

ALA COUNCIL

MINUTES

2018 ALA ANNUAL CONFERENCE

New Orleans, LA

AMERICAN LIBRARY ASSOCIATION

VOLUME 52

**ALA COUNCIL MINUTES
2018 ALA Annual Conference
ALA Council/Executive Board/Membership Information Session
Saturday, June 23, 2018
3:00–4:30pm
Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C
New Orleans, LA**

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 3:00pm on Saturday, June 23, 2018, in La Nouvelle Orleans Ballroom C of the Morial Convention Center (MCC).

INTRODUCTIONS AND ANNOUNCEMENTS. ALA President James (Jim) G. Neal chaired this session. Neal introduced ALA Parliamentarian Eli Mina; ALA President-Elect Loida Garcia-Febo; Mary W. Ghikas, ALA Executive Director and Secretary to Council; JoAnne Kempf, Director of the Office of ALA Governance; Danielle Alderson, Projectionist; Lois Ann Gregory-Wood, Council Secretariat; and Heather Theriaque, Captionist.

ALA PRESIDENT-ELECT’S REPORT, ALA CD#21.1. Neal said his service as ALA President will end at the close of the 2018 Annual Conference. He noted that important progress was made during the past year in several critical areas (e.g. federal funding for libraries; legislative and legal battles in areas such as intellectual freedom and privacy). He shared that ALA implemented the Policy Corps and is beginning to build a national network of grass roots library advocates.

Neal said that the recruitment and appointment of a new ALA Executive Director has been a priority. Mary W. Ghikas has agreed to continue to serve as Executive Director through the 2020 Midwinter Meeting. The plan is to resume the search in early 2019, upon resolution of the matter of educational requirements, with the goal to introduce the new Executive Director at Midwinter 2020.

Another key area of focus has been the future financial and organizational health of ALA. This will include a comprehensive review of the governance and organization of ALA to “revitalize ALA’s organizational effectiveness and agility as a 21st century professional association.” In the financial area, updates include reactivation of the new business development process, a study on the future of the Association Headquarters facility in Chicago, and approval of a major new investment.

Neal spoke about key initiatives which were launched and will continue during 2018-2019 (e.g. support for library disaster relief, advocacy for school libraries, diversity in the library workforce, stronger working relationships with national libraries and other library associations, and more rigorous national library data collection and analysis).

Building upon the Libraries Transform campaign, a new focus this year has been the message of Libraries Lead: we provide influence, innovation, and solutions in our organizations, our communities, our profession, our nation, and our world.

Neal spoke about the wide range of opportunities available at the conference for learning, sharing, networking and fun, as well as extraordinary speakers including Viola Davis, Jose Vargas, Tracy Smith, and Michelle Obama.

Neal then thanked the Council and Executive Board, Advisory Committee, Division Presidents, and the ALA staff.

Further details on his presidential initiatives are available in his report, ALA CD#21.1.

ALA PRESIDENT-ELECT'S REPORT, ALA CD#29.1. ALA President-Elect Loida Garcia-Febo highlighted key information from her report:

- **Appointments:** Garcia-Febo worked with JoAnne Kempf and the ALA Governance office to make appointments and identify alternates for declined appointments. She worked with Lorelle Swader in the ALA-APA Office to make ALA-APA committee appointments and identify alternates for declined appointments and resignations.
- **Supporting ALA existing work:** Garcia-Febo engaged in conversations with ALA staff from a variety of offices to identify ways to support their current work related to advocacy, diversity, international relations, and wellness, as well as expanded professional development for members. Examples include redesign of the Advocacy University website and developing a video series related to storytelling.
- **Diversity:** We will promote a social media video campaign to raise visibility of diverse representation and to deepen understanding of equity, diversity, and inclusion.
- **International Relations:** Initiatives include introducing a new feature to highlight international ALA members and coordinating online programs related to international issues.
- **Wellness:** Initiatives include revamping the ALA wellness website, enhancing current Conference wellness programming, and introducing new online and free programs.
- **National Tour:** A national tour will take place entitled *Libraries = Strong Communities*, covering all areas of the United States, with the goals of raising the profile of libraries,

engaging communities, and encouraging patron advocacy for their libraries. Events will be coordinated with academic, public and school libraries.

- **Global Tour:** Garcia-Febo will bring the message *Libraries = Strong Communities* to regions of the world where ALA already has longstanding commitments.
- **International Interest:** Garcia-Febo noted the interest of a number of countries in ALA. She was interviewed by several international library organizations and attended conferences in a variety of countries, as well as National Legislative Day, where she met with elected officials from New York and Puerto Rico.

ALA EXECUTIVE DIRECTOR'S REPORT, ALA CD#23.1. ALA Executive Director and Secretary to Council Mary W. Ghikas highlighted the work being done by the ALA Center for the Future of Libraries and referred to a listing of new trend collections posted to that site.

Ghikas also noted the Washington Office's report on their National Library Legislative Day, at which there were delegates from all 50 states and the District of Columbia. The report details changes that were made in the format of the event this year, contributing to its success.

Ghikas called attention to news from ALA Publishing. As of mid-May, ALA Editions/Neal-Schuman had published more new books in FY18 than in all of FY17. Additionally, the *National School Library Standards for Learners, School Librarians, and School Libraries* (AASL Standards) book will have sold through its initial print run of 10,000 copies by late June or early July (a second printing is already in the works)—a strong indicator that the standards are being widely incorporated into school library practice across the country.

BUDGET ANALYSIS AND REVIEW COMMITTEE (BARC) REPORT, ALA CD#33.1. At the 1987 Midwinter Meeting, the ALA Council voted that the ALA Budget Analysis and Review Committee (BARC) should report to Council at each ALA Midwinter Meeting and Annual Conference. BARC Chair Rhea Lawson reported on four topic areas: (1) FY 18 eight-month financial September 1, 2017 through April 30, 2018; (2) the preliminary FY19 budget; (3) the BARC response to two proposed Council resolutions from Midwinter Meeting; and (4) two comments on the committee's efforts on financial education.

FY 18 YTD Results (September 1-April 30): For this period, total ALA revenue was \$33.2 million. This result was better than budget by 1%, compared to 6% less than budget for the same period last year. Total expenses for the period were \$34.2 million compared to the budget of \$34.4 million. The result is a positive net revenue of \$13,000. The general fund revenues at the eight-month point were less than budget and expenses were more than budget, due primarily to the results of the Midwinter Meeting. The impact caused by

Midwinter meeting and publishing expenses are expected to even out as the year progresses. The net expenses of \$2.2 million reflect a much better position as compared to this time last year, and it is expected that the year will end on budget.

With regard to divisions and round tables, the results for both revenues and expenses were very positive. The divisions' results were on budget. This success can be contributed to a successful PLA conference, AASL increased membership of 13%, strong book seal sales at ALSC, and under-budget expenses. Additionally, 17 of 19 round tables had increased membership for the period.

