

Gay, Lesbian, Bisexual, and Transgendered Round Table
of the American Library Association
2010 Annual Conference, Washington, DC

Steering Committee II
Meeting Minutes
June 29, 2010

I. Call to order

Dale McNeill called to order the regular meeting of the GLBTRT Steering Committee of ALA at 10:50 a.m. on June 29, 2010 in room 801 of the Washington Convention Center.

II. Introductions

Tracy Nectoux, GLBTRT Secretary recorded the names of those in attendance. The following were present: Ellen Bosman; Matt Ciszek; Jane Cothron; Yvonne Dooley; Roland Hansen; Peter Hepburn; Lisa Johnston; Todd Krueger; Dale McNeill; Anne Moore; K.R. Roberto; John Sandstrom; Jim Simonis; Sarah Wright.

III. Approval of Agenda

Changes: K.R. Roberto will be speaking for the GLBTQ Anti-Discrimination & Education Committee in David Vess' and Samantha Thompon's absence.

- **Motion Number 1**
- **Motion to approve agenda, with changes**
- **Motion: John Sandstrom**
- **Second: K.R. Roberto**
- **Passed by Acclamation**

IV. Approval of Minutes from Previous Meetings

Steering Committee II, Minutes, Midwinter Meeting, 2010

- **Motion Number 2**
- **Motion to approve Midwinter Steering Committee II minutes**
- **Motion: John Sandstrom**
- **Second: K.R. Roberto**
- **Passed by Acclamation**

V. Reports of Ad Hoc Committees

- a) **40th Anniversary Gala Ad hoc Committee**
- b) **Bylaw & Procedure Manual Ad hoc Committee**

Roland Hanson
Peter Hepburn

The bylaws changes were passed by those who attended the membership meeting. The changes will move forward.

A brief discussion took place on whether or not we should use “transgender” instead of “transgendered” in our bylaws. Both words are still in use, but “transgender” is used more frequently. We decided to use “transgender” in the bylaws, and Peter stated that the language within would be consistent.

- c) **LGBTQ Anti-Discrimination & Education Comm**

Roberto & Vess

K. R. Roberto reported: Two resolutions were discussed at ALA Council, which reaffirmed using “GLBT,” instead of only “gay and lesbian.” We want to have conferences in cities that have laws that protected GLBT people, and this also passed, with the following changes: instead of saying “training,” we’re providing training materials. Also, the training will be only for employees, not volunteers.

Submitted Report

LGBTQ Anti-Discrimination & Education Committee Report Annual Conference, 2010

Background Information

See both reports for background information:

1. See the report, Item IX. Appendix A, Narratives submitted by David S. Vess to the Minutes of Steering Committee Meeting II of 2009 ALA Annual. The report starts on page 11.
<<http://www.ala.org/ala/mgrps/rtsglbtr/events/meetingdocuments/a09-sc2-minutes.pdf>>
2. See the report LGBTQ Anti-discrimination & Education Ad hoc Committee submitted by David S. Vess, Item F in Steering Committee II Meeting Minutes, 2010 ALA Midwinter Meeting.
<<http://www.ala.org/ala/mgrps/rtsglbtr/events/meetingdocuments/2010-mw-sc2-minutes.pdf>>

Resolutions at ALA Annual Conference 2010

On Mon, Jun 21, 2010 at 6:18 PM, Larry Romans sent a message to the GLBTRT email list calling the community to support the three attached resolutions. Two of those resolutions concern the charge of the LGBTQ Anti- Discrimination & Education Committee. They are resolutions to altar ALA Policy language in 7.1.1 Non-Discrimination in Conference Contracts and 54.16 Gay Rights. The resolutions are:

1. 7.1.1, A Resolution on Non-Discrimination in Conference Contracts
2. 54.16, A Resolution Reaffirming Equal Employment Opportunity for Gay, Lesbian, Bisexual, and Transgender Librarians and Library Workers.

