

ALA COUNCIL

MINUTES

2019 ALA MIDWINTER MEETING

Seattle, WA

AMERICAN LIBRARY ASSOCIATION

VOLUME 53

**AMERICAN LIBRARY ASSOCIATION
2019 MIDWINTER MEETING & EXHIBITS
SEATTLE, WASHINGTON
SATURDAY, JANUARY 26
ALA COUNCIL/EXECUTIVE BOARD/MEMBERSHIP INFORMATION SESSION**

The customary information session was held in accordance with Policy A.4.2.5.2, which states that at least one joint session of the Membership and Council with the Executive Board shall be held for information only prior to other meetings of Council and Membership. The information session was convened at 3:00 pm on Saturday, January 26, 2019, at the Sheraton Grand Seattle, Grand Ballroom.

INTRODUCTIONS AND ANNOUNCEMENTS. ALA President Loida Garcia-Febo chaired this session. Garcia-Febo introduced ALA Parliamentarian Eli Mina; ALA President-Elect Wanda Kay Brown; Mary W. Ghikas, ALA Executive Director and Secretary to Council; Sheryl Reyes Director Designate, Office of ALA Governance; JoAnne Kempf, Director of the Office of ALA Governance; Marsha P. Burgess, Council Secretariat; Holly Robison, Projectionist and Heather Theriaque, Captionist.

ALA PRESIDENT REPORT, ALA CD#21. Garcia-Febo said that her service as President of the American Library Association began at the close of the 2018 ALA Conference in New Orleans, and over the past six months, she visited libraries and had conversations with library workers across the United States and other countries. Garcia-Febo written four ALA columns for the ALA Magazine. And her last column, titled "Serving with Love," renewed love for the communities we serve.

Garcia-Febo said, "these six months have been full of inspiring conversations about serving communities during my national library tour to advocate for libraries, which so far has included libraries in Colorado, Pikes Peak Library District there; Cambridge, and there I visited MIT Libraries, Harvard Libraries, and a high school library and the Cambridge Public Library, where we had the Rally for Libraries. I also visited a school library in Rhode Island, and that was part of my tour. And today we had the rally at the Seattle Public Library. And, as part of my global tour, which includes ALA longstanding commitments in other countries, I gave keynotes at the Guadalajara and Sharjah book fares, and I was very honored to be invited to the European Parliament to advocate for libraries. It was also fantastic to join different conferences in different parts of the country, like Ohio, Kentucky, Georgia, New England location, Oregon, and JCLC. Those are very special to me. There's a variety of regions".

Garcia-Febo gave appreciation to the ALA staff for being very supportive and have worked with the Advisory Board on several efforts to support existing ALA work and highlighted some of them.

Highlights:

- ❖ On Friday, January 25, 2019, during the opening, ALA rolled out new resources to help library advocates. The Advocacy University website was revamped. It will be a one stop for all thing's advocacy. There will be a rollout of a series of videos to help library advocates to use storytelling for effective advocacy. It is available at the www.ala.org/advocacy.
- ❖ Photos, updates, articles and media coverage of the National Library Tour, is available on the ALA President's Facebook page, and on other ALA social media.
- ❖ Libraries = Strong Communities website, which is part of the existing ilovelibraries.org, is also available on the ALA President's Facebook page.
- ❖ Content has been added to the ALA-APA Wellness website in eight different areas. A program will be held January 29th entitled "A Native Perspective of Trauma: Bridging Past, Present, and Possibilities" that is part of our wellness efforts, and it is tomorrow at 1:00 p.m. ALA-APA has developed resources for coping with grief, looking into developing more to help library workers with different aspects related to the situations that are arising related to library workers.
- ❖ On Sunday, January 27th, the President's speaker is Robin DiAngelo, and it is related to the discussion of themes that should help us to understand what people can do to engage more constructively in conversations about racism. A short video series is there to help library workers on how to incorporate the principles of equity, diversity, and inclusion in the work they do.
- ❖ Map of the Library World, this map was developed by IFLA, and a wall-size display is near the registration area, featuring an interactive component. This is to promote exchanges or partnerships, collaborations with libraries in other countries.

ALA PRESIDENT-ELECT'S REPORT, ALA CD#29. ALA President-Elect Wanda Kay Brown was excited about the change that's in the air, because of the many streams of change coming to ALA all at one time. Brown reported that those who serve on committees and who have been working with her are equally as passionate about the work that we do. She also, reported that she is working on the remodeling summit, committee on committees and the Presidential Advisory Committee.

ALA EXECUTIVE DIRECTORS REPORT, ALA CD#23. ALA Executive Director and Secretary of Council, Mary Ghikas reported that the content of the document was pulled together by staff all over the Association. Ghikas reported on the status of the real estate transaction. The status is included in the leadership talking points that were widely distributed.

Fall 2017, the Board began working closely with the ALA management on a plan to invest in the Association, to make us more sustainable, to put us on a different level in terms of IT, advocacy, development. And as part of that discussion, the Board and management have been involved in an examination of how we can use the Association's very strong asset position to make those investments.

Spring of 2018, part of ALA management consideration of the Association's assets related to the building, the management engaged a real estate consultant. Based, again, on the Board's explicit authorization, in December of 2018 ALA signed a letter of intent with an external party interested in buying ALA's Chicago real estate assets. Currently, the building has not sold yet.

Late April/early May, ALA legal counsel on the development of what could be a contract will conclude. ALA is also working with an architect and change management firm and the real estate consultants to explore alternative homes in the downtown Chicago area, both for the benefit of members who come into town for meetings and for the many staff who depend on public transportation.

ALA NOMINATING COMMITTEE REPORT, ALA CD #26 and #26.1. Alexandra Rivera, Chair of the 2019 ALA election presented the 2019 report. Rivera acknowledge the members of the committee; Jason Alston, Melissa Cardenas-Dow, Frank Cervone, Dr. Audrey Church, Veronda Pitchford, Lian Ruan, Rivkah Sass, John Spears. All members of the American Library Association were provided the opportunity to be considered for nomination through an intensive marketing campaign intended to garner a diverse pool of candidates. The call for nominations was greatly assisted by social media materials developed by ALA Marketing at the request of the Nominating Committee. The Committee recommended undertaking an assessment of representation in our governance structure to make sure we are truly including the broadest array of membership in our leadership ranks. Two, develop a transparent secession plan to foster leaders from across the organization. And three, consider the possible barriers to serving in our governance structure, such as fiscal and organizational support.

The Presidential candidates slated by the Committee for the 2019 ALA election are: Julius C. Jefferson Jr., Section Head, Congressional Research Service, Library of Congress, Washington, DC and Lance Michael Werner, Executive Director, Kent District Library, Comstock, Michigan.

The treasurer candidates slated by the Committee for the 2019 ALA election is Andrew K. Pace, Executive Director, Technical Research, OCLC, Dublin, Ohio. No petitions have been filed for the office of ALA President-Elect; however, a petition has been filed for Treasurer by Maggie Farrell, Dean of University Libraries, University of Nevada, Las Vegas, Nevada.

Petitions with consent have been filed for the office of ALA councilor-at-large by Melissa Cardenas-Dow, Social Sciences Librarian, Sacramento State University, Sacramento, California. Rachael Clukey, Reference Librarian, Delaware County District Library, Delaware, Ohio. Karen Downing, Education Librarian, University of Michigan, Ann Arbor, Michigan. Mario Gonzalez, Director, Passaic Public Library, Passaic, New Jersey. Charles Kratz, Dean of the Library, The University of Scranton Weinberg Library, Scranton, Pennsylvania. James Neal, University Librarian Emeritus, Columbia University, New York, New York. Edward Sanchez, Head, Library Information Technology, Marquette University, Milwaukee, Wisconsin. And James Teliha, Dean of the Library for Learning Commons, Utica College, Utica, New York.