FY 19 Preliminary Budget: A ten-year financial review was conducted, resulting in a new approach to the FY 19 budget. To move the association forward, the FY 19 budget will include additional investments, which will be covered by a number of funding options available to management. The treasurer will provide more detail regarding this new approach.

During the Spring Meeting, there were two Council resolutions to consider. Lawson reported updated findings regarding both:

- (1) Council resolution concerning fossil fuel investments: BARC consulted with the Endowment Trustees and met with Merrill Lynch to better understand this issue. While the Association does have mutual funds that may contain some fossil fuel funds as part of diversification, there has been intentional increased use of socially responsible funds. Currently 25.3% of the portfolio is dedicated to ESG – up from 2.5% in 2015. The industry's leading SRI index, the MSCI KLD Social 400 index, contains 4.5% in energy holdings*, which compares to 4.2% with Clearbridge. The Trustees regularly review ESG candidates for possible inclusion in the portfolio, as well as regularly report to Council and the Executive Board.
- (2) Roadblocks to diversity leadership: An estimated initial cost of up to \$400,000 was identified as being necessary to address the issue. A review noted, however, that much of the work and research highlighted in the resolution already exists and or is currently being addressed in various units across the Association. This makes it clear that some communication mechanism is needed to inform the membership of the work that is currently being done to address the issue. How that mechanism will operate is still under discussion.

Lawson closed by noting that educating the Council and membership on the Association's finances is of primary importance to BARC. She encouraged utilization of the financial learning information on the treasurer's webpage as an informative resource.

ALA TREASURER'S REPORT, ALA CD#13.2. Susan H. Hildreth, ALA Treasurer, presented information on sources of ALA revenue, funds allocation, and the upcoming FY2019 budget.

Hildreth talked about the updated ALA infographic dollar, which was designed to depict ALA's sources of revenues and show how the funds are spend. More Information about the ALA dollar is available at <http://www.ala.org/aboutala/treasurerspage>. She noted that Publishing and Meetings & Conferences are primary sources of income.

Hildreth thanked everyone who voted for the support of the dues increase, which approved a CPI adjustment for the next four or five years. However, dues only make up 16% of overall revenue.

Hildreth then provided detailed explanation of ALA's operating structure and how the different funds within the structure are organized.

Hildreth noted the goal of developing a modern association for a modern profession, and that a strategic approach to the FY 19 budget has been taken to achieve this. She discussed the fiscal pattern from 2010 to present and highlighted the hope to end FY 2018 in the black. While the FY 19 budget will require use of net assets for investments, a strategic approach will be taken to anticipate and address any deficit.

Hildreth also noted that the preliminary budget is subject to revisions based on the FY 18 fourth quarter numbers. She provided detailed information about the general fund budget, anticipated grants and awards, interest from endowment capital, and divisions' use of net assets.

A key component of the budget will include an investment budget of \$1.7 million in general funds, which will be invested in three major areas: development, advocacy, and information technology.

Development will have the lowest investment at \$177,000. Hildreth detailed what this investment will support: enhanced fundraising capacity through 2.5 additional FTE, a major gifts director, prospect researcher, and additional general support. The benefits of this investment will include stronger and more effective donor engagement through increased staff capacity and a CRM system.

Advocacy investment of \$410,000 will be utilized for advocacy efforts including a CRM and enhanced outreach and engagement. This will allow for a more strategic year-round

approach, enhanced capacity for mobilization efforts and campaigns, and additional opportunities for the annual budget campaign and National Legislative Day.

Investment in Information Technology of \$1.36 million is the first year of a three-year planned investment. Hildreth detailed the ways in which this investment will strengthen IT infrastructure and services, including an improved website experience and a Dashboard to improve reporting capabilities, save staff time and inform more effective decision making.

Hildreth spoke about funding options and strategies available to use to support this investment, including working capital (ALA cash), bank financing, leveraging ALA real estate, using the Association's net assets, and the Endowment fund.

Hildreth then provided a detailed discussion of the ALA balance sheet as of August 2017. Net assets are at about \$40 million, providing a strong position to consider making the investments presented.

In conclusion, Hildreth explained the history and decision-making process behind choosing to use the annual estimates of income in developing the FY 19 budget, rather than the budgetary ceiling approach that has been used previously. Council will be asked to approve the estimate of income of \$84,304,634 during Council II, on Monday, June 25, 2018.

ALA ENDOWMENT TRUSTEES REPORT, ALA CD#16.1. Rodney Hersberger, Senior Endowment Trustee, began by noting ALA's endowment returns, and those of Harvard, with a 10-year average return of 5.4%.

Hersberger shared information showing the importance of private equity investing and diversification. He detailed the seven-year J curve of the Blackstone Solutions investment, as well as other private equity investments. He noted that next year, returns will begin flowing in from these investments. Up to \$2 million in this fund will then be re-invested in Blackstone's next fund, which will eliminate the J curve and result in gradual increase in returns over time.

Hersberger stated that two additional Environment Social and Environment (ESG) investments will be considered at the September Trustee meeting.

In response to a member request at the 2018 Midwinter Meeting in Denver, a list of mutual holdings is now available on Trustee's and Treasurer's websites. Hersberger reminded members that the Association owns no individual stocks and does not have any say about what an equity product fund owns.

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Hersberger said that, since he is reaching term limit, the Trustees recommended to the Executive Board that Pat Wand, BARC Chair veteran, be Senior Trustee from 2019 to 2021, and former treasurer Mario Gonzalez follow from 2021 to 2023.

The Trustees hope to undertake a Strategic Review later this year on governance, management and business practices, to look for areas which can be improved. Pat Wand, Mark Leon and Rod Hersberger have conducted promising telephone interviews this month and hope to have in-person interviews next month in Chicago.

ANNOUNCEMENTS AND ADJOURNMENT. Mary W. Ghikas provided registration numbers in comparison to past years and stated that registration meets about 99% of the budget target.

According to the 2014 Council action, fewer documents will be printed, but will be posted to the Council page of the ALA Connect site. This will also be the last conference at which document portfolios will be provided.

The Council/Executive Board/Membership Information Session was adjourned at the completion of its agenda.

**ALA Council I
Sunday, June 24, 2018
8:30-11:00am
Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C
New Orleans, LA**

The first meeting of the ALA Council during the 2018 ALA Annual Conference was convened at 8:30am on Sunday, June 24, 2018, in the Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C.

INTRODUCTIONS. President Jim Neal called the meeting to order and outlined voting procedures.

Neal introduced Eli Mina, ALA Parliamentarian; Loida Garcia-Febo, ALA President-Elect; Mary Ghikas, ALA Executive Director and Secretary to Council; JoAnne Kempf, Director, Office of ALA Governance; Danielle Alderson, Projectionist; and Lois Ann Gregory-Wood, ALA Council Secretariat; and Heather Theriaque, Captionist.

