

ALA Executive Board January Meetings

Tuesday, January 17, 2023

3:00 pm–4:30 pm CT

ALA President Lessa Pelayo-Lozada called the meeting to order.

APPROVED by Consent:

- Agenda, *EBD #9.6*, as amended
- December 20, 2022 Board Meeting Minutes, *EBD #2.5*

Report out from the Executive Committee

Lessa Pelayo-Lozada, ALA President reported the following updates from the Executive Committee:

- Continue to plan for the ALA Governance Institute
- Heard updates on the FBI letter and staffing changes, which was later shared with the Executive Board
- Since October 2022, the ALA Executive Board and the Executive Committee had multiple closed meeting sessions for voting members only to discuss the Executive Director's performance evaluation

Office for Diversity, Literacy and Outreach (ODLOS) Report, EBD 12.6

Jennifer Shimada the following committee updates:

- The Accessibility Assembly meeting will be January 23, 2023. The Accessibility Officer, Assembly and the ACRL University Interest Group will be highlighted, with plans to discuss ways groups can connect and collaborate
- Added a number of additional liaisons and looking for more groups to get connected with the EDI Assembly
- Currently selecting the Jean Coleman Lecturer for ALA Annual Conference
- Remaining goals include selection of posters for the Diversity Fair at ALA Annual, update the committee handbook, and create a rubric and process for adding additional members to committee

Kevin Strowder, ODLOS Director reported the following office updates:

- New Accessibility Officer, Hilary Pearson, will be supporting the LTC Grant with the Public Programs Office, serve as the NLS standards liaison, and will work on the accessibility strategic roadmap
- Upcoming Spectrum Doctoral Institute to engage in specialized coursework pre-LLX and staying to participate in full programming
- Committee on Diversity will vote to adopt the review process for Library Standards for People who are Incarcerated and Library Standards for the Blind and Disabled. These standards were previously reviewed and implemented by ASGCLA, which was later transferred to ODLOS. These will be presented to Council at LLX.

Publishing Report, EBD 12.6

Mary Mackay, AED Publishing & Media provided the following updates:

- First quarter FY23 revenues are 10% below budget, but anticipate a catch up in the upcoming months
- At the end of FY22, the Office had an overall net improvement of more than a half of million dollars. Recognition goes to Finance for securing PPP funds to help offset downturn
- FY22 revenue standouts are the ALA JobLIST, advertising, licensing, and book sales
- Areas of concerns in FY23 are falling subscriptions, increasing costs in paper and postage, vendor and library budgets, and impact of inflation
- FY23 opportunities include the EDISJ/prison library standards/sustainability, censorship/book-banning, LIS curriculum changes/needs, public-facing opportunities, conference and training resuming, advertiser collaborations, custom content, continue to track trends/issues and staffing.
- Extending markets beyond libraries and the U.S. by looking at new strategies to develop revenue for publications. Looking at new models for selling, which includes grant funded programs.
- Booklist Reader print is launching this month; pleased with the numbers and support from Mellon Foundation for circulation. The team is collaborating with PBS books to help promote Booklist Reader
- Sourcebooks (trade publishing partner) will be adding materials on banned books and adopting great quotes from great books that shape the world. This will help reach other markets.
- Spreadshirt giftshop includes the Freedom to Read Foundation (FTRF) and Office of Intellectual Freedom (OIF) merchandise
- READ product licensing with Out of Print is contracted to release in May. The Star Wars Target collaboration sold nearly 39,000 items with \$8,500 to ALA graphics in royalties as of the end of September 2022
- Book translation contracts extends our international reach on translation work
- Early negotiations with the Library of Congress to produce a series of titles on primary sources that will focus on teachers and school libraries; AASL will be a marketing partner
- RDA: Resource Description and Access translations is an important foundation for ALA. Translation work is occurring in multiple languages via a subscription service

Continuing Education Report, EBD 12.6

Mary Mackay, AED Publishing & Media provided the following updates:

- Centralizing and standardizing CE across the association
- More than 20,000 people created an account on the e-learning site since launch in November 2021. 40,000 people have been reached through marketing
- At the end of the Q1 in FY23, 80% achieved of revenue budgeted, but anticipate to close the revenue gap
- Continue to collaborate internally and externally, e.g. 12 YALSA online events in FY23. This serves as a great model especially for smaller Divisions and Offices. Also, partnering with OIF and FTRF on a three-part and five-part webinar series