ALA ENDOWMENT REPORT, ALA CD#16. Rodney Hersberger, Senior Endowment Trustee

Highlights:

- ❖ Diversification of ALA portfolio, except for private equity, no single asset class will outperform the broad market indexes over a long period of time. With private equity, liquidity is sacrificed. The portfolio must remain diversified.
- ❖ In November a positive strategic review with two consultants with Mercer Company in St. Louis. The purpose of that was to review all our business practices, not our investment policy and not our investments. So, we are rewriting our investment policy statement and all our procedures, what makes a good Trustee, how to select a senior Trustee, education for ourselves, education for our members, and so forth.
- ❖ Funds were moved from two bonds into Domini, a million dollars. Ann Domini was one of the first proponents of socially responsible investing. She has her own firm. She used to have something called the Domini 400 that investors looked at as good corporate citizens throughout the world. We've also realized through the course of a few months that we maybe need to do a little better job of education for our membership and those who are interested in what we are doing.

ALA BUDGET ANALYSIS AND REVIEW COMMITTEE (BARC), ALA CD#33.

Maggie Farrell, Chair of BARC reported that ALA's current fiscal year covers from September through August. On the financial information page, posted are several reports, and the Financial Learning Series is available to become more familiar with the budget process. Council approves the Annual Estimates of Income, that dictates how much ALA can spend.

Since Annual 2018, Council approved the annual estimates of income. It's a \$1 million-dollar change. The annual estimates of income originally were \$84 million, and now we are upping that to just over \$85 million. The most significant change is coming in the grants and awards. The Public Library Association had a \$1 million change is due to their Gates grant.

Current fiscal year results. As of November, ALA is doing better than expected. But it's very preliminary the first three months. What will be a determinant for the rest of the fiscal year is how well ALA performs for the Midwinter Meeting. ALA Chief Financial Officer, Mark Leon, has reported that as of December, the budget is tracking well.

General fund. Divisions are tracking pretty much the same as general fund. But round tables are doing great. Round tables are a very small portion of the overall budget, but still doing great.

Investment plan. ALA has a strategy of investing in the infrastructure. Three key areas we are investing in, one being streams of change. In order to make those changes, ALA needs an infrastructure that supports that. That includes information technology, advocacy, and development. The investment plan is investing approximately \$8.8 million over three years. Details are included in the PowerPoint.

Investment status. The Fiscal Year 2019 investment strategy is on track. ALA is hiring 2.5 new staff positions. Those are not being funded through the investment strategy; those are repurposed positions within ALA.

Advocacy is currently on track. Although they are expecting more of their allocation to happen later in the fiscal year. We are looking at the IT infrastructure, and so far, we have made some initial investments. BARC is monitoring the studies that are being done for IT infrastructure, primarily because we know that the consultants might come back with a different figure.

The work that ALA is doing on BARC supports the streams of change and modernizes the Association for what ALA need today is being closely monitored for its financial impact.

STEERING COMMITTEE ON ORGANIZATIONAL EFFECTIVENESS (SCOE), ALA CD#40.

Lessa Kanani'opua Pelayo-Lozada, Chair, SCOE encouraged members to follow up with anyone who was wearing a SCOE button throughout the conference with any questions or ideas to bring our association into a 21st century leadership model. She thanked the steering committee for their time and effort and to the leadership of President Garcia-Febo, Past President Neal, and incoming President Brown for their continued support of this project.

SCOE was appointed by President Jim Neal just before the Annual Conference 2018 in New Orleans to develop and recommend strategies and tactics to create an ALA with the agility to respond to current challenges and opportunities and to focus energy and resources on its mission and members in the decades to come. Ultimately, the charge is to design a modern association for a modern profession but are not the decision-makers. ALA members are the decision-makers in determining what the association model -- what association model will serve library workers the best. And because of this, the purpose of my update this afternoon is to provide preparation, background, and an invitation for a much larger discussion about remodel options and opportunities.

For the composition of the Steering Committee on Organizational Effectiveness and those additional voices which were interviewed by our consultants at Tecker International.

SCOE met in Chicago at a Remodeling Summit in October, where committee members and a few additional voices contemplated and discussed the organization, member feedback and interviews over the last few years, and really did a deep dive into the strengths and weaknesses of ALA.

Some of the observations that were made included the strengths of ALA, such as advocacy. Our libraries continue to change from book repositories to information and community centers, and we, as ALA, need to focus on what all our library workers need from a 21st century association and our library supporters.

SCOE spent time focusing on five main areas of ALA governance. But didn't get to all the areas in our potential scope, but a very good start.

Pelayo-Lozada invited all of you to join us in participating in longer conversations, which include potential remodel options, some general, which will look at how all the facets of ALA work

ALA TREASURER REPORT, ALA CD#13. Susan H. Hildreth, ALA Treasurer

Highlights:

- ❖ Total ALA revenues in 2018 were \$53.4 million compared to the budget of \$51.7 million. So, we exceeded our projections by 3.3%. Revenues for all funds exceeded budget, except the general fund, which was -- missed budget by 1%.
- ❖ Total ALA expenses were \$49.7 million. That was below the budget of \$53.6 million by 7.3%. This variance was due to careful management, timing of expenditures, and as in FY 17, there was a positive impact of a change in the Association's -- a reduction in the Association's post-retirement liability.
- ❖ Division expenses were 9% below budget, and round table expenses 8.4% below budget. That also contributed to this favorable outcome. As a result, the Association's net operating revenue was \$3.7 million.
- ❖ The Association's nonoperating result was \$3.5 million. This result was due primarily to the net change in our realized and unrealized gains in our investments.
- ❖ Donations increased by 22%. And hopefully we'll continue with FY 19 investments in development, but we certainly don't want to depend on development or fund-raising to run our organization.
- ❖ The expenses in the general fund were about \$700,000 more than the \$28.7 million that was budgeted. These expense increases were primarily due to higher-than-anticipated publishing expenses, and we did a lot of great business in publishing this year, but also you do have to invest money or spend money to make money, and we really saw that happen this year. Also, we had lower-than-anticipated overhead recovery, primarily due to Midwinter.
- ❖ General fund itself, had a net operating loss of \$876,000. Although this is a smaller loss than FY 17 -- that loss was \$1.3 million -- general fund expenses are being carefully monitored in FY 19.
- ❖ General fund revenues. Dues slightly exceeded projections. Again, publishing beat its projection for the first time in several years. This is primarily related to success in ALA Editions and the ALA SLA standards publication. Publishing continues to increase marketing efforts, developing new products, and providing customer-friendly services.
- ❖ Meetings and conferences earned revenue of \$7.6 million, a bit less than the \$7.9 that was budgeted, so we missed the projection there by 5.6%. The Denver Midwinter Meeting was \$353,000 less than budget. That's about 12%. This impacted overhead contributions and net revenue for

the general fund. We have a significant increase in contributions, about \$143,000.

Annual Conference, in New Orleans, was very strong. It brought in \$6.5 million in revenue, contributing about \$1.7 million to the general fund. Midwinter in Denver did not generate net revenue but did contribute \$654,000 in overhead.

- ❖ General fund expenses were about \$778,000 more than the \$28.7 million that was budgeted. Expenses in publishing really being due to higher production costs because of higher sales volume.
- ❖ \$8.3 million in overhead was contributed to this organization. \$3.2 million from publishing, \$2.3 million from conferences, and \$2.7 million in our other categories. Divisions provided about \$2.1 million, and round tables, small but mighty, contributed about \$19,000. The overhead rate in FY 18 was 26.4, so that's what was applied in all these cases.
- ❖ ALA Editions had expenses increased because of their production, extra production. Booklist had a very strong year, contributing \$1.2 million in overhead, with \$840,000 in net revenue. They were the strongest publishing performer in FY 2018, and I know that our publishing team is continuing to develop new products, they are focusing on eLearning, which was slightly in the black and provided some net revenue in FY 18. Publishing overall, provided \$3.2 million in overhead and had net revenue of \$265,000.