Special guests included 2019 ALA President-Elect Wanda Kay Brown; ALA past presidents Julie Todaro; Lorie Roy; Sarah Ann Long; Jim Rettig; Carol Brey; and Maureen Sullivan; Mario Gonzalez, ALA Councilor and Immediate Past ALA Treasurer; Rod Hersberger, ALA Past Treasurer and Senior Trustee; Ann Symons, ALA Councilor, Past ALA President and Treasurer, and ALA Honorary Member; Emily Knox, Treasurer, Beta Phi Mu, the International Library and Information Studies Honor Society; Madeline Peña, President-Elect, REFORMA; Lydia Middleton, Executive Director, Association for Information Science & Technology; Jennifer LaBoon, President and Cecilia Barham, President-Elect, Texas Library Association; Steve Bowers, ALA Councilor and President, Michigan Library Association; John Sandstrom, President, New Mexico Library Association; Rhonda Gould, President-Elect, Washington Library Association; Sarah Jane Hammill, President, Florida Library Association; Linda Pye, President, Oklahoma Library Association; April Roy, President, Missouri Library Association; Lorrie Russell, President-Elect, North Carolina Library Association; Michelle Simon, President-Elect, Arizona Library Association; Carrie Steinmehl, President, Alabama Library Association; Nick Tepe, Chair, Ohio Library Council Board of Directors; Leah Wagner, President-Elect, New Jersey Library Association; Michael Wright, President-Elect, Iowa Library Association; and Lillian Chavez, President-Elect, American Indian Library Association.

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#8.5_REV-62318. Under the 24-hour rule, the following resolution was received to be added under new business: *Resolution to Honor African Americans Who Fought Library Segregation*, CD# 41_62118_ACT. By *CONSENT*, the ALA Council adopted the ALA Council I agenda as amended.

2018 ALA MIDWINTER MEETING MINUTES, ALA CD#2.1. The 2018 ALA Midwinter Meeting Minutes were *ADOPTED* as distributed.

ALA RESOLUTIONS COMMITTEE, ALA CD#10.2_62018_ACT. ALA Councilor Ed Sanchez, Chair, stated that at 2019 Midwinter Meeting in Seattle, additional methods to engage with Council and membership will be implemented, including online office hours and appointment scheduling with members of the Resolutions Committee. The Resolutions Committee has also adopted an online form to facilitate Council participation in a pilot amendment e-form process to determine the efficiency of an electronic amendment process. Sanchez detailed this process.

Sanchez moved the amendment of “Process #5” of ALA Policy A.4.2.3: Guidelines for Preparation of Resolutions.

After a brief discussion of the specifics of the resolution, the ALA Council *ADOPTED*, the amendment to the ALA Policy A.4.2.3, Council Resolutions: Guidelines for Preparation, under “Process # 5” as follows: (new language is bold and underlined):

The Resolutions Committee must submit to the Executive Director (ED) and the Budget Analysis and Review Committee (BARC) all resolutions that the Resolutions Committee deems 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. Standing committees of ALA and Council presenting resolutions to Council will follow the same process of submission to the Executive Director and BARC. Committee resolutions need no second. After such a resolution is submitted to the Executive Director and the Budget Analysis and Review Committee (BARC), the following procedure is to be followed:

- a. At a Council meeting, a resolution which the Resolutions Committee has deemed to have fiscal implications is moved and seconded by its proponents.
- b. The proponents of the resolution open the debate on the resolution they have initiated.
- c. Council members are then invited to briefly debate the resolution.
- d. After a brief debate, BARC Chair (or designate) moves to refer the resolution to BARC and then explains the potential fiscal implications that necessitate the referral.
- e. Other members are then invited to debate the motion to refer.
- f. The motion to refer to BARC is then put to a vote.

NOMINATIONS FOR THE 2018-2019 COUNCIL COMMITTEE ON COMMITTEES ELECTION, CD#12_52518_ACT. ALA President-Elect Loida Garcia-Febo, chair, presented the slate of candidates for the 2018-2019 Council Committee on Committees: Oscar Baeza; Latrice Booker; Raymond Pun; Dora Ho; Jack Martin; Erica Findley; Louis Muñoz Jr.; and Jules Shore. Four (4) councilors to be elected for a one-year term (2018-2019). This committee will be chaired by the 2018-2019 ALA President-Elect Wanda Kay Brown. There were no nominations from the Council floor.

NOMINATIONS FOR THE 2018-2019 PLANNING AND BUDGET ASSEMBLY, CD#12.1_52518_INF. ALA President-Elect Loida Garcia-Febo, chair, presented the slate of candidates for the 2018-2019 Planning and Budget Assembly: *Councilors-at-Large*: Nicolas (Nick) H. Buron; Elissia Buell; Kyla M. Johnson; Larry P. Neal; Dorcas Hand; and Jahala D. Simuel. Three (3) councilors-at-large to be elected for two-year terms (2018-2020). *Chapter*: Andrew Wertheimer; Micki Dietrich; Lynda M. Kellam; and Charlotte L. Canelli. Two (2) chapter councilors to be elected for two-year terms. There were no nominations from the Council floor.

APPOINTMENT OF THE TELLERS COMMITTEE FOR THE 2018-2019 ALA COC AND PBA ELECTIONS, CD#12.2. ALA Councilors Cynthia Dottin, Eric Suess, Stephanie Tolson, and Vivian Bordeaux, chair, volunteered to serve as tellers for the COC and PBA elections.

The election results will be reported at the Council II Meeting, Monday, June 25, 2018.

REVIEW OF EXECUTIVE BOARD ACTIONS SINCE THE 2018 MIDWINTER MEETING, ALA CD#15.3-15.4. Mary W. Ghikas, ALA Executive Director, highlighted actions taken by the ALA Executive Board since the 2018 ALA Midwinter Meeting, which included:

- Confirmation of Conference Call Votes, January 31, 2018, of the full list of companies, as listed on December 31, 2017, from the Domini and TIAA CREF portfolios of "socially responsible" companies from which ALA units could use to prospect for corporate partners, sponsors, and donors. (EBD #1.4), *Consent*

IMPLEMENTATION OF THE 2018 ALA MIDWINTER MEETING COUNCIL ACTIONS, ALA CD#9.1. ALA Executive Director Mary W. Ghikas presented a written report and called attention to the update to the Lois Ann Gregory-Wood Fellows program, noting that there have been 53 donors to the award thus far and that approximately \$15,000 has been raised.