- Received a \$50,000 grant to underwrite registrations for small and rural libraries in Texas and hope to extend this as part of YALSA offerings
- Partnering with the Sustainable Libraries initiative, a new e-course sustainable librarianship core competencies and practices
- Membership office working on a series of presentations with leaders in the field as an exclusive for ALA member and fee for non-members
- Looking to external partnerships which is an important source of revenue
- ‘Crash course series’ is building content for core competencies for library staff, which will provide an overview of skill sets
- Bulk purchase and custom events now centralized through the CE unit. More than \$50,000 earned through negotiation of bulk contracts
- Working with IT on e-learning project management tool that will increase transparency and reduce redundancy
- The CE Cross functional Team is working on policy for free events and costs attached to LMS accounts. Looking for pathways to membership, etc.
- Working with LMS vendor to create a member exclusive tool and recommendation block to promote and encourage member recruitment
- CE, Membership, AASL and OIF will continue to collaborate and work on providing webinar series focused on school librarians

Board moved into closed session for an appointment recommendation and staffing update.

ALA Executive Board Members in Attendance

- 1) Lessa Pelayo-Lozada, President
- 2) Emily Drabinski, President-elect
- 3) Patty Wong, Immediate Past President
- 4) Peter Hepburn, Treasurer
- 5) Larry Neal, Executive Board Member
- 6) Alexandra Rivera, Executive Board Member
- 7) Librè Booker, Executive Board Member
- 8) Christina Rodriques, Executive Board Member
- 9) Ana Elisa de Campos Salles, Executive Board Member
- 10) Sam Helmick, Executive Board Member
- 11) Sara Dallas, Executive Board Member
- 12) Kathy Carroll, Executive Board Member
- 13) Tracie Hall, Executive Director

Wednesday, January 18, 2023

1:30 pm–3:00 pm CT

ALA President Lessa Pelayo-Lozada called the meeting to order.

Information Technology Report, EBD #12.6

IT Advisory Committee (ITAC) Chair Ed Sanchez & Chief IT Officer Headrick provided the following updates:

- FY22 Budget update: IT did not generate revenue, but it did better than budget on expenses by \$872,280, ending FY22 with a positive variance of 24%. Much of this is due to vacant staff positions and some projects moved from FY22 to FY23
- Supports core systems, infrastructure, and web/e-commerce services for all revenue streams as part of the pivot strategy, including recent iMIS upgrade, Continuing Education platform launch, and Business Intelligence software
- Recently completed projects:
 - Reduced Racks for Physical Infrastructure
 - Launched Cloud Hosted backup Solution for Office 365
 - Great Plains Update
 - Brought on IT Business Analyst
 - Launched new IT Customer Service Platform
- FY23 progress report:
 - Ala.org website upgrade and redesign planned for December 2023
 - ALA analytics: initial dashboards expected in the third quarter of FY23
 - Replacing headquarters staff laptops
 - Improve Financial System Application Infrastructure
 - Great Plains version upgrade complete
 - Moving Prophix to Cloud planned for January 30
 - Evaluate invoicing processing platform
 - Cloud Infrastructure Assessment
 - Expense Evaluation
 - ITAC provides support as communication channel across units, ascertain and communicate strategic plan across units, and participates in website project

5-year Approval for Annual Dues Adjustments, EBD #10.5

Membership Committee Chair, Miranda Bennet provided the following updates on committee work:

- Working on the peer to peer recruiting program this spring
- Will ask Council for an extension on the plan to implement a simplified membership model in order to take into account information from the recent member survey
- Presenting proposal allowing for annual review of member dues by the Executive Board, which may approve dues adjustment not to exceed the national average Consumer Price Index (CPI):
 - Renewal of member-approved five-year personal dues mechanism
 - Begin in FY24 and continue for 5 years
 - Any changes via bylaws revision would supersede this action

Board discussed the importance of communication around dues increase in the current economic environment, noting that this action sets the ceiling at the CIP but does not require an increase.

EB Member Rodriques moved that beginning in FY24 and continuing for 5 years, all member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar.

APPROVED that beginning in FY24 and continuing for 5 years, all member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar.