ANNOUNCEMENTS AND ADJOURNMENT

REGISTRATION STATS:

End of business Friday, January 25, 2019

- 2019 Midwinter Meeting (Total registration 8,785)
 - 6127 paid member registrations
 - 2658 exhibitor registrations
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- 2018 Midwinter Meeting-Denver (Total registration 7,699)
 - 5,000 paid member registrations
 - close to 2019 exhibitor registrations
- 2017 Midwinter Meeting-Atlanta (Total registration 8,639)
 - 5772 paid member registrations
 - 2867 exhibitor registrations.
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Meeting adjourned at 4:23 p.m.

**AMERICAN LIBRARY ASSOCIATION
2019 MIDWINTER MEETING & EXHIBITS
SEATTLE, WASHINGTON
SUNDAY, JANUARY 27
ALA COUNCIL I**

The first meeting of the ALA Council during the 2019 ALA Midwinter Meeting was convened at 9:00am on Sunday, January 27, 2019, in the Sheraton Hotel, Grand Ballroom.

INTRODUCTIONS AND ANNOUNCEMENTS. ALA President Loida Garcia-Febo chaired this session. Garcia-Febo introduced ALA Parliamentarian Eli Mina; ALA President-Elect Wanda Kay Brown; Mary W. Ghikas, ALA Executive Director and Secretary to Council; Sheryl Reyes Director Designate, Office of ALA Governance; JoAnne Kempf, Director of the Office of ALA Governance; Marsha P. Burgess, Council Secretariat; Holly Robison, Projectionist and Heather Theriaque, Captionist.

Special guests included ALA Presidential candidates, Julius C. Jefferson Jr., Section Head, Congressional Research Service, Library of Congress, Washington, DC; Lance Michael Werner, Executive Director, Kent District Library, Comstock, Michigan; ALA Treasurer candidates, Maggie Farrell, Dean of University Libraries, University of Nevada, Las Vegas, Nevada and Andrew K. Pace, Executive Director, Technical Research, OCLC, Dublin, Ohio; Also with us today are Lillian Chavez, President of the American Indian Library Association; Cecilia Barham, President-Elect of the Texas Library Association; Andrea Berstler, President-Elect of Maryland Library Association; Rhonda K. Gould, President of the Washington Library Association; Dolly Goyal, Immediate Past President of the California Library Association; Susan Highley, President, Indiana Library Federation; Mary Lee Kennedy, Executive Director, Association of Research Libraries in Washington, DC; Amy Lappin, President-Elect of New Hampshire Library Association; Kate Laughlin, Executive Director of Washington Library Association; Laura Littrell, President of Kansas Library Association; Sherry Machones, President-Elect, Wisconsin Library Association; Madeline Pena, President of REFORMA; Craig Seasholes, Immediate Past President of Washington Library Association; Kristin Shelley, President of Michigan Library Association; Debra Tate, President, Kentucky Library Association; Joseph Thompson, President, Maryland Library Association; Michael Wright, Immediate Past President of Iowa Library Association; Elaine Yontz, President, Beta Phi Mu, the International Library and Information Studies Honor Society; ALA Past Presidents: Jim Neal; Courtney L. Young; and Ann K. Symons, ALA past Treasurer, ALA Honorary Member, and ALA Councilor.

THE ATTENDANCE AND VOTING RECORD is attached as **Exhibit#1**.

QUORUM. A quorum was established at the beginning of each meeting.

RULES FOR ALA COUNCIL MEETINGS, ALA CD #5. By **CONSENT**, the ALA Council adopted the Rules for ALA Council Meetings.

ESTABLISHING THE AGENDA, ALA CD#8.1_REV-1-26-19. By **CONSENT**, the ALA Council adopted the Rules for ALA Council Meetings.

2018 ALA ANNUAL CONFERENCE MINUTES, ALA CD #2. The 2018 ALA Annual Conference Minutes were **ADOPTED** as distributed.

ALA EXECUTIVE DIRECTOR SEARCH, ALA CD#34. Courtney L. Young, Chair of 2018 ALA Executive Director Search Committee reported that the 13-member search committee is charged with recommending to the ALA Executive Board candidates for finalist interviews. The ALA Executive Board is responsible for selecting and hiring the Executive Director. Search Committee membership will include representatives from the following groups: One chair, two members of the ALA Executive Board, two members of ALA Council, two representatives from the divisions, one representative from the round tables, one representative from the Budget Analysis and Review Committee (BARC), one representative from the Joint Council of Librarians of Color (JCLC), one emerging leader representative, and two members of the ALA staff. Dan Hoppe, Director of ALA's Human Resources Office, will serve again as ex officio and a nonvoting member to the Committee.

Each representative group was asked to identify an individual or individuals to serve. To date, the following people will serve on the ALA Executive Director Search Committee: Courtney Young will serve as chair. Trevor Dawes and Tamika Barnes will represent the ALA Executive Board. Dora Ho will represent JCLC. Steven Yates and James Neal will represent the divisions. Melissa Stoner will serve as the emerging leader representative. And Charles Kratz will serve as the round tables representative. Members yet to be appointed or pending appointment include a representative from the Budget Analysis and Review Committee, the two members from ALA Council, and two members of the ALA staff. Once all the committee members have been selected, we will begin our work in mid to late February. I will work again closely with Dan Hoppe on a timeline for our work. The nominations for one-chapter councilor and one councilor-at-large, division, or round table councilor to serve on the ALA Executive Director Search Committee. The two Council candidates receiving the highest number of votes will be elected to one-year terms on the Committee.

By CONSENT, the ALA Council approved the following slate of candidates for the elections of (2) councilors to serve on the ALA Executive Director Search Committee.

The chapter councilor candidates are: **Susan Jennings**, Dean of Library Services, Chattanooga State Community College, Chattanooga, Tennessee; **Samantha C. Helmick**, Public Services Librarian, Burlington Public Library, Burlington, Iowa; and **Matt Beckstrom**, Systems Manager/Librarian, Lewis & Clark Library, in Helena Montana; and **David Dahl**, Director, Consortia Library Application Support, University of Maryland Libraries, College Park, Maryland.

The councilor-at-large division Round Table candidates are: **Matthew P. Ciszek**, Library Director, John M. Lilley Library, Penn State Behrend, Erie, Pennsylvania; **Rhonda K. Gould**, Executive Director, Walla Walla County Rural Library in Walla Walla, Washington; **Selina Gomez-Beloz**, Waukegan Public Library in Waukegan, Illinois; **Chris Corrigan**, Digital Reference Librarian, Library of Congress Library for the Blind and Physically Handicapped in Alexandria, Virginia; **Peter Hepburn**, Head Librarian, College of the Canyons in Santa Clarita, California; and **Ann Ewbank**, Associate Professor, Montana State University in Bozeman, Montana.

ELECTION TELLERS, ALA CD#34.1 The following ALA councilors served as election tellers for both the Executive Director Search Committee election and the ALA Executive Board election, and they are: Cynthia Dottin, Tyler Dzuba, Johana Orellana, William (Bill) Sudduth, and Vivian Bordeaux, chair.

NOMINATIONS FOR THE 2019 ALA EXECUTIVE BOARD ELECTION, ALA CD#11.

Wanda Kay Brown, Chair of the 2018-2019 ALA Council Committee on Committees reported that the ALA Council Committee on Committees members are: Latrice Booker, Dora Ho, Jack Martin, and Louis Munoz.

The first two candidates receiving the highest number of votes will be elected to three-year terms, 2019-2022, and seated on the ALA Executive Board at its fall meeting on October 25-27, 2019, in Chicago, Illinois.

By CONSENT, the ALA Council approved the following slate of candidates for the elections of (2) councilors to serve on the ALA Executive Board.