RESOLUTION TO HONOR AFRICAN AMERICANS WHO FOUGHT LIBRARY SEGREGATION, ALA CD#41. ALA Councilor Sara Dallas and many endorsers moved and the ALA Council unanimously *ADOPTED*, Resolution to Honor African Americans Who Fought Library Segregation, ALA CD#41_62118_ACT, which read: "That the American Library Association, on behalf of its members:

1. Acknowledges the fundamental injustice, cruelty, and inhumanity of racially segregated libraries;
2. Apologizes to African Americans for wrongs committed against them in segregated public libraries;
3. Commends African Americans who risked their lives to integrate public libraries for their bravery and courage in challenging segregation in public libraries and in forcing public libraries to live up to the rhetoric of their ideals;
4. Welcomes all African Americans to libraries, recognizing in particular those who were forced to use segregated libraries;

5. Encourages libraries to defend, in their policies and in their actions, the *ALA Code of Ethics* principle 1 – “We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable access; and accurate, unbiased, and courteous responses to all requests;” and
6. Will review policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout; and be it further resolved that this resolution be printed in full in *American Libraries* and publicized widely via all media channels.

President James (Jim) G. Neal will read the entire resolution at the Hidden Figures program on Sunday, June 24, 2018, 2:00-3:00pm, at the New Orleans Public Library.

ORGANIZATIONAL EFFECTIVENESS DISCUSSION, ALA CD#35.1 Rev. Jim Neal introduced ALA Past President Maureen Sullivan, who facilitated the discussion surrounding the future of the organization and its governance structure. Sullivan explained the format of the discussion, which focused on two questions: (1) “What one thing do you think is most important for ALA to do to improve its effectiveness?”; and (2) “If the American Library Association did not exist today, what would we create?”.

The discussion in response to question one (“What one thing do you think is most important for ALA to do to improve its effectiveness?”) included contributions from many Councilors, highlighting the following areas of focus:

- Inclusivity
- Diversity
- Simplifying and consolidating; eliminating redundancies
- Increased engagement; cultivating relationships on multiple levels
- Research, development, and advocacy around library policy
- Efficient communication mechanisms
- Effective use of virtual engagement; elimination of barriers to participation
- Increased revenue resources
- Transparency and accountability
- Better IT infrastructure
- An expanded focus to include library employees beyond librarians
- Access and education availability to non-members
- Strong partnerships with other organizations
- A searchable, codified database of ALA policies and initiatives

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- Improved governance; examination of organizational structures
- Increased participation of students in library schools and new professionals
- Challenging top-down power structures and considering new models
- Recruiting an executive director with extensive experience leading associations
- Clarification of values and purpose

Discussion then proceeded to question two (“If the American Library Association did not exist today, what would we create?”), including contributions from many Councilors, highlighting the following areas of focus:

- ALA membership at a low-barrier cost
- Inclusivity; reducing barriers to entry
- Diversity
- Defining a national vision for libraries; advocacy, education, and marketing
- Collaboration and engagement, both internally and externally
- Education, training, and research at many levels
- Increased virtual engagement
- Increased focus on unification, support, and problem-solving
- Re-examining existing organizational and power structures
- Simplification to allow more immediate opportunities for change and participation
- Future-focused outlook, embracing innovation and technology
- Expanded utilization of APA
- Support for local and grass roots organizations as a driving force
- Creating a strong organization, which fosters wide-scale support

Andrew Pace, member of the Organization Working Group, noted that the contributions coming in virtually were appreciated and heard, as well. He stated that there will be a virtual forum to continue to address these questions to gather more feedback.

ANNOUNCEMENTS AND ADJOURNMENT. Mary W. Ghikas provided registration numbers, which exceeded the registration target for the conference. After several brief announcements, the meeting was adjourned upon the completion of the agenda.

**ALA COUNCIL II
Monday, June 25, 2018
8:30am–11:00am
Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C
New Orleans, LA**

The second meeting of the ALA Council during the 2018 ALA Annual Conference was convened at 8:30am on Monday, June 25, 2018, in the Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C.

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

ESTABLISHING THE AGENDA, ALA CD#8.6_Rev_62418_ACT. By *CONSENT*, the ALA Council adopted the Council II agenda, as amended.

ALA TREASURER'S REPORT, APPROVAL OF THE ANNUAL ESTIMATES OF INCOME FOR FY2019, ALA CD#13.3 Rev-62418. ALA Treasurer Susan Hildreth began by thanking BARC member, Maggie Farrell for her thematic concept of a modernization for a modern profession. Hildreth highlighted the budgetary trends from 2010 to present, and then focused on the plan for FY 2019, as an investment budget requiring use of net assets. She noted that programmatic priorities and Strategic Directions were used as a key framework to inform the preliminary budget. Additionally, revisions may need to be made based on figures from the close of FY 18.

Hildreth reported the proposed figures for FY 19 as follows: \$28.4 million in general fund revenue; \$30.1 million in expenses; resulting in a \$1.7 million deficit, which will be supported by net assets. She also reported an anticipated \$3.9 million from grants and awards, as well as \$600,000 from the endowment.

Hildreth then introduced the key supplemental investment areas of development, advocacy, and information technology. She also noted that it is anticipated that by 2022, a balanced budget will no longer require the use of any net assets. Hildreth provided detailed information about each of these areas of investment, as highlighted below:

- **Development: \$177,000.** To enhance fund-raising capacity, existing staff positions will be reallocated to support 2.5 additional FTE in the Development office. This will focus on a major gifts director, prospect researcher and support. Investment in a robust Customer Relations Management system (CRM) will create better donor stewardship and more effective donor relationships.
- **Advocacy: \$410,000.** To support 21st century advocacy efforts, the main investments will be in the CRM and increased support for outreach and engagement. This is especially critical for the Washington office and engagement with the legislative network. Other efforts will include a focus on Annual Conference next year in Washington, DC, and a fly-in event to get key advocates in Washington early in the federal fiscal cycle.

- **Information Technology: \$1.36 million.** To deal with the current technology deficit, the investment will strengthen IT infrastructure and services. Priorities include an improved website experience for visitors, enhanced opportunities for efficient communication and collaboration, and a dashboard to improve reporting capabilities and inform decision making. This will be the first in a planned three-year investment, which has been reviewed by senior management, BARC, Finance and Audit, and the Executive Board.

Hildreth outlined several ways in which outputs measuring these investment benefits will be tracked and reported. She then provided a specific overview of the planned three-year strategy, a total investment of \$8.8 million. She noted that attention will be paid to constant internal monitoring and reorganization to utilize current revenue most effectively. One of the goals of this three-year strategy will be to ensure an ongoing budget to provide stability during years with only one division conference, during which revenue experiences its lowest level. A balanced, healthier financial situation is project by 2020.

Hildreth outlined funding options and strategies available to use to support these investments, such as working capital (ALA cash), bank financing, leveraging ALA real estate, and using the Association's net assets and Endowment fund.