Round Table Standardization of Dues Proposal EBD #10.4

Membership Committee Chair, Miranda Bennet presented a proposal that is a result of the Forward Together Initiative, approved in CD #46.1 at the 2021 Annual Virtual Conference:

- The attached motions are recommendations of the Round Tables Coordinating Assembly Standardization Task Force, and the report was included in EBD #10.4. The Membership Committee reviewed the multiple scenarios presented and bring forward these recommendations:
 - Motion One recommends a standardized Round Table dues structure of \$15 for personal members; \$5 for student members, and \$30 for Organization Corporate members
 - Motion two represents a safety net provision that allows for a transitional period for Round Tables to minimize adverse reaction on individual Round Tables
- After today's approval, the motions will be taken to Council for approval followed by a membership vote. BARC will review to provide feedback on fiscal implications to Council

EB Member Rodriques moved that on the recommendation of the ALA Membership Committee, the ALA Executive Board to recommend to ALA Council the following dues structure for all Round Tables effective FY24: \$15 for personal members; \$5 for student members, and \$30 for organization corporate members.

APPROVED on the recommendation of the ALA Membership Committee, the ALA Executive Board to recommend to ALA Council the following dues structure for all Round Tables effective FY24: \$15 for personal members; \$5 for student members, and \$30 for Organization Corporate members.

President-elect Drabinski moved on the recommendation of the ALA Membership Committee, the ALA Executive Board to recommend to ALA Council the following provisions to all Round Tables for a transitional period of at least three years starting in FY24 to minimize any adverse impact on individual Round Tables:

- At the close of each fiscal year, if a Round Table's dues revenue has decreased by more than 2% from the previous fiscal year, ALA will provide a subsidy of the entire lost amount to the Round Table. Any decrease of less than 2% would not be recovered.

- No Round Table should lose its Councilor during this time; however, any Round Table experiencing sufficient membership growth could gain a Councilor during this period following the requirements in the ALA Bylaws.

EB Member Rodriques moved to amend the motion as follows:

On the recommendation of the ALA Membership Committee, the ALA Executive Board to recommend to ALA Council the following provisions to all Round Tables for a transitional period of ~~at least~~ three years starting in FY24 to minimize any adverse impact on individual Round Tables:

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Membership Report, EBD #12.6

Associate Executive Director Member Relations & Offices, Melissa Walling provided the following updates and noted they will be emailed to Board members:

- Membership count still at 50,000, and rebound will take some time

- Focusing on recruitment and engagement of LIS students
- Avenue M will make a presentation to the Board in February 21, 2023
- Seeing a softening in student membership; there is no definitive data, but that will be available at the close of the school year. Anecdotally, hearing feedback that students are burnt out and reluctant to join even when dues supported by school

Public Policy and Advocacy Office (PPA) Report, EBD #12.6

Committee on Legislation (COL) Chair Ed Garcia & Interim AED Alan Inouye provided the following updates:

- COL updates:
 - Success with library funding in FY23 appropriations in December
 - Library Services & Technology Act (LSTA) increased by \$13.5 million, totaling \$211 million; with new language to support efforts to assess library facilities
 - Innovative Approaches to Literacy (IAL) increased by \$1 million, totaling \$30 million
 - \$26.8 million increase to Institute of Museum & Library Services (IMLS)
 - Library of Congress saw \$30 million increase
 - Right to Read Act: thank you campaign launched for Senators Reed and Grijalva
 - Adult Education Works Act introduced by Senators Reed and Grijalva in September, which would increase funding and strengthen adult education and workforce programs
 - COL held in-person Fall retreat, which included final approval of COL's legislative and public policy agenda, which is attached in the report
 - 2023 will be a challenging year for libraries, and it is imperative that ALA have the staff and resource for this important work
- Public Policy & Advocacy (PPA) Office Updates:
 - ALA joined in a coalition to oppose Kids online Safety Act (KOSA) which would require platforms to restrict minors' access to content deemed 'harmful to minors,' which is overly vague and broad
 - Parents Bill of Rights and Stop the Sexualization of Children Act are expected to return, with more visibility and traction in the Republican led House, and ALA is gearing up to address those.
 - Released a new report on digital equity, "Leveraging Libraries to Advance Digital Equity"
 - FCC appointed Amber Gregory from Arkansas State library to the Board of Universal Service Administrative Company, which ALA recommended
 - Communicated with libraries about how to apply for the Affordable Connectivity Program Outreach Grants
 - Chapter Relations and Office of Intellectual Freedom are working on the Unite Against Book Bans campaign, and they will report directly to the Board
 - An action email issued by John Ashcroft, Missouri Secretary of State, with a proposal to withhold funding from libraries who offer certain books was heavily commented upon
 - Responded to members about election results via memo and ALA Connect Live in December

- Held orientation session for new chapter leaders, and there will be a Association Leaders Forum at LibLearnX
- Sending \$10,000 to Ukrainian Library association thanks to donor support
- In November, fourth cohort of policy corps held on copyright licensing and library facilities
- Named Kent Oliver, former Director of the National Public Library and censorship expert, as a PPA Fellow
- Congressional Fly-in on March 8 & 9, 2023

Board moved into closed session for a legal update.

