Committee on the Status of Women in Librarianship (COSWL) Virtual Meeting

Monday, 09.15.14, 11:00am-12:30pm PST

Facilitator: Sandy Wee
Minutes: Rachel Balko

Committee on the Status of Women in Librarianship (COSWL) Charge: To officially represent the diversity of women's interest within ALA and to ensure that the association considers the rights of the majority (women) in the library field. To promote and initiate the collection, analysis, dissemination, and coordination of information on the status of women in librarianship. To coordinate the activities of ALA units that consider questions having special relevance for women. To identify lags, gaps, and possible discrimination in resources and programs relating to women. To help develop evaluative tools, guidelines, and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women. To establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality. To provide council and membership with reports needed for the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.

| Welcome/Introductions/Additional items to agenda | Sandy (5 minutes) |
| COSWL charge/background/history | Sandy (5 minutes) |
| **2014-2015 Projects:** | All (30 minutes) |
| - Women's History Month – PR (share ideas and promote heavily – game plan TBD in mid-December meeting) |
| - Updating the website (http://www.ala.org/groups/committees/ala/ala-coswl) |
| - Women's site (http://www.ala.org/offices/hrdr/abouthrdr/hrdrliaisoncomm/statusofwomen/importantwomens) |
| - Caregiver site (http://www.ala.org/groups/caregivers-toolkit) |
• Keeping our social media LinkedIn/Facebook/Twitter feeds updated
• COSWL’s feedback to new ALA’s new strategic plan (February meeting) – need facilitator
• COSWL co-sponsoring programs – need to keep eye on what we can co-sponsor, to keep COSWL’s name visible

Assignment to projects (2-3 per/project; 1 to lead) All (10 minutes)
Actions Plan summary Sandy (5 minutes)

Next meeting:
Date: early December (Sandy will send out Doodle)
Facilitator: Sandy Wee
Minutes: Jahala Simuel

COSWL
Minutes of Telephone Meeting
Monday, September 15, 2014
11 a.m. Pacific

Present: Sandy Wee, Chair
Lenese Colson
Kathleen M. DeLong
Darcell Graham
Kate Kosturski
Carolyn N. Willis
Rachel Balko, Intern
Jahala D. Simuel, Intern
Gail A. Schlachter, ALA Executive Board Liaison
Lorelle Swader, Staff Liaison

Absent: Suzan A. Alteri
Diedre Conkling
Deborah G. Tenofsky
Julie VanHoose

1. Discussion of Diedre Conkling’s group email re: the history of COSWL, and COSWL’s possible action/involvement regarding the Statement of Appropriate Conduct at ALA Conferences (http://alamw14.ala.org/statement-of-appropriate-conduct) that was introduced at the 2014 Midwinter Meeting, as well as recent concern about sexual harassment at ALA conferences.
   a. Kate Kosturski is interested in getting more involved with both these issues, and explained that an ad hoc committee put together the Statement of Appropriate Conduct because they wanted to take swift action and did not want the ALA bureaucracy to “slow down” the
process. Kate believes COSWL should be involved in the future refinement/development of the Statement of Appropriate Conduct, and there was general agreement.

b. Kathleen DeLong asked if there was any research regarding the type and frequency of sexual harassment incidents at ALA conferences, and Kate mentioned the informal survey conducted by Ingrid Abrams (a.k.a. @MagpieLibrarian), a Brooklyn librarian, regarding Code of Conduct violations at ALA conferences. (Survey results are available for review at Ingrid Abrams’ website: http://magpielibrarian.wordpress.com/2014/07/25/code-of-conduct-survey-results-just-the-numbers/)

c. Lorelle Swader mentioned that the original Statement was developed by the Conference Committee and that COSWL could contact that committee chair regarding future involvement, and Gail Schlachter confirmed that would be an appropriate approach.

d. ACTION: Sandy Wee suggested combining COSWL’s actions on both the Statement of Appropriate Conduct and the sexual harassment issue. Kate Kosturski volunteered to take the next steps, and Kathleen DeLong is interested in working with her.