Hildreth then presented the balance sheet as of the end of August 2017 and highlighted the following information: \$72.5 million in assets; \$32.6 million in liabilities (45% of assets); and \$39.9 million in net assets (55% of assets). She noted the strength of the balance sheet, particularly in comparison to other nonprofit membership organizations.

Hildreth provided information regarding the difference between the annual estimate of income and the budgetary ceiling, which was used previously. She shared the reasoning behind the decision to develop the budget using the annual estimate of income: to provide a more accurate representation of the financial picture. She illustrated what FY 19 would look like using each approach.

Hildreth stated that what is being presented for approval is the fiscal year 2019 annual estimates of income. This breaks down as follows: ALA net assets, including assets of division and round tables, of \$37.6 million; estimated revenues of \$46.7 million; resulting in \$84.3 million annual estimate of income. Hildreth noted that while this should be considered as a not-to-exceed amount to be confirmed, spending will not exceed the operating budget of about \$46.7 million.

Overall the last several years, Finance staff and the senior management team have worked extensively to get accurate and achievable revenue estimates. As example, Hildreth detailed a break-down of revenue estimates for the general fund for 2019.

ALA Treasurer Susan H. Hildreth moved and the ALA Council *APPROVED*, the fiscal year 2019 annual estimates of income at \$84,304,634.

COMMITTEE ON DIVERSITY (COD) REPORT, ALA CD#14.1. ALA Councilor Martin Garnar provided the current COD stance regarding proposed **ALA CD#37_21218_INF Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline**. While there has been discussion regarding focus on intersectionality in the resolution, it has been determined that, in this case, the focus will remain on racial and ethnic diversity. In consultation with other offices, a working group will convene to review existing research, explore resources, and compile a comprehensive report, which is expected to be ready at the next Annual Conference.

In response to the 2017 Annual's **ALA CD#44.2 Resolution on Libraries as Responsible Spaces**, COD plans to develop an online resource explaining Responsible/Safer Spaces that identifies materials, programming, marketing/outreach, and staff training and other best practices to help libraries establish themselves as safer spaces.

COD will finalize the revision to ALA Policy B.8.10, the old Policy 61, "Library Services to the Poor" and present the revision to ALA Members for feedback by September. COD will notify PMC about the upcoming revision. The revised Policy will be taken to Council for a vote at ALA Midwinter.

FREEDOM TO READ FOUNDATION (FTRF), ALA CD#22.1.

FTRF President Martin Garnar presented an update of the Foundation's activities since the 2018 Midwinter Meeting:

- On Monday, June 13, 2018, the Supreme Court handed down its opinion in *Lozman v. the City of Riviera Beach*. Last fall, FTRF agreed to participate as *amicus curiae* in the case, signing a brief in support of Fane Lozman, the plaintiff. Lozman, an outspoken critic of the City of Riviera Beach, was handcuffed and incarcerated after a member of the city council ordered his arrest when he attempted to speak during the city council's public comment period. Lozman subsequently filed a lawsuit against the City of Riviera Beach, claiming that the arrest violated his First Amendment rights because it was ordered in retaliation for his criticism of the city government and because Lozman had successfully sued the city in the past. On appeal, the Eleventh Circuit held that Lozman's lawsuit was barred as a matter of law because the jury trying Lozman found that police had probable

cause to arrest the petitioner for disturbing a lawful assembly, thereby defeating his First Amendment retaliatory arrest claim. The *amicus* brief signed by FTRF urged the Supreme Court to alter this standard. In it, we asked the Court to establish a balancing test for reporters and others pursuing claims of retaliatory arrest. The brief argues that probable cause for arrest should be a factor to be considered in a First Amendment retaliatory arrest claim, rather than a complete bar to bringing the claim. Our objection to the rule arose from our concern about the chilling effect the threat of retaliatory arrest might have on journalists and photojournalists. The brief points out that permitting a claim of probable cause to function as a bar to a First Amendment retaliatory arrest claim encourages police to use arrests to clear journalists from newsworthy events and scenes in which they might not want the press to document police activity. Unfortunately, the Supreme Court's decision in *Lozman* did not address this important issue. Instead, the court held that, based on the unique facts of case, the presence of probable cause for arrest did not bar Lozman's First Amendment retaliation claim. In his own legal filing, Lozman alleged that his arrest was part of an official municipal policy to retaliate against him for being a persistent vocal critic of the city council, and the court adopted his argument. The court's opinion explicitly refused to decide the legal issues raised by FTRF's brief. Nonetheless, Lozman prevailed on his First Amendment claims, and we congratulate him on his victory.

- The second case to conclude in our favor was *Gravano and Lohan v. Take Two Interactive Software*, a consolidated lawsuit filed by plaintiffs Karen Gravano and Lindsey Lohan. Both women sued a video game maker in New York, claiming that the video game maker violated their rights of publicity by using their likenesses in the video game *Grand Theft Auto*. Both plaintiffs argued that New York's right of publicity statute, which bars the nonconsensual use of a person's name, portrait, picture, or voice for the purpose of trade or advertising, should be expanded to allow a lawsuit for damages whenever any story for sale includes the use of a person's "image," "persona," or "likeness," even if the work does not use the person's name, portrait, picture, or voice. FTRF agreed to join an *amicus curiae* brief that urged the court to not expand the reading of the New York statute to prohibit use of an "image," "likeness" or "persona" in fiction. Expansion of the law could allow legal challenges to other fictional works such as unauthorized biographies, nonfiction works that mention real persons or events such as Truman Capote's *In Cold Blood*, or fictional characters based on real people like the depiction of Martin Luther King, featured in the graphic novel trilogy *MARCH*. Expansion of the law might also give rise to legal actions against newspapers, photographs, artworks, and other goods and works that depict people, simply because they are sold, rather than given away for free. We argued that the statute does not permit such legal actions and its expansion could unconstitutionally restrict freedom of expression and violate the First Amendment. On appeal, New York's Court of Appeals

dismissed both plaintiffs' cases, effectively rejecting their request to expand the reach of New York's right of publicity statute. The court, however, did not address or consider the arguments we raised in defense of the freedom to publish. Instead, the court held that the video game avatars the plaintiffs complained of were generic characters that were simply not recognizable as the plaintiffs. While neither the Supreme Court nor the New York Court of Appeals resolved these lawsuits on the grounds we recommended in our briefs, it is important to remember that neither court ruled in a fashion that impairs the First Amendment rights we sought to preserve. By arguing our cause, we helped to ensure that the courts avoided a result that would endanger First Amendment rights in each case.

