. Mr. Bartolini suggested that this is an administrative matter and that Council should concern itself with the establishment of policy. Mrs. Virginia Lacy Jones, Councilor at Large, pointed out that in 1967 an ad hoc committee developed a recruitment program when the Council went on record as to having a recruitment office or project for recruiting minority groups; funds were not found for this. She stated, "...I think we have recognized this as a priority, and it

"is very important that we have a minority recruitment officer who can work with minority groups throughout the country. I think it should take first priority." Councilors Atkinson and Mrs. Jessie Carney Smith urged Council to support the proposal, as did Mr. William Hinchcliff who also recommended that Council act by roll call. As submitted, the 6th WHEREAS paragraph read, "a Washington based minorities recruitment specialist could not only recruit from universities and colleges attended by students of the various minorities, he could also be valuable as an advocate of federal legislation to help finance library education for minorities recruits, and of legislation to improve library services to minorities people;" The RESOLVED paragraph read, "That the Council and the Executive Board strive to fulfill the intent of the Civil Rights and Fair Employment Laws by establishing a second position of Recruitment Specialist on the Association staff, based in the Association's Washington office, and appoint to this position a librarian possessing extensive knowledge of and direct experience in urban minority life and culture, and also possessing communication skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession." Evelyn Levy (Executive Board) moved, supported by Mrs. Augusta Baker (Executive Board) and Immediate Past President Dix, and it was

VOTED, That the sixth WHEREAS be amended to read, "WHEREAS, a minorities recruitment specialist could recruit from universities and colleges attended by students of various minorities; and" and That the RESOLVED paragraph be amended to omit the words "based in the Association's Washington Office."

Returning to the Resolution as amended, Mrs. Ross MOVED that further action on this question be postponed until the ANACONDA Report relative to this matter be considered by Council, and William Geller, Councilor at Large, seconded; Chairman Darling pointed out that this would postpone only until the Council acts on the ANACONDA Report at which time, during the 1971 Midwinter Meeting, this would be scheduled. After opposition by Councilors Curley, Mrs. Ruth Waldrop (Alabama), Josey, Axam and Robert Johnson, and a vote to stop debate, the motion to postpone WAS DEFEATED. Pointing out that there are minorities in other than urban areas, Mrs. Clara Smith (Councilor from Montana) seconded by David Hoffman (Councilor at Large) MOVED to further amend the Resolution by striking the word "urban" from the RESOLVED paragraph and to move things along, Mr. Josey accepted the change without vote or objection by Council. Mrs. Shepard MOVED and Mr. Bartolini seconded, to amend the RESOLVED paragraph by omitting the word "second", and since there is already on the staff more than one recruiter Council accepted this by unanimous consent. Mrs. Shepard then with Mrs. Ihrig's second, MOVED to amend the RESOLVED paragraph by adding a final phrase "and to instruct ANACONDA and ANACONDA to take into account this manifestation of the will of the Association in its deliberations and recommendations to Council." Robert Johnson MOVED, Mrs. Virginia Lacy Jones seconded, and Council

VOTED to close debate, whereupon Mr. Moon MOVED, and Mr. Josey seconded, a roll call vote on the Resolution; a rising VOTE indicated the motion FAILED by the required majority. By a unanimous voice VOTE THE RESOLUTION CARRIED, as follows:

WHEREAS, multiracial, sexually balanced library managements and staffs are at least one hundred years overdue; and
WHEREAS, development of socially responsible library staffs will increase the attractiveness of library employment; and
WHEREAS, sexually and racially balanced library staffs will enhance the quality, relevance, and utilization of library services, particularly by the young; and
WHEREAS, racial and sexual parity are even more urgently needed in a depressed job market; and
WHEREAS, the library profession may achieve racial and sexual parity at all levels in the 1970s, if its leaders and members choose to do so; and
WHEREAS, a minorities recruitment specialist could recruit from universities and colleges attended by students of the various minorities; and
WHEREAS, a minorities recruitment specialist could also participate in image-changing public relations programs;
THEREFORE BE IT RESOLVED, That the Council and the Executive Board strive to fulfill the intent of the Civil Rights and Fair Employment Laws by establishing a position of recruitment specialist on the Association staff, and appoint to this position a librarian possessing extensive knowledge of and direct experience in minority life and culture, and also possessing communication skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession, and to instruct ACONDA and ANACONDA to take into account this manifestation of the will of the Association in its deliberations and recommendations to Council.

The second session adjourned at 5 PM.

Third Session

The third session of the ALA Council during the 1971 Midwinter Meeting convened at 10 AM, Friday, January 22, in the Biltmore Hotel, Los Angeles, President Bradshaw presiding.

Richard Parsons, Councilor at Large, MOVED, Mr. Bartolini seconded, and by a standing vote it was