

**TO:** ALA Council

**RE:** Revised *Forward Together* Timeline and Process

**ACTION REQUESTED/INFORMATION/REPORT:**

ALA Executive Board recommends the ALA Council to approve a revised timeline of *Forward Together*.

**ACTION REQUESTED BY:**

ALA Executive Board

**CONTACT PERSON:**

Julius C. Jefferson, Jr.  
2020-2021 ALA President  
[jjefferson@ala.org](mailto:jjefferson@ala.org)

**DRAFT OF MOTION:**

Moved (by the ALA Executive Board),

1. That the Forward Together Working Group (FTWG) be directed to prepare its final report and analysis for the 2021 Midwinter Meeting; and
2. That, following the presentation of the FTWG final report, the ALA President appoint a new Task Force to analyze the FTWG report and make recommendations for Council's consideration, and
3. That, Table A: Proposed New Timeline and Process be adopted.

**DATE:** November 23, 2020

**BACKGROUND:**

**ATTACHMENTS:**

Proposed New Timeline and Process – Table A  
April 2020 Updated timeline and plan - Table B  
SCOE Previous Timeline – Table C

Link: <https://forwardtogether.ala.org/index.php/about-scoe/timeline/>

Since the June 2020 Annual Conference Virtual Council Meetings, the *Forward Together* Working Group held engaging virtual sessions for Councilors to share and discuss feedback on the Steering Committee on Organizational Effectiveness (SCOE) recommendations. The working group conducted a tremendous amount of work and we commend and recognize their dedication in this process. The ALA Executive Board recognizes the current timeline was ambitious, especially during these unprecedented times, therefore a slight, more realistic adjustment was made to the *Forward Together* charge and the current timeline.

Refer to Table A for the Proposed New Timeline and Process for ALA Council's review and consideration. Table B outlines the current timeline and the corresponding notes related to the proposed timeline changes for clarity.

#### *Forward Together* charge

**\*Updated\* Forward Together Charge:** The Forward Together Working Group will lead Forward Together through a multi-step process, involving Council ~~and resulting in a member vote upon approval and acceptance by Council.~~ This group will also test and assess **and share Council feedback on the** Forward Together recommendations.

Based on the *Forward Together Working Group* analysis and report, Presiding Officer, Julius C. Jefferson, Jr. will create a new appointed working group.

**\*NEW\* Appointed Working Group Charge:** The newly appointed Working Group will develop resolutions based on the *Forward Together Working Group* analysis and report. The resolutions will include the various parameters of the proposed new structure at a conceptual (i.e.: non-Bylaws) level. Council will debate on the various components via the resolution and will continue to work in the development of the resolutions virtually with the goal to bring forward for vote at subsequent Council meetings.

**Table A: Proposed New Timeline and Process\***

Timeframe / Event	Task
Dec 3, 2020 Virtual Fall Council Meeting	<b><u>Forward Together Update</u></b> Forward Together Chairs to provide an update to Council of their work and analysis.
January 2021 Virtual Midwinter Council Meeting	<b><u>Forward Together Final Report and a TBD Appointed Working Group to Begin Shaping the Forward Together Resolution</u></b> Forward Together Chairs to provide a final report to Council. This report will help inform the work of Council/TBD Appointed Working Group to begin drafting the <i>Forward Together</i> resolution.  Note: The resolution(s) can include the various parameters of the proposed new structure at a <b>conceptual</b> (i.e.: <b>non-Bylaws</b> ) level. Council will debate on the various components via the resolution and will continue to work in the development of the resolution <i>virtually</i> with the goal to bring forward proposed resolution(s) for vote at subsequent Council Meetings (i.e. March 2021, Annual Conference 2021, etc.)
March 2021 Virtual Council Meeting	<b><u>Virtual Council Meeting</u></b> The newly appointed Working Group to provide an update of their work to the ALA Council. This may help prepare Council for a vote in June 2021. Voting may occur.
June 2021 Annual Conference Council Meeting	<b><u>Annual Conference Council Meeting: Council to Vote on the Forward Together Resolution</u></b> Council will debate, amend, and vote on the various components via the resolution.
June 2021 – January 2022 (6 months)	<b><u>Drafting the New ALA Bylaws Per Approved Resolution</u></b> If applicable, work on drafting new bylaws may occur per approved resolution(s).  Key Stakeholders: ALA Parliamentarian, Constitution & Bylaws Committee, Committee on Organization, and the ALA Governance Office. The last step is a review of ALA’s Legal Counsel.
January 2022 A “Midwinter” meeting	<b><u>Midwinter Council Meeting: – Approve the New Bylaws</u></b> If applicable, new bylaws may be approved at this meeting. This would be followed by a Membership Vote in the annual election, which is March/April 2022.
March/April 2022 Membership Vote	<b><u>Staff Implementation</u></b> The real ‘heavy lifting’ will occur after the Bylaws are approved by the ALA Membership. It will be the transitioning of ALA to the new structure.

\*The ALA President can call upon additional meetings, as necessary.

Note: two votes are required to rescind the Constitution. This is recommended before the approval of the new bylaws.