- With regards to the longstanding case *Gonzalez v. Douglas*, the lawsuit filed by the students of the Tucson Unified School District after the state required the district to close its Mexican-American Studies program, this litigation is now definitively concluded. On May 30, 2018, the parties in *Gonzalez v. Douglas* filed a Notice of Settlement with the court stating that the parties had settled the remaining issues in the case. The court's ruling — that there are constitutional limits on a school board's power to censor curriculum materials — stands as good precedent.
- FTRF recently agreed to serve as *amicus curiae* in a lawsuit that raises important free speech and liability issues for publicly funded libraries that use social media to engage with their community. The lawsuit, *Robinson v. Hunt County, Texas*, was filed by Deanna Robinson, a resident of Hunt County, Texas, after she was banned from posting on the Facebook page maintained by the Hunt County Sheriff's Office. She was banned from commenting on the page after she posted comments critical of the county sheriff that the sheriff deemed verbally abusive. But other posters who used strong language comparable to the language Robinson used did not have their posts removed or their posting rights taken away if they expressed support for the sheriff. The case is an important one. Not only is there a need to defend the right to express one's opinion on a government agency's social media account, but there is also a need to establish sufficient legal precedent so that publicly funded libraries can understand their legal responsibilities when they choose to open a social media account to engage with the public. Our brief has been filed with the court and we await a result.

The Judith F. Krug Memorial Fund. The Krug Banned Books Week grants, which provide financial support and guidance to libraries, schools, and community organizations planning Banned Books Week celebrations, will be awarded to six grantees in September 2018.

On April 25, the Krug Fund co-sponsored a timely and well-received continuing education webinar with the Intellectual Freedom Committee, "**Fake News or Free Speech: Is There a Right to be Misinformed?**"

This spring, the Krug Fund successfully launched its collaboration with the San Jose State University School of Information through its support of Professor Wrenn-Estes' course on intellectual freedom and youth. We look forward to providing similar support to SJSU's fall semester intellectual freedom seminar taught by Carrie Gardner.

Our inaugural collaboration with the University of Illinois' School of Information Science will also continue this fall. Professor Emily Knox will once again teach her course "Intellectual Freedom and Censorship" with the support of the Krug Fund.

2018 Roll of Honor Award Recipients. The 2018 recipients are J. Douglas "Doug" Archer and Barbara M. Jones.

Gordon Conable Conference Scholarship. Dovi Mae Patino is the 2018 recipient of the Conable Conference Scholarship. Dovi is a first-year, first-generation MLIS student at the University of Washington's Information School.

Garnar stated that a new strategic plan will be launched in conjunction with the upcoming 50th anniversary in 2019, including seven key components: (1) growing public awareness; (2) fully engaging with members; (3) building legal capacity; (4) building staff capacity; (5) developing effective partnerships with other free expression groups and education institutions; (6) revitalizing efforts to defend free speech; and (7) working to recruit a diverse and enthusiastic membership.

Garnar concluded by highlighting opportunities to join the Foundation and thanking Charles Brownstein, executive director of the Comic Book Legal Defense Fund and next president of the Freedom to Read Foundation.

TELLERS REPORT ON THE ELECTION FOR THE 2018–2019 COMMITTEE ON COMMITTEES AND THE 2018–2019 PLANNING AND BUDGET ASSEMBLY, ALA CD#12.3_62418_INF. Vivian Bordeaux, chair, reported the following election results:

ELECTED, To the 2018-2019 Council Committee on Committees: ***Latrice Booker; Dora T. Ho and Jack Martin, Jr., 60****; Erica S. Findley, 54; ***Louis Munoz, Jr., 58****; and Jules Shore, 54. ****Starred votes indicate four (4) elected for one (1) year term (2018-2019).***

ELECTED, To the 2018-2019 Planning and Budget Assembly. Councilor-at-Large Representatives: ***Nicolas (Nick) H. Buron, 66******; Elissia Buell, 50; Kyla M. Johnson,

51; *Larry P. Neal, 68***, Dorcas Hand, 71****, and Jahala D. Simuel, 59. ****Starred votes indicate Councilors-at-Large elected for two-year term (2018-2020).*

ELECTED, To the 2018-2019 Planning and Budget Assembly. Chapter Representatives: *Andrew Wertheimer, 91***, *Micki Dietrich, 63***, Lynda M. Kellam, 53; and Charlotte L. Canelli, 39. ***Starred votes indicate Chapter Councilors elected for two-year term (2018-2020).*

POLICY MONITORING COMMITTEE REPORT, CD#17.1. Christopher John Corrigan, chair, reported on one point of information and seven items requiring Council action.

Point of information: In collaboration with the Equity, Diversity and Inclusion (EDI) Implementation Working group, PMC drafted a survey to all ALA Units asking them to specify the location in their documentation where they include language encapsulating the spirit of the new strategic direction. PMC sent the survey to all ALA units on April 25, 2018 asking them to reply by June 15, 2018. 23 ALA units responded (two units answered twice). The remaining responses will be brought to Council during the 2019 ALA Midwinter Meeting in Seattle.

Corrigan moved and Council **ADOPTED**, the following seven (7) action items contained in the Policy Monitoring Committee (PMC) Report, ALA CD#17.1_62018_ACT:

Item #1: “Net Neutrality: An Intellectual Freedom Issue”

During the 2018 Midwinter Meeting, Council passed action CD#19.1 “Net Neutrality: An Intellectual Freedom Issue” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.13 of the *ALA Policy Manual*:

“The American Library Association affirms that Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy. Allowing internet service providers to determine which speech receives priority access online and which speech can be delayed, or even blocked, based on commercial and financial interests censors voices without economic or political power and impairs access to the full range of ideas of our society. Net Neutrality is the only condition under which equitable access to information can be guaranteed for libraries and all users. In alignment with ALA’s Code of Ethics, and to fulfill the vision of the Library Bill of Rights, all those using, employed by, or working with libraries should commit to the preservation of, and advocacy for, Net Neutrality.”

Item #2: “Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights”

During the 2018 Midwinter Meeting, Council passed action CD#19.2 ““Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.14 of the *ALA Policy Manual*:

“The American Library Association affirms that visual and performing arts can be powerful components of library collections and services and should not be restricted based on content. In developing library arts exhibits and programs, libraries should present a broad spectrum of opinions and viewpoints and should not avoid developing exhibits or programs because of controversial content, or because of the beliefs or affiliations of those whose work is represented. Libraries are encouraged to be intentional in including diverse voices through creative projects, performances, and exhibits from many cultural traditions and should be proactive in seeking out a wide variety of representational and abstract artwork and performance art, with limitations set only with respect to space, installation, fiscal, and technical constraints. Libraries that choose to make gallery or performing space available for use by community groups or individuals should formulate a written policy for the use of these areas that ensures that space is provided on an equitable basis to all who request it.”

Item #3: “ALA Policy Opposing Sweatshop Labor and Support Union Businesses”

Based on Council Actions during the ALA Annual Conference in Anaheim in 2008 (2007-2008 ALA CD#58), **PMC MOVES** that the following language be added to section A.6.6 of the ALA Policy Manual.