The candidates are: **Eboni Henry**, School Media Specialist, DC Public Schools, Washington, DC; **Leslie Burton Preddy**, School Librarian, Perry Meridian Middle School, Indianapolis, Indiana; **Alexandra Rivera**, Senior Associate Librarian, Student Success and Community Engagement Librarian, University of Michigan Library, Ann Arbor, Michigan, **Gladys Smiley Bell**, Peabody Librarian, Hampton University, Hampton, Virginia. Peter Hepburn nominated councilor-at-large, **Karen G. Schneider**. (Karen G. Schneider, councilor-at-large accepted this nomination)

ALA AWARDS COMMITTEE, ALA CD #31. Susan L. Jennings, Chair of the ALA Awards Committee reported that the committee met and approved re-envisioning of an award. It was formerly the Lemony Snicket Award, but we have new sponsorship. Penguin Random House has decided to sponsor the Penguin Random House Library Award for Innovation Through Adversity. We thought this was a very important award, and we did not want to see it sunset, so they are going to continue with the award.

It is up to the jury if there is an award given that year if there are no suitable candidates for that year. There will be a chair, four jury members and a staff member from ALA's Office of Intellectual Freedom so it will be the work of the Committee to decide if, indeed, there are worthy candidates. The criteria are set in the document, so it's evidence of hardship, successful partnership in working together to overcome hardships, strong focus on innovation, and unique programming, and evidence of successful outcomes for that. So, they will have developed a rubric for that judgment as well.

Jennings clarified that the criteria on the back that says an MLS degree librarian is preferred and not required. It is something that Penguin Random House may have insisted. Some of the criteria that was from this award was passed over, even though Penguin Random House had some specifics of their own, so a lot of this was copied directly from the Lemony Snicket Award. Sara Dallas, Councilor-at-large, reported that one of the reasons the committee looked at that language was that there are libraries -- and I come from a very rural area of New York where they are doing wonderful work and suffer diversity, so we wanted to make sure that the library was awarded for what they were doing.

The award is not just for librarians but for library staff who might not have an MLS. And, some academic librarians are considered staff and not faculty staff.

VOTED, to postpone a vote on ALA CD#31, ALA Awards Proposal to Council II.

ALA Resolutions Committee, ALA CD 10.1. Ed Sanchez, Chair of the Resolutions committee reported on three items. First, the recent work of the committee and a pilot of a new chat function. Second, the clarifying a provision of the ALA Policy Manual, which is related to resolutions that are sent to BARC. Third, the participation in online deliberation and voting. The Resolutions Committee met twice online between the Annual 2018 and Midwinter 2019 conferences. Followed up on our goal that was mentioned at Annual 2018 to have online office hours. The committee worked with ALA to install a pilot version of a software called libraryh3lp. The software was added to the Resolutions Committee guidelines landing page on the website, and we now staff that chat function during Resolutions Table hours. It will certainly be applicable to the virtual meeting that we have at ALA, as well as any other potential upcoming virtual meetings or Midwinter meetings, however that plays out.

At the Annual meeting, there was an adjustment made or an addition to ALA Policy Manual A.4.2.3 clarifying a provision related to Resolutions Committee

submitting a resolution with fiscal impact to BARC. And the steps are on that Policy Manual page now. Essentially, it is BARC's commitment to reacting, responding to those resolutions that have fiscal implications in a timely manner during Conference.

The Committee has been monitoring the movement toward online voting. In November 2017 and August of 2018, the ALA Council participated in asynchronous online voting, and these were completed outside of an in-person Council meeting. At the October phone conference, the Resolutions Committee concluded that before Councilors start on electronic Council votes, a group of councilors needs to establish a solid procedure for doing so, given the logistical complexities of such votes. The process needs to be owned by Council and ideally with the guidance of the ALA parliamentarian, Eli Mina. The committee drafted a resolution, proposing a Task Force on online deliberation and voting for ALA Council.

ADOPTED AS AMENDED, ALA CD #10.1, under Action Item #1-Resolution Proposing a Task Force on Online Deliberation and Voting for ALA Council:

Resolved, that the American Library Association, on behalf of its members:

1. directs the ALA President to appoint a task force that includes, among others, the ALA Parliamentarian in an advisory capacity, **[and representation from the Constitution and Bylaws Committee]** with the following charge:
 - a. Explore options and develop a procedure to facilitate online deliberation and voting for Council outside of the ALA Annual Conferences or Midwinter Meetings; and
 - b. Review the ALA Constitution and Bylaws to determine if the current guidelines meet the complexities of online deliberation and voting; and
 - c. Report findings and recommendations to Council at the 2019 ALA Annual conference in Washington, DC.

ALA Committee on Diversity, ALA CD#14. Shauntee Burns-Simpson, Chair of the Committee on Diversity reported that in 2017, the Hunger, Homelessness, and Poverty Task Force of the Social Responsibilities Round Table, requested the Committee on Diversity to review and revise ALA's policy B.8.10, called Library Services to the Poor. They requested the language be revised to be more inclusive. B.8.10, Library Services to the Poor was originally adopted by ALA Council in 1990. The Committee on Diversity is proposing an update to the language used throughout though reflect the more inclusive first-person language.

The COD report shows the changes side by side and a list of full proposed new language at the end of the action area. The original language is listed under the column that's titled Original, with the proposed new changes under the Proposed column. The proposed policy title is Addressing Poverty, Economic Inequality, and the Responsibilities of Libraries.

The sentiment of the policy has not changed, but the language used is the primary focus of this proposal. Much of the change to the document is removing the term "poor people" to first-person language, "people experiencing poverty." This terminology is in alignment with inclusive language practices. The only point we propose to be removed is the original number 6, as we felt it was repeating the same idea as the original number 5.

The committee proposed the inclusion of six new points indicated in numbers 15 through 20. These additions reflect our commitment to continue to be inclusive in our practices and not creating unintentional barriers to service and resources.

ACCEPTED AS AMENDED, ALA CD#14, the ALA Committee on Diversity recommended policy changes to B.8.10 & B.8.10.1, the old Policy 61& 61.1.

13. Promoting, supporting and facilitating local community efforts to meet the ~~basic~~ needs of all community members, especially those experiencing poverty.

16. **Ensuring [Encouraging]** a parity of library services, hours, resources, and facilities between affluent and low-income library neighborhoods.

Resolution on Eliminating Monetary Library Fines as a Form of Social Justice, ALA CD#38.
Peter Hepburn, Councilor-at-Large

VOTED, to postpone a vote on ALA CD#38, Resolution on Eliminating Monetary Library Fines as a Form of Social Justice to Council II.

Executive Board actions taken since the 2018 Annual Conference in New Orleans, ALA CD#15-#15.1. Mary Ghikas, ALA Executive Director, called the councilors attention to the fact that at their summer meeting, the ALA Task Force -- Special Task Force on Sustainability presented their report. It was accepted by the Executive Board, and management was asked to work with the Sustainability Task Force on the implementation

Implementation Report, ALA CD#9. Mary Ghikas, ALA Executive Director reported that ALA's decision to move Midwinter from San Antonio and then that decision was rescinded was based on the fact that they didn't have all the information in front of them when they made the original decision. They reviewed an extensive array of information that relates to all the costs related to canceling and moving, not just financial costs, but relationship costs, legislative costs. There were -- we had strong support from the Texas Library Association and the San Antonio Public Library, where folks were strongly in favor of continuing with that conference. The Board, based on the balance of the data they had in front of them, made the decision to rescind their earlier decision.

Gender-inclusive bathrooms at ALA conferences and meetings. The response is described in this section of the document. It has a very effective response, and I want to make sure that you note that in the report.

The Resolution for the Adoption of Sustainability as a Core Value of Librarianship, ALA CD#37. Sara Dallas, councilor-at-large submitted the Resolution for the Adoption of Sustainability as a Core Value of Librarianship.