Council Votes on Proposed Resolutions

At the Council meeting held Sunday June 29, 2010 both resolutions were discussed.

- *The resolution to altar language to ALA Policy 54.16 Gay Rights passed Council vote.*

- *The resolution to altar language of ALA Policy 7.1.1 was referred to ALA's Budget Analysis & Review Committee (BARC).*

Resolution 1

A Resolution Reaffirming Equal Employment Opportunity for Gay, Lesbian, Bisexual, and Transgender Librarians and Library Workers Resolution on Non-Discrimination in Conference Contracts

Whereas, The American Library Association has affirmed its stand against discrimination based on sexual orientation, gender identity, or gender expression;

Whereas, It is more widely understood that Gay Rights is not an acceptable short-hand term for all groups based on sexual orientation, gender identity, or gender expression;

Whereas, In all other anti-discrimination statements of ALA policy, the American Library Association as a whole opposes discrimination, while in Policy 54.16, the ALA Council only is stated as opposing discrimination;

Whereas, In all other anti-discrimination statements of ALA policy, the American Library Association opposes discrimination without qualification for any other group listed in Policy 60.2 (Combating Racism) or 60.3 (Combating Prejudice, Stereotyping, and Discrimination), while only in Policy 54.16, does the Association recommend to libraries that they “disseminate information representing all points of view on this topic”; and

Whereas, In the past transgendered people have been ignored as one of the groups based on sexual identity or sexual expression; now, therefore, be it

Resolved that the American Library Association (ALA):

Shall change Policy 54.16 from this current text:

54.16--Gay Rights

The American Library Association Council reaffirms its support for equal employment opportunity for gay librarians and library workers. The Council recommends that libraries reaffirm their obligation under the Library Bill of Rights to disseminate information representing all points of view on this topic.

to this text:

54.16. Gay, Lesbian, Bisexual, and Transgender Rights

The ALA will avoid entering, whenever possible, into conference-site contracts with organizations and legal bodies in cities, counties, or states that by law discriminate against gay, lesbian, bisexual, and transgendered people. ALA will make provide specific materials for sensitivity training about sexual orientation, gender identity, and gender expression for all employees on the floor of convention centers, including employees of companies to which the convention center has contracted for services on the floor of the convention.

Mover: Larry Romans, Executive Board, 615-479-5440

Seconder: John Sandstrom, GLBTRT Councilor, 915-479-8266

Resolution 2

A Resolution on Non-Discrimination in Conference Contracts

Whereas, Transgendered members of the American Library Association were harassed by the staff of a company contracted by the McCormick Place convention center in Chicago at last year's annual conference; and

Whereas, The American Library Association has affirmed its stand against discrimination based on sexual orientation, gender identity, or gender expression;

Whereas, It is more widely understood that Gay Rights is not an acceptable short-hand term for all groups based on sexual orientation, gender identity, or gender expression;

Whereas, In the past transgendered people have been ignored as one of the groups based on sexual identity or sexual expression; now, therefore, be it

Resolved, that the American Library Association (ALA) shall change Policy 7.1.1 from this current text:

7.1.1--Non-Discrimination in Conference Contracts

The ALA will enter into conference-site contracts only with organizations and legal bodies in cities, counties, or states that do not by law discriminate against lesbian, gay, and bisexual people.

to this text:

7.1.1--Non-Discrimination in Conference Contracts

The ALA will avoid entering, whenever possible, into conference-site contracts with organizations and legal bodies in cities, counties, or states that by law discriminate against gay, lesbian, bisexual, and transgendered people. ALA will provide specific materials for sensitivity training about sexual orientation, gender identity, and gender expression for all employees on the floor of each convention center, including employees of companies to which the convention center has contracted for services on the floor of the convention.