“That the American Library Association (ALA) and its divisions, round tables, and all other units should purchase all products for distribution to membership from sweatshop free producers.”

Item #4: ALA Executive Director

In an online meeting of Council in November 2017, Council voted to reword the qualifications for the ALA Executive Director. Therefore, **PMC MOVES** that language in section A.4.1.1 be reworded to read:

“An ALA accredited Master’s Degree or a CAEP accredited Master’s Degree with a specialty in school library media is a strongly preferred qualification for the ALA Executive Director.”

Item #5: Core Organizational Values

Based on the 2014-2015 ALA CD #37_62815_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.4. of the *ALA Policy Manual* (Core Organizational Values) be changed to read:

The Association is committed to:

- Extending and expanding library services in America and around the world
- All types of libraries - academic, public, school and special
- All librarians, library staff, trustees and other individuals and groups working to improve library services
- Member service
- An open, inclusive, and collaborative environment
- Ethics, professionalism and integrity
- Excellence and innovation
- Intellectual freedom
- Social responsibility and the public good

Item #6: Key Action Areas

Based on the 2014-2015 ALA CD #37_62815_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.5 of the *ALA Policy Manual* (Key Action Areas) be changed to read:

Advocacy for Libraries and the Profession

ALA actively works to increase public awareness of the crucial value of libraries and librarians, to promote state and national legislation beneficial to libraries and library users, and to supply the resources, training and support networks needed by local advocates seeking to increase support for libraries of all types.

Diversity

Libraries play a crucial role in empowering diverse populations for full participation in a democratic society. In the library workforce, programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within the Association and in the services and operations of libraries, efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.

Education and Lifelong Learning

ALA provides opportunities for the professional development and education of all library staff members and trustees; it promotes continuous, lifelong learning for all people through library and information services of every type.

Equitable Access to Information and Library Services

ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, housing status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

Intellectual Freedom

Intellectual freedom is a basic right in a democratic society and a core value of the library profession. ALA actively defends the privacy and right of library users to read, seek information, and speak freely as guaranteed by the First Amendment.

Literacy

ALA assists and promotes libraries in helping children and adults develop the skills they need, including the ability to read and use technology, understanding that the ability to seek and effectively utilize information resources is essential in a global information society.

Organizational Excellence

The association is inclusive, effective and responsive to the needs of ALA members.

Transforming Libraries

ALA provides leadership in the transformation of libraries and library services in a dynamic and increasingly global digital information environment. Every library is a hub of community engagement, innovation and continual learning.

Item #7: ALA Strategic Directions

Based on the ALA Committee on Diversity recommendation that the ALA Strategic Directions be amended to add a 4th Strategic Direction on Equity, Diversity and Inclusion on Diversity, ALA CD#35-35.2_12017_ACT) as adopted by the ALA Council at the 2017 Midwinter Meeting, **PMC MOVES** that Section A.1.6 Strategic Directions be added to the ALA *Policy Manual* as follows:

The strategic directions, goals and strategies represent areas of intense focus for the next 3-5 years. The goals articulate the outcomes the Association would like to achieve and answer the question: "what would success look like?" The strategies articulate how the Association would move toward the achievement of these goals. For each of the strategic directions, an implementation plan outlines objectives that support each strategy and tactics to achieve these objectives. These are updated on an ongoing basis as part of a continuous process of assessment and evaluation and are reflected in the Association's annual action plan and budget.

Advocacy

ALA and its members work with libraries, the broader library community and members of the public to advocate for the value of libraries and for public support for libraries of all types at the local, state, federal and international level.

This work includes a broad continuum of activities, including raising public awareness of the value of libraries, training and supporting library advocates, advancing legislation and policies that support information and library services in all types of libraries, and effectively responding to specific opportunities and threats.

Advocacy efforts support ALA's core values, provide a vision of innovation, focus on the impact of libraries and librarians, enable the future of libraries and promote libraries as centers of community engagement, lifelong discovery, and learning.

Goals

- There is deep public understanding of the value and impact of libraries of all types on the communities they serve, the broad range of services offered by libraries, and the indispensable role of the librarian and library staff in providing these services.
- Decision-makers and stakeholders see a nationwide network of library advocates, advocating for libraries of all types.
- The library is a hub of community engagement and continual learning: a place to form the critical thinking skills fundamental to learning in a technologically evolving world, to access information, and to create and share new knowledge.
- Libraries are funded with staff and resources to meet the needs of their communities.
- Across a diverse library community, there is a shared focus and common understanding of advocacy and a sustained commitment to work collaboratively to reach common advocacy goals.
- Advocacy is integrated into the daily work of librarians and library staff.
- Advocacy is part of educational preparation for librarians and library staff.
- All libraries and all states have an advocacy plan.
- ALA plays a key role in formulating legislation, policies, and standards that affect libraries and is recognized in the U.S. as the voice for libraries and librarianship.
- ALA works with a wide range of partners and stakeholders to achieve library advocacy goals.
- ALA equips the library community with resources and training, available in a wide variety of formats and venues.

Strategies

1. Develop a sustained national advocacy campaign to increase public awareness of the value, impact and services provided by librarians and libraries of all types.
2. Provide coordinated resources and training to keep library advocates informed and

engaged.

3. Recruit, mobilize and inspire a growing network of library advocates at the local, state, national and international levels.
4. Gather, develop, and disseminate research documenting the value, outcomes and impacts of libraries of all types.
5. Explore funding, organizational and governance structures and their impact on libraries of all types in order to ensure the sustainability and future of libraries.
6. Identify advocacy best practices, using research and evidence to increase support and funding for libraries of all types.
7. Identify and work with partners and stakeholders to achieve advocacy goals for all types of libraries.

Information Policy

ALA's information policy efforts empower people to use libraries and information-based resources to improve their lives and communities. Information policy comprises laws, regulations, court decisions, doctrines, and other decision-making and practices related to information creation, storage, access, preservation, communication, accessibility, and dissemination.

ALA advocates in diverse policy areas including intellectual freedom, privacy, civil liberties, telecommunications, funding for education and research programs, funding for libraries, copyright and licensing, open access, government information, and literacy. Progress in these policy areas enables libraries to advance important societal goals such as employment, education, entrepreneurship, equity, personal empowerment, community engagement, creation of new knowledge, literacy, and civic participation. ALA's interests reside at the local, regional, state, national, and international levels. ALA serves as a knowledgeable resource and advocate on policy issues within these areas for ALA members, library professionals, decision makers and influencers, the media, and the public.

Goals

- ALA is among the first tier of groups that governments and other organizations turn to and trust on information policy issues.
- Treaties (and other international statements), legislation, regulation, court cases, corporate policies, and other important information policy outcomes incorporate ALA positions.
- ALA policy positions are easily available, accessible and comprehensible to all audiences.
- ALA leaders have sufficient understanding of information policy so that they may be effective policy advocates. Some of these leaders are cultivated as national policy champions. The ALA and library communities at large understand the basics of information policy and why it is important for libraries.
- The requisite structures (including social media and other technology) are in place for ALA to engage in effective advocacy on information policy in the long run.