Wednesday, January 25, 2023
1:30 pm–3:15 pm CT

President Pelayo-Lozada called the meeting to order.

Approved by Consent:

- Winter January Board Agenda EBD #9.7, as amended
- Board Meeting Minutes 20-Dec-2022, EBD #2.7
- Vote Tally and Board Action Document, EBD #1.2
- President's Report, EBD #7.2
- President-elect's Report, EBD #7.3

Financial Update

Treasurer Hepburn & CFO Dina Tsourdinis provided the following updates:

FY24 Budget Assumptions and Tactical Goals, EBD #3.13

- Budget Assumptions
- Positive revenue/expense budget
- 3% salary increase for staff
- 26.5% overhead
- Tactical Goals based on the Pivot Strategy
- Membership: 18% market share
- 6 Revenue Streams (Continuing Education, Contributed Revenue, Conference, Membership, Publishing & Media and Data Design & Research)
- All General Fund Units tracked to \$ generating
- 8 Divisions with 75% of Membership
- Public facing Annual Conference
- LibLearnX Event
- Culture of One ALA
- Centralized Continuing Education
- ALA aligned to ASAE/Association industry standards
- Testing public markets for internal products
- Strategic hires only

5-Year Financial Plan, EBD #3.21

- The document reflects that deficits are planned for the next couple years, which will vary based on number of conferences in a year
- Expectation that contributed revenue will be a significant factor in the next 5 years, with some revenue streams projected to remain the same with others growing
- Liquidity & short-term investments significantly improved from \$764,000 in FY20 to \$7.6 million in the current year, but there is still a way to go to achieve desired level

FY24 Budget Objectives and Programmatic Priorities, EBD #3.16

Treasurer Hepburn moved that the ALA Executive Board recommend to ALA Council the list of Budget Objectives as a basis for the FY2024 budget, and as a key framework for budget planning, as outlined in EBD #3.16:

- Positive revenue/expense budget

- Rebuild membership base
- Monitor new revenue sources
- Develop budget surplus
- Focus on financial stability and growth
- Develop new budget metrics

APPROVED that the ALA Executive Board recommend to ALA Council the list of Budget Objectives as a basis for the FY2024 budget, and as a key framework for budget planning, as outlined in EBD #3.16:

- Positive revenue/expense budget
- Rebuild membership base
- Monitor new revenue sources
- Develop budget surplus
- Focus on financial stability and growth
- Develop new budget metrics

FY22 YTD Financial Results, EBD #3.14-3.14a

The numbers reported are unaudited. The Finance & Audit Subcommittee is scheduled to receive the results of the audit in February:

- Net Revenue: \$7.9 million, reflecting a favorable variance of \$11.3 million to budget
- Total Revenue: \$59.2 million, which was \$14.4 million higher than budget
- Total Expenses of \$51.3 million, \$3.1 million higher than budget
- 4 of 8 Divisions exceeded net revenue projections and 4 came in below projections
- Roundtables revenue performed better than budget and expenses less than budget, with net revenue of \$321,000
- ALA continues to pay down loan and the line of credit has been fully paid down since these reported numbers

FY23 September-November Financial Results

- Total revenue: \$7.7 million
- Total Expenses: \$10.3 million
- Overall deficit of \$2.6 million compared to budgeted deficit of \$908,000
 - General Fund: Deficit of \$2.1 million
 - Divisions: Deficit of \$267,000
 - Round Tables: Surplus of \$52,000
 - Grants & Awards: deficit of \$560,000
 - Endowment Fund: surplus of \$205,000
- \$12.8 million dollars in grant funds have been awarded in first quarter but due to the timing of notices, they have not yet been recorded and are not reflected in this report
- Short-term investments: \$8.5 million as of December 31, 2022
- Long-term investment: \$54.5 million as of December 31, 2022
- Variances are being carefully monitored:
 - Membership dues unfavorable
 - Publishing anticipating decline for the year
 - Annual Conference 2022 and LLX unfavorable to budget
 - AASL and Core unfavorable

Proposed Presidential Initiative Budget, EBD #3.17

Treasurer Hepburn noted that proposed budget was approved at last week's Joint BARC/F&A meeting and moved that the ALA Executive Board approve the Proposed Presidential Initiative Budget as presented in EBD #3.17.