Mover: Larry Romans, Executive Board, 615-479-5440

Seconder: John Sandstrom, GLBTRT Councilor, 915-479-8266

LGBTQ Anti- Discrimination & Education Committee Members

- Co-Chairs David S. Vess & Samantha Thompson
- K.R. Roberto
- Larry Romans
- Ambrose Thompson
- Zeke White

Respectfully Submitted,

David S. Vess

Chair, LGBTQ Anti- Discrimination & Education Ad hoc Committee

d) Over the Rainbow Project Ad hoc Committee

Cothron & Jones

Jane Cothron spoke with Arsenal Pulp Press. They are happy to provide review copies to Over the Rainbow, Rainbow Project, and the Book Award Committee. Over the Rainbow identified over 200 books to consider, and nominated 40 books.

Arla Jones, Committee Chair, submitted the following written report
Over the Rainbow Project Ad hoc Committee Report
Steering Committee Meeting 1 – Washington, D.C. – June, 2010

Our projects during the past two months include:

- Approved by GLBTRT Steering Committee vote to become an ad hoc committee. The following motion was made March 22nd, 2010, by Steering Committee member David Vess on ALA Connect:

I move that the GLBTRT Steering Committee (1) evaluate and comment on the accompanying Over the Rainbow (OTR) project proposal (2) take a virtual vote as soon as possible to accept the OTR Project chaired by Arla Jones as a GLBTRT ad hoc committee and (3) evaluate the work of the committee after one year to decide if the OTR Project should become a GLBTRT standing committee. <<http://connect.ala.org/node/99615>>

- Created a project blog: <<http://alaovertherainbow.wordpress.com/>>
- Posted Policies and Procedures <http://alaovertherainbow.wordpress.com/policies/>
- Posted Jurors information (bios and pictures) <http://alaovertherainbow.wordpress.com/jurors/>
- Posted brief "About" text <http://alaovertherainbow.wordpress.com/about/>
- Located self-published materials, reviewed e-book advance reading copies, used interlibrary loan and local public libraries, contacted publishers for materials, and shared review copies. Over 220 titles meeting the list criteria have been identified and more than 40 books have been formally nominated for consideration for the inaugural Over the Rainbow List.
- Provided GLBT-RT members with a new way to engage with and contribute to the organization.
- Supported the mission of the organization by locating fun and enjoyable books worth recommending.
- Attracted attention to the GLBT-RT by promoting lgbt literature.
- Nominations April <http://alaovertherainbow.wordpress.com/nominations/may-2010/>
Nominations May <http://alaovertherainbow.wordpress.com/nominations/may-2010-2/>
- If anyone wishes to suggest a title for consideration, please contact Arla Jones, Committee Chair (arlajones@gmail.com)

Over the Rainbow Project jurors are as follows:

Jane Cothron (Lincoln County Library System, Newport, Oregon)
Cecil Hixon (retired, New York, NY)
Brent Husher (University of Missouri-Kansas City)
Arla A. Jones (chair, Lawrence, Kansas)
Jesse NACHEM (University of California, Oakland, California)
Danielle Pollock (Albuquerque, New Mexico)
Larry Romans (Vanderbilt University, Nashville, Tennessee)
Nel Ward (retired, Newport, Oregon).

No agenda items.

Respectfully submitted,
Arla A. Jones, Chair

VI. Reports of Liaisons

e) Diversity Council

Anne Moore/John Sandstrom

We have 75 new Spectrum Scholars. They'd like to create a calendar for all stakeholders in Diversity Council, in order to be more aware of conflicts. The Chair of Diversity Council will ask various constituents for their program plans. This will possibly be a Wiki on Connect that constituents can update, so that it's accessible to everyone.

f) OLOS Advisory Committee

Matt Ciszek volunteered to be our new representative for OLOS Advisory Committee.