ADOPTED, ALA CD #37, Resolution for the Adoption of Sustainability as a Core Value of Librarianship:

Resolved, that the American Library Association (ALA), on behalf of its members:

1. **Shall define sustainability using the “triple bottom line” conceptual framework:** “To be truly sustainable, an organization or community must embody practices that are environmentally sound AND economically feasible AND socially equitable.”
2. Adopt **“Sustainability,”** as defined above, as a core value of librarianship.
3. Evolve **accreditation standards** to ensure the topic of sustainability is an inherent element in library school curriculum.

Provide ALA members with the necessary **knowledge and resources** to inspire, cultivate and encourage active leadership in the application of the triple bottom line framework to guide decisions for the future of our society.

ANNOUNCEMENTS AND ADJOURNMENT

REGISTRATION STATS:

End of business Saturday, January 26, 2019

- o 2019 Midwinter Meeting (Total registration 9,040)
 - 6,347 paid member registrations
 - 2658 exhibitor registrations
 -
- o 2018 Midwinter Meeting-Denver (Total registration 7,894)
 - 5,242 paid member registrations
 - close to 2019 exhibitor registrations
- o 2017 Midwinter Meeting-Atlanta (Total registration 8,892)
 - 5997 paid member registrations
 - 2867 exhibitor registrations.

**AMERICAN LIBRARY ASSOCIATION
2019 MIDWINTER MEETING & EXHIBITS
SEATTLE, WASHINGTON
MONDAY, JANUARY 28
ALA COUNCIL II**

The second meeting of the ALA Council during the 2019 ALA Midwinter Meeting was convened at 10:01am on Monday, January 28, 2019, in the Sheraton Hotel, Grand Ballroom.

INTRODUCTIONS AND ANNOUNCEMENTS. Special guests included: Mario Gonzalez, ALA Past Treasurer; and Kenny Garcia, former Vice President Elect, REFORMA.

Policy Monitoring Committee, ALA CD#17. Gladys Smiley Bell reported that the committee reviewed all actions taken by the ALA Council during the 2018 ALA Annual Conference for possible incorporation into, in addition to, or changes to the American Library Association Policy Manual.

ACCEPTED, ALA CD#17, ALA Policy Monitoring Committee recommended insertions of Interpretations to the ALA Policy:

Item #1. At the 2018 ALA Annual Conference, the ALA Council adopted 2017-2018 ALA CD#19.7_62617_act, Library-Initiated Programs as a Resource: *An Interpretation of the Library Bill of Rights*. Based on Council's action, **PMC MOVES INSERTION** of the following interpretation as section **B.2.1.11**

Item #2. At the 2018 ALA Annual Conference, the ALA Council adopted 2017-2018 ALA CD#19.8_62617_act, Services to People with Disabilities: *An Interpretation of the Library Bill of Rights*. **PMC MOVES INSERTION** of the following interpretation as section **B.2.1.21**

Item #3. At the 2018 ALA Annual Conference, the ALA Council adopted the following amendment to the ALA Policy A.4.2.3, Council Resolutions: Guidelines for Preparation of Resolutions to Council under "Process, #5."

PMC MOVES INSERTION of revised text into the ALA *Policy Manual* as Policy A.4.2.3, Process, #5 as follows (new language **underlined**):

PROCESS, #5

The Resolutions Committee must submit to the Executive Director and the Budget Analysis and Review Committee (BARC) all resolutions deemed to have fiscal implications at least 24 hours before they appear on the Council agendas so that BARC can provide fiscal information as required in by ALA policy.

a. A resolution which the Resolutions Committee has deemed to have fiscal implications should be moved and seconded by its proponents.

b. The proponents should open the debate on the resolution they have initiated.

c. Council members should then be invited to briefly debate the resolution.

- d. After a brief debate, BARC Chair (or designate) should move to refer the resolution to BARC and should then explain the potential fiscal implications that necessitate the referral.**
- e. Other members should then be invited to debate the motion to refer.**
- f. The motion to refer to BARC should then be put to a vote.**

Committee on Organization, ALA CD 27. Shali Zhang reported that during the Midwinter Meeting, the Committee approved the establishment of a member initiative group for veteran caucus, and the renewed library foster community engagement member initiative group for another three-year term, starting in July 2019. Two action items were removed because the information is shared so we don't have to spend time on that.

APPROVED, ALA CD#27, ALA Committee on Organization recommended revisions:

ITEM #1: The Revised Charge for the Committee on Legislation (COL)

ITEM #2: The revised Office for Diversity, Literacy and Outreach Services' Advisory Committee Composition (i.e., Remove Sustainability Round Table and Add Committee on Education rep)

ITEM #3: Revision of Committee on Literacy Charge (i.e., adding "multiple literacies" to the current charge)

ITEM #4: Revision of Literacy Assembly Charge (i.e., adding "multiple literacies" to the current charge)

International Relations Committee, ALA CD 18. Robin Kear, Chair of the International Relations Committee reported on the international activity at Midwinter. There are 162 librarians from 24 countries at the meeting in Seattle. There are 38 exhibitors from outside the U.S., accounting for nearly 12% of our exhibitors. Companies exhibiting are from Canada, Chile, France, Germany, Italy, the Netherlands, Spain, United Arab Emirates, and the United Kingdom.

Through ALA's reciprocal arrangement with IFLA, a stand promoting IFLA and the upcoming Athens Congress was in the lobby area and is part of President, Garcia-Febo year-long international relations. It also highlights the Map of the World. It highlights the size and breadth of the global library community, and I hope you had a chance to stop by. Those visiting the stand were encouraged to visit the website and share their stories of how American libraries contribute to the UN Sustainable Development Goals.

The IRRT hosted a webinar on January 17. The Library Map of the World and the art of storytelling, and it is archived on the IRRT site. Considering the Steering Committee on Organizational Effectiveness efforts, IRRT is beginning discussions to examine the structure of ALA international units, especially those under the IRO, International Relations Office.

IFLA highlights:

- ❖ The committee worked on IFLA nominations, August through December of 2018, the IRO worked with over a dozen units of ALA, including Divisions, Round Tables, Offices and Committees, to finalize and bring forward candidates by the IRC to serve on IFLA section committees for 2019 to 2023. 27 qualified ALA members were then nominated by the ALA Executive Board. IRO also fielded additional requests from colleagues around the world for ALA nomination to be placed on the ballot for IFLA president-elect and the IFLA governing board. The IRC brought those recommendations to the Executive Board.
- ❖ ALA is partnering with IFLA on a webinar series, on January 10, the first session of that series, titled "New Libraries, Global Connections, Best Practices, Models, and recommendations" was held. The first in the series, Library Services to Teenagers in the Digital Age, featured librarians from Finland, the Netherlands, and the U.S. and was moderated by President Garcia-Febo. IFLA has remarked on new Strategic Directions of its own through a global vision effort that is ongoing.
- ❖ IFLA is engaged with policy activities, including the 2019 High-level Political Forum at the United Nations and the Sustainable Development Goals of focus will be on education, employment, inequality, climate change, and access to information. IFLA continues to participate at the World Intellectual Property Organization, WIPO, and will be participating this year at a series of regional meetings in Singapore, Nairobi, and Santo Domingo to talk about what libraries need in terms of copyright reform.
- ❖ The IRO helped coordinate a successful fifth Sharjah Library Conference in November in collaboration with the Sharjah International Book Fair and combined book exhibit. The conference attracted 287 librarians from 16 countries in the Middle East and Africa, including many of the 100-plus ALA members in the region. ALA develops the professional content for this conference. The conference kicked off with two full-day workshops, one on networking school librarians and the other on the ACRL framework for information literacy for higher education.
- ❖ President Garcia-Febo provided the keynote at the conference, Libraries = Strong Communities. 150 ALA members from 22 states participated in this year's ALA/FIL FREE PASS Program to the Guadalajara Book Fair at the end of November. Half of the attendees were first-time participants in this program, and 96% of these participants purchased materials for their collections, spending over \$400,000.