President-elect Drabinski noted that the budget reflects priority categories: climate action, future of library work, member engagement, and youth librarianship, as well as a reserve budget in order to stay nimble to meet needs as they arise.

APPROVED Proposed Presidential Initiative Budget as presented in EBD #3.17.

Joint BARC and F&A Report, EBD #3.20

BARC Chair Karen Schneider provided the following updates on BARC/F&A activities:

- Held orientation in the Fall
- Approved the FY23 Estimates of Income, ALA Budget, and Retirement Plan Audit at the Fall Meeting
- Convened a special meeting to review CD #59 and voted to return resolution to Council
- Discussed implications of proposed bylaws change to increase Executive Board size
- Plans to review a proposal from the Sustainability Committee regarding carbon offsets at conferences
- Will continue to meet virtually

Operating Agreement Implementation Update

Treasurer Hepburn reported that an Operations Workgroup which includes staff, member leaders and Executive Directors from all Divisions, members and staff supporting Roundtables, and BARC Chair Schneider, will review the recommendations of the Operating Agreement Workgroup

Treasurer Hepburn and CFO Tsourdinis will chair and convene a subgroup, as well as secure a consultant to facilitate this work. The intention is to still provide recommendations by Annual Conference

Endowment Trustee Report, EBD #13.1

Senior Endowment Trustee Mario Gonzalez provided the following updates:

- Market value at \$54.5 million and book value at \$15.8 million
- As reminder, \$3 million loan was made to ALA which decreased book value
- 55.5% of the endowment is currently dedicated toward Environment, Social & Governance (ESG) and Diversity holdings; this fluctuates due to the volatility of the market
- Issues influencing market:
 - Federal Reserve aggressively raising interest rates to fight inflation
 - Russian invasion of Ukraine
 - China spent most of year enforcing strict COVID-19 restrictions, impacting raw materials and goods worldwide
 - Inflation is subsiding
 - Energy stocks fared well in 2022
 - Second half of 2023 is expected to see improved outlook
 - Trustees are monitoring the issue of greenwashing, which is when companies misrepresent their ESG status or involvement
- ALA Endowment doing fairly well compared to other indices

- Trustee activities:
 - Conducted RFI and interview process for Investment Advisor and chose to continue using Merrill Lynch
 - Approved Endowment Trustees selection guidelines
 - Will review and finalize updated ALA Investment Policy statement (IPS) at February meeting
 - Hired three new portfolio managers
 - Rebalanced international asset class

The meeting was adjourned.

Monday, January 30, 2023

LLX: New Orleans, LA

1:00pm-5:00pm CT

President Pelayo-Lozada called the meeting to order.

Approval by Consent: Agenda, EBD #9.7, amended.

Executive Director Update, EBD #12.6

Executive Director Tracie Hall provided the following updates:

- Achieved the first in-person LLX and thanked the LLX Subcommittee, members, and staff. Unaudited final numbers reflect 1712 registered paid attendees against an original goal of 2000, with 2659 total attendees.
 - Inaugural ALA Governance Institute held
 - Piloted a Community of Care program at this LibLearnX
- Received catalytic funding grant from the Mellon Foundation. A press release was issued with additional details, as well:
 - Expand advocacy for intellectual freedom and countering censorship and book bans
 - Expand staffing for Office for Intellectual Freedom
 - Expand the number of Spectrum Scholarships
 - Create a career development support program for Black, Indigenous, Latinx, and other people who identify as people of color
 - Scale adult and digital literacy instruction through grants for libraries across the country
 - Distributed more than \$1.5 million to over 40 libraries in small, rural, tribal, urban, and older suburban communities nationwide
- Pivot Strategy update:
 - At the 50,000 membership mark again
 - Seeing favorable turnarounds in financial management and revenue recovery
- Booklist Reader had its first print issue this January, with 58 paying subscribers, which reflects about 4,000 copies circulating
 - Will reach sustainability with 150 paid subscriptions
 - Will be collaborating with PBS Books
- Federal Bureau of Investigation (FBI) did respond to the Board's letter of concern regarding threats of violence in libraries and eventually made an arrest. PLA also provided training "Spotlight on safety: Addressing threats in public libraries."