2. Discussion of COSWL’s 2014-2015 Projects. The list of potential projects was provided by Lorelle Swader; these are a carryover of work that COSWL has been involved with in the past, but we as a committee have autonomy if we’d like to move in other directions.

a. Past projects:
   i. Public relations for Women’s History Month (Lorelle Swader mentioned that COSWL is the direct link through ALA to the National Women’s History Museum.)
   ii. Updating websites and social media presence:
      1. COSWL (http://www.ala.org/groups/committees/ala/ala-cosl)
      2. Status of Women (http://www.ala.org/offices/hrdr/abouthrdr/hrdrliaisoncomm/statusofwomen/improtantwomens)
      3. Caregiver (http://www.ala.org/groups/caregivers-toolkit)
      4. LinkedIn/Facebook/Twitter (Kate Kosturski also mentioned possibly starting a Tumblr account, but this decision was tabled until the next meeting. Lorelle Swader pointed out that it’s important to have a long-term strategy for social media so that accounts don’t become dormant when COSWL membership changes.)
   iii. COSWL Facilitator to provide feedback re: ALA’s new Strategic Plan at the March meeting
   iv. COSWL co-sponsorship of programs/events (Sandy Wee suggested that involvement with the Statement of Appropriate Conduct and the sexual harassment issue could be part of this project.)

b. Sandy Wee will list the projects on ALA Connect, and committee members should indicate which projects we’re interested in working on. If no one shows interest in a given project, that will indicate that issue is not a priority for COSWL this year.

c. ACTION: Committee members should sign up for projects in ALA Connect no later than Monday, September 22, 2014.

3. Gail Schlachter reminded committee members that if Council and/or Executive Board issues come up for us between meetings, she is our contact. She will also attend COSWL meetings when possible to provide updates.

4. Future COSWL meetings will be held in early December 2014 and early March 2015 (by telephone and/or online), and there will be a year-end meeting at the 2015 Annual Conference in San Francisco (in person for those who can attend).
a. **ACTION:** All COSWL members should indicate their availability for future meetings through Doodle:

   i. December meeting: [http://doodle.com/de489qd2s9vdfqv6](http://doodle.com/de489qd2s9vdfqv6)
   ii. March meeting: [http://doodle.com/3wbwpckwug86iaq8](http://doodle.com/3wbwpckwug86iaq8)

Submitted by Rachel Balko

**Committee on the Status of Women in Librarianship (COSWL) Virtual Meeting**

**Thursday, 12.04.14, 11:00-12:00pm PST**

Facilitator: Sandy Wee
Minutes: Jahala Simuel

**Committee on the Status of Women in Librarianship (COSWL) Charge:** To officially represent the diversity of women's interest within ALA and to ensure that the association considers the rights of the majority (women) in the library field. To promote and initiate the collection, analysis, dissemination, and coordination of information on the status of women in librarianship. To coordinate the activities of ALA units that consider questions having special relevance for women. To identify lags, gaps, and possible discrimination in resources and programs relating to women. To help develop evaluative tools, guidelines, and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women. To establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality. To provide council and membership with reports needed for the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.

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<th>Welcome/Introductions/Additional items to agenda</th>
<th>Sandy (5 minutes)</th>
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<tr>
<td>2014-2015 Projects – report outs – (45 minutes):</td>
<td>All (30 minutes)</td>
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<tr>
<td>• Women’s History Month PR – Sandy</td>
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<td>• Updates on website/social media – Darcell, Deborah, Diedra, Jahala, Rachel</td>
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<td>• Facilitating COSWL’s feedback on ALA new strategic plan – Lenese</td>
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<td>• COSWL co-sponsoring programs – Carolyn, Diedre</td>
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<td>• COSWL involved with “Statement of Appropriate Conduct at ALA Conference” document – Kate, Kathleen, Diedra</td>
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<tr>
<td>Actions Plan summary</td>
<td>Sandy (5 minutes)</td>
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Next meeting:
Date: Thursday, March 5th, 11am
Facilitator: Sandy Wee
Minutes: Rachel Balko
ALÁ Women’s Groups Celebrate National Women’s History Month

CHICAGO - During the entire month of March, the ALÁ Committee on the Status of Women in Librarianship (COSWL), SRRT Feminist Task Force (FTF) and the ACRL Women’s & Gender Studies Section (WGSS) will recognize and celebrate women’s historic achievements during National Women’s History Month.

National Women’s History Month traces its origins back to March 8, 1857, when women from New York City factories staged a protest over working conditions. International Women’s Day was later observed in 1909. In 1981, the U.S. Congress designated the second week of March National Women’s History Week, and in 1987 Congress expanded it to a month-long observance.

According to a recently published report by the U.S. Bureau of Labor Statistics, *Women in the Labor Force: A Databook* women make up over 86% of the library profession. Over the years, the ALÁ women’s groups have helped to develop evaluative tools, guidelines, and programs to enhance the opportunities and the image of women in the library profession.

Here are some resources that are available:

- Caregiver’s Toolkit (COSWL)
- Women of Library History (FTF)
- Women and Gender Studies Web Sites (WGSS)

For additional resources and information on how to celebrate National Women’s History Month, please visit: http://www.ala.org/groups/national-womens-history-month-resources