- ❖ President Garcia-Febo met with the Mexican Library Association colleagues and presented to a full audience at the colloquia organized by the University of Guadalajara. The title of the presentation was Libraries Transform: Privacy and Open Access. Libraries from around the world continue to participate in ALA's Libraries Transform initiative. As of December, over 700 libraries from 104 countries have signed on.
- ❖ In addition to the activities of the ILO and the IRC, many other ALA groups were involved internationally, including the vendor community. The IRC thanked EBSCO for the creation of a new ALA Annual Conference international Scholarship, which provides \$2500 for international librarians to attend Annual.
- ❖ PLA continued their partnership with an African association centered on their Leadership Academy.
- ❖ ALCTS continues their online grants for library professionals from developing countries. The RDA Toolkit has 945 international subscriptions and is currently translated into eight languages.
- ❖ ACRL has several new efforts, including the ACRL international perspective webinars and a recent white paper titled Global Perspectives on Information Literacy: Fostering a Dialogue for International Understanding.

Committee on Accreditation, ALA CD 36. Loretta Parham, Chair of the Committee on Accreditation, reported that in a memorandum of understanding with the ALA, the Committee on Accreditation is charged with responsibility for the execution of the accreditation program of ALA and to develop and formulate standards of education for graduate programs of library and information studies leading to the Master's Degree.

CHEA, the Council for Higher Education Accreditors, provides oversight of our accreditation policies and bestows formal recognition of the ALA accreditation program. The Council for Higher Education Accreditors recently responded to a report from the Committee on Accreditation about compliance with its standards. In that response, there were concerns about ALA Standard 5.3.

The Committee of Accreditation, the officer, Karen O'Brien, as well as Mary Ghikas, Executive Director, met with the Council for Higher Education Accreditors' Committee on Recognition to share the intended strategy for full compliance with CHEA standards.

The revision removes language about title, salary, and status of that administrative head and strengthens the focus on student learning by referring to the authority that is needed by that administrative head.

ADOPTED, ALA CD#36, ALA Committee on Accreditation, Master's of Library & Information Studies (MLIS) standard element V.3 adjustment

The administrative head of the program has [~~delete: title, salary, status, and authority comparable to heads of similar units in the parent institution~~] [**add: to ensure that students are supported in their academic program of study**]. In addition to academic qualifications comparable to those required of the faculty, the administrative head has leadership skills, administrative ability, experience, and understanding of developments in the field and in the academic environment needed to fulfill the responsibilities of the position.

Freedom to Read Foundation, ALA CD 22. Charles Brownstein, President of the Freedom to Read Foundation, reported on its recent activities. Because of the ALA membership, the Freedom to Read Foundation has engaged in important litigation, provided grants to support advocacy in education, and advanced Strategic Initiatives that will allow us to better protect our community's right to intellectual freedom in the years ahead.

In the courts, where litigation efforts aim to shield libraries and their patrons from overbroad and unconstitutional precedents arising in the context of recent legal trends. In Texas, there's the lawsuit Ex Parte Jones where an amicus brief was filed with our allies at the Media Coalition. This case challenges a criminal statute passed by the Texas legislature that aims to address the issue of revenge porn. Unfortunately, the state does not address the matter with the surgical care of least restrictive means. Instead, it does so with a bludgeon that threatens to prosecute an enormous range of legitimate speech. The law is so broadly written that artistic, newsworthy or educational, or images that depict nudity -- Here is an example. Under the current version of the law, a librarian who loans a book with the image of Phan Thi Kim Phuc, the napalm girl of the Vietnam War, without obtaining her explicit written permission could be arrested and prosecuted in criminal court.

The plaintiffs in this case challenge the law on grounds of its overly broad and would ban First Amendment protected materials, winning in immediate appellate court which found the law unconstitutional. The case is now on its way to Texas Court of Criminal Appeals. Our brief argues that the statute fails the strict scrutiny standard established by the Supreme Court because it makes no exception for materials that are newsworthy, historic, artistic, or educational and does not have an intent or knowledge requirement. This case was submitted to the Texas court of criminal appears on November 28, 2018, and a decision is pending.

Revenge porn is an important area of state concern, and all decent people should wish to see this vile practice eradicated. However, states must be surgical and exercise great care to uphold the rights guaranteed by the First Amendment in addressing this important problem.

The next lawsuit continues the Foundation's efforts to protect the First Amendment rights of reporters and citizens who are wrongly arrested while exercising their rights to speak, observe, and report at public events, demonstrations, and crime scenes. The goal is to establish a new legal standard that permits the pursuit of First Amendment civil rights claims against police and government bodies who abuse their power with such arrests. Past efforts in this area, *Lozman vs. the City of Riviera Beach* and *Higginbotham v. City of New York*, were resolved and did not reach this important question. The new case represents another opportunity to raise the issue before the Supreme Court who have granted cert. The issue is the question of whether the existence of probable cause precludes a First Amendment retaliatory arrest claim or whether the existence of probable cause should be a factor to be considered at trial. We have joined in an amicus brief with over 30 organizations and media companies that urges the court to adopt a balancing test that would allow individuals and journalists to pursue a claim for retaliatory arrest even if probable cause for the arrest is alleged by law enforcement. All arguments were heard November 26 of last year. While these cases make their way through the legal system, we continue to monitor state and federal legislation affecting libraries.

There is a range of developing issues affecting the right to free speech, privacy, or access to information. Our Developing Issues Committee has identified these six key areas as being of a special concern: First, censorship of library research databases. Also, First Amendment and the press, focusing specifically on news photographers. Big data and librarianship. K-12 students' rights to freedom of expression, particularly regarding social media. Increasing infringement on prisoners' rights of access to information by state and federal governments. And content moderation at scale, algorithms and artificial intelligence.

Thanks to the strong efforts of the membership there is watch against legal threats to our profession and our patrons. One of the best defenses against censorship is taking a preventative posture by encouraging greater awareness and discussion of intellectual freedom. This year's Judith Krug Memorial Fund effort created timely projects. In addition to the alt rebels project, the State of Virginia also brought us an Edible Banned Books Festival, where professional and amateur bakers fought censorship with their culinary creations, while in Independence, Texas, the library sponsored three events -- a mural competition, a debate between college and high school debate teams, and a street celebration, all promoting the freedom to read.

In 2019, will be the commemoration of the Foundation's 50th anniversary, which will be celebrated with a program called "Reading Dangerously, 50 Years of the Freedom to Read Foundation." This program launches with two signature initiatives. First, a published retrospective book that will include the organizations oral history, excerpts from challenged books, and many other pieces of really great information. This book will be offered through a crowdfunding campaign this spring.

ALA Awards Committee CD#31. Susan Jennings Chair of the Awards Committee.

APPROVED, ALA CD#31, ALA Awards Proposal, Penguin Random House Library Awards for Innovation Through Adversity

Resolution on Eliminating Monetary Library Fines as a Form of Social Inequity, ALA Council Document 38. Peter Hepburn, Councilor-at-Large

ADOPTED AS AMENDED, ALA CD#38, Resolution on Eliminating Monetary Library Fines as a Form of Social Inequity

Resolved, that the American Library Association (ALA), on behalf of its members

1. adds a statement to the Policy Manual that establishes that “The American Library Association asserts that imposition of monetary library fines creates a barrier to the provision of library and information services.”;
2. urges libraries to scrutinize their practices of imposing fines on library patrons and actively move towards eliminating them; and
3. urges governing bodies ~~to fund [of]~~ libraries **[to strengthen funding support for libraries]** so they are not dependent on monetary fines as a necessary source of revenue.
4. establish a working group to develop information resources, including strategies and tips, for libraries interested in abolishing fines, with a report due to Council at the 2019 Annual Conference

SCOE update

Lessa Kanani'opua Pelayo-Lozada, Chair, SCOE facilitated a brief discussion on organizational effectiveness and designing a 21st century leadership organization. The committees charge is to design a modern association for a modern profession. There will be virtual feedback sessions over the next few months to continue capturing as many voices and to give as many voices a seat at the table as possible.