Board members discussed sending a post-LLX survey and current financial reporting that reflects a \$2 million deficit, which does not include December and January revenue and costs.

Development Office Report & Update on Contributed Revenue, EBD #12.6

Nancy Davenport, Philanthropy Advisory Group (PAG) Chair; ED Hall; and Anne Manly, Assistant Director of Corporate and Foundation Relations provided the following updates:

- PAG activities:
 - Last June, PAG co-hosted an event at the Library of Congress to cultivate and expand donors
 - Participated in interviews with The Alford Group and provided insights into ALA's future fundraising needs and opportunities.
 - Treasure our Treasures event on November 28 to gather fundraising community in celebratory event
 - Soon start a nomination process to fill two PAG positions

- Development Office updates:
 - Goal to maintain and expand contributed revenue income in all areas and to expand types of financial platforms/vehicles to accomplish the donations
 - Collaborate with other units to pursue grants
 - Slight increase in donations coming through donor advised funds
 - Contract with Freewill has shown remarkable activity
 - Received first required IRA minimum distribution contribution this year
 - Seeing significant awareness in staff about the importance of the culture of philanthropy
 - Seeing remarkable grant renewal
- Contributed income is a priority, not only for financial support but also to raise ALA's profile
- Working with the Alford Group and a member think tank group on a feasibility plan for the 150th anniversary, and a final report will be shared with the Board after February
- Need to expand ALA endowment, and the Trustees approved a new Fund for Social Justice as a distinct part of the endowment
- Coming next month is a press release about the Acton Family Fund's support of intellectual freedom in general and specifically, detention centers for \$1 million
- Slow but steady increase in Giving Tuesday results
- Encourage members to join the 1876 Club or Legacy Society

Conference Service Report, EBD #12.6

Jennifer Ferriss, Conference Committee Chair, Earla Jones, Director of Conference Services, and Juliane Morian, LibLearnX (LLX) Subcommittee Chair, provided the following updates:

- Receiving positive anecdotal feedback on LLX so far, but all members are encouraged to submit evaluation survey
 - Registration reflects a wide regional disbursement, along with fair representation internationally
 - Mobile app use: 1200 attendees have logged 5,000+ times
 - Daily reminders to complete each event evaluation
 - Governance Institute attendees will have a separate evaluation
 - Crisis communication plan: security team visited the 12 sessions that were identified on the list, and there were no incidents reported
 - Quiet Room saw ten users
 - Will be in Baltimore LLX 2024

The Board discussed surveying and engaging exhibitors, both those who attended and those who did not, and the need for more communication about announcing the official locations for upcoming conferences.

- Annual Conference 2023:
 - Exhibit sales did open immediately prior to the Annual Conference in DC
 - Target for registration to open is February 15
 - "Save the date" went out mid-January
 - Juried programs have all been selected and notified
 - Scheduler is scheduled to open the last week in April

Intellectual Freedom and Social Justice Update

President-elect Emily Drabinski noted that she and President Pelayo-Lozada met with the Intellectual Freedom Committee and the ODLOS Advisory Committee, and as a result, an ALA Connect space will be

convened to continue to explore the recommendations in the Intellectual Freedom & Social Justice Working Group Final Report. The next step is to identify conveners.

Intellectual Freedom Report, EBD #12.6

Deborah Caldwell-Stone, Office of Intellectual Freedom (OIF) Director, provided the following reports:

- Receive multiple daily requests for challenge support and added staff member to help support those requests and manage banned books database
- Preliminary numbers for 2022:
 - 1,236 cases challenging either books, displays, or programming in libraries, schools, and schools' libraries
 - 1,004 were challenging books or graphic novels
 - Unique titles challenged in 2022 was 2,548 challenges, an increase of 1,740 titles challenged since 2021
 - Reflects trends of organized groups challenging multiple books
 - Will reveal the Most Challenged Booklist during National Library Week in April, but finalized data should be available earlier
- Requests for continuing education and development continue, and multiple sessions have been hosted and continue to be planned
- Developing a speakers bureau
- New support coming in from the Mellon Foundation to help fully staff OIF
- Identified theme for the 2023 Banned Books Week, "Let Freedom Read"
- Unite Against Book Bans Campaign is putting a greater emphasis on local organizing and community outreach
- Public Policy and Advocacy will convene a cohort of Policy Corps members to work specifically on intellectual freedom
- Giving to the Freedom to Read Foundation and Merritt Fund is important, as there are more requests for support than ever to support librarians.

The Board moved into closed session.