**Table B: Current vs. Proposed Timeline and Process**

<p><b><i>Moving ALA Forward Together: The reimagining ALA process – <u>Current</u> Timeline and Process</i></b></p>	<p><b><i><u>Proposed</u> Timeline &amp; Process Notes (as outlined in Table A)</i></b></p>
<p><b>June/July 2020</b></p> <ul style="list-style-type: none"> <li>• The final report of the Steering Committee on Organizational Effectiveness will be presented to ALA Council and the Forward Together Working Group will take over facilitation of the session with ALA Council.</li> <li>• ALA Council will vote on the proposed course of action as outlined here</li> </ul>	<p>Task Completed</p>
<p><b>June 2020 to December 2020</b></p> <ul style="list-style-type: none"> <li>• In preparation for a large-scale “Constitutional Convention”, virtually, ALA Council will discuss and vote on the various components of Forward Together as well as proposed amendments as identified by the Forward Together Working Group and ALA Council.</li> </ul>	<p>This task will occur later in the process and will be led by the newly appointed Working Group not the FTWG.</p>
<p><b>January 2021 Midwinter – Indianapolis</b></p> <ul style="list-style-type: none"> <li>• The amended Forward Together governance model will be presented for a final debate during a Constitutional Convention style event. Further amendments may be added during this event. This event will include ALA Councilors and additional stakeholders within the association. The details and process for the Constitutional Convention are still being discussed and will be led by the Forward Together Working Group in collaboration with ALA Parliamentarian Eli Mina.</li> <li>• A final vote on the model at the conceptual level will be taken by ALA Council.</li> <li>• The report from the Forward Together Fiscal Analysis Working Group will be presented to Council.</li> </ul>	<p>This task will not occur in January 2021 Virtual Midwinter Event rather a subsequent Council meeting.</p> <p>The following also has been modified: The Executive Committee, ALA’s Parliamentarian, and with the newly appointed WG will outline the details and process for the Constitutional Convention.</p>
<p><b>March 2021</b></p> <ul style="list-style-type: none"> <li>• Preliminary new bylaws will be drafted in the fall/winter based on Council conversations and published in March reflecting the new governance structure.</li> <li>• The proposed new governance structure and the proposed new Bylaws to match it will be made available via ALA’s website for ALA Council and ALA Members to review. These will be posted in March 2021 to ready Council for voting.</li> </ul>	<p>This task is dependent upon the resolution, therefore drafting bylaws may occur after the June 2021 Annual Conference.</p>
<p><b>April 2021</b></p> <ul style="list-style-type: none"> <li>• First Council Vote on the New ALA Bylaws: The proposed new ALA Bylaws, reflecting the original Forward Together proposal and amendments made to it to accommodate Council’s input, will be presented for debate, final amendments, and the first official vote, as required by the current ALA Constitution.</li> </ul>	<p>This task to vote on the new ALA bylaws will not occur during the June 2021 Annual Conference.</p> <p>Note: a resolution, not new ALA bylaws will be drafted. However, the</p>

	vote to rescind the Constitution may occur.
<b>Annual Session 2021</b> <ul style="list-style-type: none"> <li>• Second Council Vote on the New ALA Bylaws</li> </ul>	A second vote is not needed on the new ALA bylaws. <i>Note: only one vote to amend the bylaws, and it would occur during the Council session when the second vote to rescind the Constitution is taken.</i>
<b>Special ballot to members July 2021</b> <ul style="list-style-type: none"> <li>• An Online Vote by ALA Membership on the New Bylaws: The new ALA Bylaws, having been approved by two consecutive votes of the ALA Council, will be presented to the ALA Membership for an online vote as part of a special July 2021 ballot.</li> </ul>	A special ballot is not needed if this can be included in the spring ballot for membership to vote.
<b>Sept 2021</b> <ul style="list-style-type: none"> <li>• Implementation Begins</li> </ul>	Implementation may begin shortly after the membership vote, March/April 2022.

*Table C: SCOE Previous Timeline*

Appointment of SCOE by ALA President Jim Neal (New Orleans)	June 2018
Remodeling Summit (Chicago)	October 2018
Initial ideas presentations to members (Seattle)	January 2019
Virtual ideas presentation to members	February 2019
Executive Committee Meeting, meetings with ALA staff (Chicago)	March 23, 2019
4 virtual input sessions with specific member groups	April 2019
SCOE review and developing preliminary recommendations (Chicago)	May 7-8 2019
Meetings with ALA staff (Chicago)	May 20, 2019
Presentation of preliminary recommendations to members (Washington, DC)	June 2019
Virtual presentation of preliminary recommendations to members	July 8 & July 19, 2019
Meetings with ALA staff (Washington, DC)	July 15, 2019
Fiscal analysis by working group, integration of chapters and affiliates	July – September 2019
Development of recommendations (Chicago)	September 2019
Presentation of recommendations to Executive Board	October 2019
Release of Forward Together to members	November 2019
Constitution & Bylaws Committee and Committee on Organizations Analyses	November 2019 – April 2020
Introduction of new ALA executive director	January 2020
Presentations to members virtually and at Midwinter Meeting (Philadelphia)	January 2020
Constitution & Bylaws Committee and Committee on Organizations Analyses presented to the Executive Board	April 2020
New member group transitions work of Forward Together from SCOE	Spring 2020
Additional timeline goals established and shared with members	Summer 2020
Possible Council vote on some Constitution & Bylaws and Policy changes as determined by new member group	January 2021