For the composition of SCOE and those additional voices which were interviewed by our consultants at Tecker International, the committee tried to have a broad range of perspectives, intersections, and ideas. There will be continuation of capturing as many of those intersections of our association as we can the rest of today and virtually over the next few months to create a truly member-driven change in our organization.

Guiding the committees work, such as transparency, looking towards the future, and a need for member-driven action. The timeline outlined begins in August, but it really begins at a much earlier point, years before.

The committee was appointed in June and our work began in August. Work that was informed by those hallway murmurs, council discussions, and feedback from members. Comments, suggestions, and critiques which look towards the transformation of and transforming of libraries, and now the transformation of our association.

SCOE met in Chicago at a Remodeling Summit in October, where participants contemplated what our ideal ALA might look like. And prior to the summit, over 30 qualitative research telephone interviews were conducted from a wide intersection of library-related folks.

The committee was informed by input from the Membership and communication study, which included folks from the above intersections as well as lapsed members. The agenda is included just for your own information, in case you want to get into it. And from those interviews, some of the noted strengths of ALA include advocacy and a pivot in our association towards community centers. Some observations also included that we, ALA, are too big and too fragmented, which can create competition rather than collaboration. And we as ALA need to focus on what all our library workers and supporters need from a 21st century association.

Since we are the oldest and largest library profession in the world, sometimes we run into struggles. Sometimes we don't work well, and sometimes our structure only works for some. It's confusing and difficult to navigate, is difficult to change, and moves slowly. A lot of what we heard is that members and nonmembers don't like the structure or process of our beloved association, but we love its cultures. And that is what keeps us coming back and can serve as a base to continue building our association. And because we keep coming back, that means that some aspects need to be preserved and enhanced.

One of the exercises that the committee engaged in was to envision ALA as a mode of transportation in its current state, we have photos of broken-down school buses, poor public transportation systems, clunky trains, and a sinking ship that has lapsed member lifeboats lost at sea. And to identifying our ideal future attributes, including an agile, flexible, inclusive, socially conscious association that is ultimately responsible to its members.

Members want to make meaningful changes that support a dynamic profession, which will take time. Which will take intent. We want to move towards our ideal, not quick fixes. The committee spent time focusing on five main areas of ALA governance.

Jim Meffert from Tecker International reported out the options of the committees findings.

Meeting adjourned at 12:00 p.m.

**AMERICAN LIBRARY ASSOCIATION
2019 MIDWINTER MEETING & EXHIBITS
SEATTLE, WASHINGTON
TUESDAY, JANUARY 29
ALA COUNCIL III**

The third meeting of the ALA Council during the 2019 ALA Midwinter Meeting was convened at 9:00am on Tuesday, January 29, 2019, in the Sheraton Hotel, Grand Ballroom.

INTRODUCTIONS AND ANNOUNCEMENTS. It was reported that ALA received a report of a Code of Conduct violation at the Monday's forum. ALA takes the responsibility of being respectful to each other seriously. The Council meeting was opened to dialogue.

Council Policy 8.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning of the last session of the ALA Council at Midwinter Meeting.

Memorial Resolutions:

They are:

James Jarrell

Merlyn Miller

Wanda Dole

Dr. Carlton C. Rochell

Amber Clark

Leroy Hommerding, from Ft. Myers, Florida, was also acknowledged.

A tribute resolution was announced for Danielle Ponton (Alderson.)

It was stated that given that a second librarian was murdered shortly after Amber Clark was killed. It was requested that the American Library Association commit to reexamining current approaches to working with customers experiencing mental health issues, elevate the role of library workers as first responders, and take an active role in advocating for changes that help libraries manage the increasingly frequent danger to library workers everywhere.

Support of Civil Rights Protections for People of Diverse Gender Identities, Council Document 41.

ADOPTED AS AMENDED, ALA CD #41, Resolution in support of Civil rights Protections for People of Diverse Gender Identities

Resolved, that the American Library Association affirms support of civil rights protections for people of diverse gender identities, and

1. Encourages libraries to defend those civil rights protections, in their policies, procedures, and their actions, in accordance with the first principle of the *ALA Code of Ethics*: "We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests."
2. Encourages libraries to create welcoming and inclusive spaces to meet the information needs of people of diverse gender identities, as well as create inclusive programs, projects, and events to support and demonstrate equality, inclusion and respect.
3. Reviews ALA policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout and broadly communicated to the membership broadly; and be it further resolved that this resolution be printed in full in *American Libraries* and publicize widely via all media channels.
4. Creates avenues within existing ALA structures to highlight model policies as well as identify model training and educational opportunities for library staff and administrations that encourage the creation of all-inclusive spaces and provide an understanding of bias.

Executive Director Search Committee Results

Chapter councilor Susan Jennings and councilor-at-large Peter Hepburn.

ALA Executive Board Election Results

Eboni Henry, School Media Specialist, DC Public Libraries, Washington, DC; and Karen Schneider, Dean of the Library, Sonoma State University, Rohnert Park, California

Committee on Professional Ethics, ALACD 24-24.1. Sara Dallas, Chair of the Committee on Professional Ethics reported that last year, Martin Garnar, editor of the upcoming edition of the *Intellectual Freedom Manual*, charged the Committee to review and update many of our documents. Copyright: *An Interpretation of the Code of Ethics*, is a Council document adopted in 2014. It was originally written in part with the OITP Advisory Copyright Education Subcommittee, which is no longer active.

ADOPTED, ALA CD#24 and 24.1, ALA Committee on Professional Ethics (COPE), Copyright: An Interpretation of the Code of Ethics

Intellectual Freedom Committee, ALA CD 19-19.4, Julia Warga, Chair of the Intellectual Freedom Committee reported that Intellectual freedom is a core value of librarianship and democracy; therefore, it's crucial to have guidance for front-line librarians. To provide updated guidance, a new edition of the Intellectual Freedom Manual is scheduled to be published in the spring of 2020 by ALA Editions. In anticipation of the new edition, the Committee has formed working groups and continues to revise documents. The Committee is proposing three interpretation revisions and one article for Council consideration at this Midwinter Meeting. The Committee plans to present nine additional documents to ALA Council for potential adoption at ALA Annual Conference 2019. The Intellectual Freedom Committee has made alterations to its workflow timelines and meetings to ensure Council has time to review documents. The Committee continues to seek a range of viewpoints on documents by sending them to the library community, including both Word Docs and Google Docs, so anyone can share their thoughts, not just ALA members.

The Committee is scheduled to meet in Chicago in March at the ALA Headquarters to work on the interpretations and continue to share them with the library community. There have been 179 public reports of challenges ranging from material and program to hate crimes and access issues during the last seven months of 2018. A review of these reports may be found on the OIF blog.

OIF and the Office for Diversity, Literacy, and Outreach Services jointly created an online resource to provide guidance to librarians struggling with issues of hate and intolerance while striving to preserve equal access. The document is titled "Hateful Conduct in Libraries: Supporting Library Workers and Patrons."

The Committee is pleased to present three interpretation revisions and one article for the Council's consideration. These documents have been reviewed and discussed by the Committee and sent to the library community for feedback, which was also reviewed -- and the feedback was reviewed by the working groups.