VII. Open Issues

g) Continued discussion of Steering Committee I topics

John Sandstrom reports that our resolutions on the floor regarding changes in wording for the ALA policy manual passed. He will send the specific rewording to us, but informed us that "gay rights" has been expanded to include all of our stakeholders. Additionally, Convention Center protections will be expanded to include all GLBT people

Peter Hepburn will be taking over as ALA Councilor. The GLBT Round Table of the American Library Association wholeheartedly thanks John Sandstrom for his dedicated and excellent work on our behalf.

- **Motion Number 3**
- **Motion to include our thanks to John Sandstrom in the minutes**
- **Motion: Peter Hepburn**
- **Second: K.R. Roberto**
- **Passed by Acclamation**

VIII. New Business

h) New proposals for Council

- Non-discrimination clauses to add the phrase “and any other such reprehensible policies.”
- Add to employment non-discrimination clauses that “ALA supports public and private health insurance coverage for treatment of gender identity disorder as recommended by the patient’s physician; and that ALA supports the development of domestic partner health care benefits in the public and private sector; and supports equity of pre-tax health care benefits for domestic partnerships for couples of any gender.”

John Sandstrom will assist Peter Hepburn in the wording of these issues and deciding where they should go.

i) Additional bylaws changes

- Proposals for New Standing Committees and Ad-Hoc Committees must be presented, discussed, and voted on at Midwinter or Annual Conferences

Questions: Should we prevent bringing up important business between our face-to-face meetings? Should Ad Hoc Committees have to wait for face-to-face meetings? It was generally agreed that the recent discussion format in regards to Over the Rainbow was not helpful; however, we do need procedures for handling voting in-between conferences, due to the difficulty of trying to address everything in short conference meetings.

Matt Ciszek will address these issues in the procedures manual, and we are encouraged to send suggestions to him.

ALA has chat rooms. We could set aside a couple of days before Midwinter, should we need to do business in-between. Emailing isn’t conducive to involved—sometimes controversial—discussions, and we will have to figure out some ways to be together, and discuss together, without acrimony.

Peter Hepburn stated that the Bylaws Committee will also look at the structure of the Round Table. There will be some proposed changes in the upcoming year.

j) Prioritizing appointments to BAC, other committees

- Do we want to maintain demographic balances by reappointing people vs. giving new people from the waiting list the chance to serve?
- Demographic balances on other committees

We have a structure in place. Committee Chairs appoint their members, and communicate their appointments to the Co-Chairs. We don’t—as a rule—reappoint.

Question: How much do we still need demographic balance on BAC? We want to avoid—for example—a majority of committee members being from the same area, or state, of the country. This is a natural thing that every committee chair in ALA does, and it avoids

nepotism also. Thus, the Chair strives for balance. They don't always succeed completely, but the effort is made.

The role of committee members has been moved to the procedures manual. Co-Chairs are available as resources if needed, but do not have the time to appoint members. The volunteer form has greatly simplified this, and we should adapt a practice that every year or so, we send out a call for volunteers. Doing this will help us get away from the idea of "waiting lists."

k) Adding Q to our name

This topic was previously discussed at the membership meeting. In general, our members were agreeable, but acknowledged the difficulty that some in our community have with the word "queer." Deep offense is taken by those who have suffered the word as an epithet, either in the past or present. Moreover, changing the name of our round table would be a big task in and of itself. General consensus is that this needs some additional discussion.

A compromise was suggested that we keep our name, but expand our mission statement, as need arises. However, some members stated that they did not want to be connected to anything with the Q-word, including our mission statement.

Another possibility is to say in our mission statement that we support all forms of gender and sexual expression identity.

- **Motion Number 4**
- **Motion to have Co-Chairs charge an ad hoc group to study this issue and bring some choices forward**
- **Motion: Peter Hepburn**
- **Second: Tracy Nectoux**
- **1 abstention; passed by majority voice vote**

l) Virtual meetings

- What kinds of decisions should be made at virtual meetings?
- Can committees meet entirely virtually?
 - How will such committee chair participate in SC?

ALA is moving in this direction, and every person in ALA has a slightly different interpretation. However, staff has given coordinators very clear directions.