ADOPTED, ALA CD #19.1 *Library Bill of Rights*, Article VII amendment

ADOPTED, ALA CD #19.2 *Meeting Rooms: An Interpretation of the Library Bill of Rights*

ADOPTED AS AMENDED, ALA CD #19.3 *Prisoners' Right to Read: An Interpretation of the Library Bill of Rights*

ADOPTED, ALA CD #19.4 *Challenged Resources: An Interpretation of the Library Bill of Rights*

Committee on Legislation, ALA CD 20-20.7, Rob Banks, acting Chair of the Committee on Legislation reported on the accomplishments from last year in the advocacy and policy realm. FY 18 and FY 19 wrapped up budgets almost simultaneously. Despite national chaos, ALA increased IMLS funding by \$9 million for FY 18. And \$2 million in FY 19. ALA passed five public laws. After more than a decade of work, the Marrakesh Treaty was signed into law ensuring wider access.

The Music Modernization Act was signed into law, fixing some loopholes in copyright law pertinent to sound recordings and enforcing exemptions for fair use, libraries, first sale, and ephemeral copies.

The Open, Public, Electronic, and Necessary, OPEN Government Data Act was included as part of the foundations of Evidence-Based Policymaking Act, was signed into law improving public access to government data. After 20 years of advocacy by ALA, a provision requiring public access to Congressional Research Service was included in the omnibus appropriations law signed last March. 20 years.

The Museum and Library Services Act became public law when it was signed December 31. Five public laws are a historic level of achievement in the 115th Congress. 13,556 bills were introduced in the 115th Congress. Only 434 of those became law, just 3% of everything introduced. Out of those 434 bills that became law, 5 were ours.

ALA staff and advocates worked tirelessly to make this happen, and we should be very proud. In Washington, DC, stopping bills -- because we are dealing with the federal government here -- is often as good as passing them. ALA advocates worked to stop the register of copyright bill in a matter of days. The -- a matter of days. The action alert had the highest level of engagement by librarians and Library Champions in 2019. We continue to monitor this closely for the 116th Congress.

COL has completed our review of our charge, subcommittees, and meetings in order to improve collaboration and coordination in ALA's public policy and advocacy efforts. Before 2018, COL's charge was last revised in 1962. Considering ALA's evolution and modernization over the last six decades, COL wanted their charge to more accurately reflect the proactive, year-round advocacy of ALA. COL submitted the revised draft charge to the Committee on Organization, and it's been accepted. Thank you. The new charge is available in our written report.

ADOPTED, ALA CD #20.1 Resolution Observing Public Domain Day on January 1, 2019

Resolved, that the American Library Association (ALA), on behalf of its members:

1. will celebrate annually Public Domain Day, which places thousands of works published in 1923 in the public domain this year;
2. marks the end of the additional twenty years of protection that retroactively prevented works from entering the public domain; and
3. welcomes the entry of thousands of works to the public domain with each passing year.

ADOPTED, ALA CD #20.2 Resolution on Public Access to Congressional Research Service Reports

Resolved, that the American Library Association gratefully acknowledges the efforts of legislators who secured this long sought provision, particularly Representatives Tim Ryan (D-OH) and Mike Quigley (D-IL), former Representatives Kevin Yoder (R-KS) and Leonard Lance (R-NJ), Senator Patrick Leahy (D-VT), and the late Senator John McCain (R-AZ) for improving the nation's access to taxpayer funded information resources, and

Encourages the Library of Congress and Congressional Research Service to continue development of the website in order to provide the most comprehensive and useful public access, and to invite suggestions for improving public access from librarians and users; and

Thanks, all ALA members and others that have over the years advocated for access to CRS reports as well as improved access to our governments' information in all formats or media.

ADOPTED, ALA CD #20.3 Resolution Commending the Reauthorization of the Museum and Library Services Act

Resolved, the American Library Association commends the leadership of Senators Jack Reed (D-RI), Susan Collins (R-ME), Kirsten Gillibrand (D-NY), Lisa Murkowski (R-AK), and Lamar Alexander (R-TN); and Representatives Raul Grijalva (D-AZ), Will Hurd (R-TX), Leonard Lance (R-NJ), and David McKinley (R-WV); as well as the many members of the United States Senate and House of Representatives for their efforts to sustain the federal role supporting library services as the cornerstone of our nation's information infrastructure.

ADOPTED, ALA CD #20.4 Resolution Celebrating the U.S. Ratification and Passage of the Marrakesh Treaty Implementation Act

Resolved, that the American Library Association

1. celebrates the passage of the Marrakesh Treaty Implementation Act of 2018.
2. urges all libraries and their staff serving persons with print disabilities to avail themselves of appropriate resources in order to implement provisions of the Marrakesh Treaty.

2020 Programmatic Priorities, ALA CD#13.1. Susan H. Hildreth presented the fiscal year for Councils consideration.

APPROVED, ALA CD#13.1, 2020 Programmatic Priorities

ALA Conference Committee, ALA CD#39. Clara Bohrer, chair of the ALA Conference Committee reported on Conference activities and provided an update on the remodeling of the Annual Conference in New Orleans as well as an update on the Midwinter Meeting.

The first goal of Annual Conference is the downsizing the conference campus to make it more manageable and navigable, which was a constant and common complaint of members. So, the committee inserted five questions into the evaluation that is regularly sent out to all attendees after conference. The questions were based on remodel objectives and were identified as such in the survey. In terms of the conference being more manageable and navigable, 56% of the respondents to the evaluation indicated they agreed or strongly agreed that it was better. And 13% disagreed or strongly disagreed with it. And the rest just either didn't answer or didn't notice or didn't have a feeling one way or the other. But these evaluation results about reducing meeting space and navigable, we thought, were quite favorable for the first time out, that truly people did see a difference.

All the programs have been successfully located in the Convention Center, along with 73% of the discussion groups. The goal is to someday get all the discussion groups in the Convention Center as well as all the programs. Programs have been reduced and centrally controlled the numbers of meeting rooms available and spread them evenly throughout the conference to avoid many concurrent rooms at peak times, which then considerably raised our cost and left a significant number of rooms unused during the nonpeak times.

ALA went from 35 concurrent meeting spaces in 2017 to 21 concurrent meeting spaces in New Orleans by implementing flat space scheduling. And all the meeting rooms used a standardized AV set, which saved over \$99,000 in AV costs. So, doing this made it more navigable for people, but it also reduced our expenses.

Midwinter, registrations and the revenue are going down, we're no longer making a net profit, and sometimes not even making the overhead. So, the Conference Services have three options -- we can eliminate Midwinter, we can tweak it, or we can eliminate it and replace it with something new. And we really can't eliminate it because we need an event that brings in some sort of overhead in the winter. We've been tweaking it for five years and it's not helping it. It was decided to look at the elimination and then replace it with something new.

Concerns around logistics are being heard, some are working and thinking how to meet differently and could easily adapt to not meeting at Midwinter. And then there were others that felt that they absolutely needed Midwinter. Awards committees need extensive meeting time, which was appropriate because one of the other things that we are going to be putting into Midwinter is expanding the young adult media awards to an awards celebration and having an entire track around that.

ANNOUNCEMENTS AND ADJOURNMENT

REGISTRATION STATS:

End of business Monday, January 28, 2019

- 2019 Midwinter Meeting (Total registration 9,211)
 - 6,490 paid member registrations
 - 2721 exhibitor registrations
 -
- 2018 Midwinter Meeting-Denver (Total registration 8,036)
 - 5,345 paid member registrations
 - 2691 exhibitor registrations
- 2017 Midwinter Meeting-Atlanta (Total registration 8,995)
 - 6,079 paid member registrations
 - 2916 exhibitor registrations.

ALA substantially exceeded the registration revenue target this year by about \$150,000. However, over the period of the last several years, reduced that registration target amount.

Ghikas thanked both the Seattle Public Library and the Washington Library Association, which were very helpful with ALA this year. The collaboration was exceptional.

Andrew Pace, Executive Board member recognized JoAnne Kempf for all her efforts. Since, she will be retiring at the beginning of May.

Meeting adjourned at 11:36 a.m.