In New Members Round Table, most of the committee meetings and work is done virtually. The Executive Board is detached from committee structure, and reports to the board liaison, who then brings that work to the round table. A lot of work gets done through phone calls and email. Also, all committees in Public Library Association that have discreet tasks never meet in person. All communication and work is done through ALA Connect. However, this kind of communication will fit some round tables better than others. When the charge is more amorphous, it might not be so easy.

There is a task force on electronic participation (see: http://www.ala.org/ala/aboutala/governance/council/council_committees/tfoemp.cfm), in which council passed policies for all non-governance.

m) Liaison to the Social Responsibilities Round Table

Anne Moore and Dale McNeill will try to find a liaison. If you're interested, please fill out a volunteer form.

n) Creation of a Standing Resources Committee

The original discussion for the creation of a Standing Literacy/Publishing/Resources Committee began last Midwinter during Steering Committee II, and was originally suggested by David Vess and Tracy Nectoux. It's believed that more bibliographies should be created, and our current bibliographies should be updated continually. If we had people working on all of these, we could keep up with our current publications, while creating new ones as well.

The current proposal was composed by Lewis Day, and came about as a spin-off of the forming of the Over the Rainbow Project. The OTR would definitely be included as part of a Resources Committee. Our toolkits project has all but disintegrated, due to the lack of a centralizing force behind it. These should be included as well. We need a central or clearly identified leader for these projects, be they bibliographies or other products we publish. We maintained a Clearinghouse many years ago, and this would be similar to that.

- **Motion Number 5**
- **Motion to adopt this proposal to create a Standing Resource Committee**
- **Motion: Ellen Bosman**
- **Second: Jim Simonis**
- **Failed to pass due to need for continued discussion**

Discussion followed:

- If we wait until next Annual Conference, we'd give OTR the time to do the work it was charged to do.
- We also need John Andrews' thoughts on this.
- Forming this committee might not help with current confusion among the publishers. They're still being asked to send books to four different groups.
- There's value in a separate group working on separate lists. But because the Rainbow List and Over the Rainbow are not award-giving projects, they should not be treated separately.
- When we put our name on a bibliography, there is going to be assumption in the world that we care about and support these books.
- GLBTRT Co-Chairs are the appointing authorities and they should be the appointing authority for the committee chair.

As the proposal currently stands, the newsletter would not become part of the Resources Committee. It's meant to be a bibliographies committee. The Committee would have subgroups, and this is where the Rainbow Project would be placed. To do this it would be necessary for us to go through the SRRT Action group. The Co-Chairs will talk about this with Miquel. But first, we need John Andrews' thoughts.

It was generally agreed that we need to have such a committee. We need a way of bringing together all of our work that is currently scattered. We need to streamline the many jobs that we do. This would give a good structure.

- **Motion Number 6**
- **Motion to refer the motion back to the movers for revision, to be reported on at Midwinter**
- **Motion: John Sandstrom**
- **Second: K.R. Roberto**
- **Motion to refer accepted by Jim Simonis and Ellen Bosman**
- **Passed by Acclamation**

IX. Announcements

o) Rainbow Breakfast

Dale McNeill reported that the Rainbow Breakfast was a success. Forty people attended and fifty tickets were sold. Three authors attended and spoke at the breakfast: Lesléa Newman, Ellen Hopkins, and Marcus Ewert.

p) Don Weiss

Don Weiss is still interested in working with small publishers, including us. He has been out of touch recently, however, but Lisa Johnston is staying in touch with him as much as possible.

q) Adjournment

- **Motion Number 7**
- **Motion to adjourn**
- **Motion: Matt Cizek**
- **Second: K.R. Roberto**
- **Passed by Acclamation**

Minutes submitted by: Tracy Nectoux, GLBTRT Secretary, July 2, 2010

Minutes approved by GLBTRT Steering Committee: January 10, 2011