Strategies

1. Develop and revise positions and strategies for each information policy issue based on ALA values and priorities and substantive (facts and data) and analysis of threats and politics.
2. Develop and maintain information policy messaging and mechanisms to communicate with all relevant audiences.
3. Lead and participate in effective coalitions, with member participation, to take action in addressing information policy issues.
4. Initiate policy advocacy (including research) towards the attainment of ALA information policy goals.
5. Develop and maintain a process for coordinating information policy activities across policy topics and ALA units.

Professional and Leadership Development

Recognizing that the professional and leadership development of all who work in libraries is essential to high-quality professional practice and the future of libraries and information services, ALA will:

Provide professional development opportunities appropriate to all levels of experience and expertise, in multiple formats/venues, with diverse presenters and educators;

- Provide leadership development opportunities both within the Association and for the field;
- Maintain strong but flexible accreditation standards and processes;
- Coordinate the multiple opportunities available throughout ALA to provide coherent and accessible continuing education frameworks for all members;
- Attach meaningful recognition to learning opportunities;
- Increase diversity and inclusion within the field;
- Provide clear pathways that help members set and meet professional and leadership development goals;
- Develop a pervasive culture that encourages continuous learning based on content and forms of recognition provided by ALA;
- Align leadership development and continuing education with the best thinking about the changing information environment and ALA's Center for the Future of Libraries.

Goals

- ALA is a premier provider of quality professional development, including continuing education, for a global membership.
- All library staff and trustees have the education and training they need to be successful in a disruptive environment, with pathways and a suite of options that meet them where they are.
- There is a commitment to ongoing professional development and continuing education with formal, meaningful recognition (e.g., certification, digital badging, micro-credentialing).
- It is easy for members to get involved in ALA.
- Association-wide mentoring engages emerging leaders and supports diversity. Paths to leadership within the Association are clear, and people at all levels want and are helped to be library leaders. Leadership is recognized as both formal and informal, managerial and non-managerial.
- Peer-to-peer learning/interaction facilitated by ALA helps members reach their goals.
- Librarianship and library leadership reflect the communities they serve as well as the world around them.
- The outcome of learning is knowledge supporting positive individual and organizational change.
- The MLIS curriculum addresses changing 21st-century library and information services

and community needs.

- Library administrators and trustees value and support all library staff having professional and leadership development opportunities.
- Libraries are viewed as exciting places that offer various career paths for people who want to work in them.

Strategies

1. Develop the ALA professional development space as one centralized online space to search and discover all ALA learning options (all formats, all topic areas, all levels, all ALA sources) and related tools including self-assessment, recognition, and tracking. Integrate face-to-face, online and blended learning.
2. Develop pathways to support and guide networking, professional development, continuing education, and mentoring.
3. Develop clear education tracks and streams of content for continuing education, with formal, meaningful mechanisms to recognize achievement.
4. Articulate the role of engagement within the Association in professional and leadership development.
5. Facilitate and increase opportunities for informal, collaborative, and peer-to-peer, member-to-member learning/activity at face-to-face events and in online spaces.
6. Develop an association-wide mentoring/ peer-to-peer network, building on components throughout the Association, its division and round tables, affiliates and chapters, to engage emerging leaders and support diversity and inclusion.
7. Enhance recruitment/retention for diversity across the profession.
8. Focus on changing practice in a rapidly evolving environment; adjust competency statements, standards, and content to the skills and knowledge needed in libraries as they continuously evolve.
9. Work with graduate programs in LIS to rethink and reenergize LIS curricula and accreditation and improve the connections with changing workforce skill requirements.

Equity, Diversity, and Inclusion

The American Library Association recognizes that equity, diversity, and inclusion (EDI) impacts all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries. This work includes addressing, dismantling, and transforming policies, structures and biases throughout the organization and the field of librarianship. ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse, and inclusive society.

Goals

- Commit to ameliorating marginalization and underrepresentation within the Association and the communities served by libraries through increased understanding of the effects of

historical exclusion.

- Expand the work of ALA and its allies in building a diverse and inclusive profession.
- Provide context and understanding of the concepts of equity, diversity, and inclusion and recognize their intersectional and complex nature.
- Empower ALL ALA members to participate in the life of their organization.
- Establish resources and support so libraries and librarians can be effective advocates for the inclusion of all individuals in the life of their community.
- Establish ALA as a major voice for the values of equity, diversity, and inclusion in all areas of information policy.
- Provide safe, respectful space for diverse voices and perspectives.

Strategies

1. Conduct or provide professional development opportunities that address issues of equity, diversity, and inclusion.
2. Review ALA alliances and coalitions to increase focus on equity, diversity, and inclusion.
3. Build a national advocacy campaign based on existing advocacy assets which focus on the values of equity, diversity, and inclusion; empower all ALA members to advocate within their workplace, their community and beyond.
4. Gather, develop, and disseminate research documenting the value of equity, diversity, and inclusion.
5. Review information policy positions and strategies and revise as needed to clearly articulate the values of equity, diversity and inclusion.
6. Work with graduate programs in Library and Information Science (LIS) to increase focus on equity, diversity and inclusion within LIS programs and within the subject matter of the curricula.
7. Enhance recruitment, mentoring and networking activities by all parts of ALA (including ALA Chapters) – building on and expanding all components of the Association (including Spectrum), as well as its affiliates and chapters – to build a diverse and inclusive leadership for the Association and the profession.
8. Ensure that the values of equity, diversity and inclusion are embedded in all continuing education, including ALA and ALA Division conferences, relating to all aspects of the profession and its practice.
9. Develop continuing education specifically focused on understanding and addressing unconscious bias, power dynamics, microaggressions, white privilege and other topics related to equity, diversity and inclusion.
10. Critically examine the way that equity, diversity, and inclusion are addressed and coordinated throughout the Association.

Corrigan concluded by thanking Lois Ann Gregory-Wood and wishing her all the best in her retirement.

COMMITTEE ON ORGANIZATION (COO) REPORT, ALA CD#27.1__62517_ACT.

Susan Considine, chair, after responding to questions and comments from the floor, moved and the ALA Council **ADOPTED**, the following two (2) action items contained in the Committee on Organization (COO) Report, ALA CD#27.1_62418_ACT:

ACTION ITEM #1: *Resolved*, that the Council approves the requested changes to the ALA & Council Committee Intern position as follows:

- Rename position to ALA and Council Committee Associate
- Remove programmatic elements to rebrand as a level of committee membership, not a separate program
- Expand the ALA Committee Volunteer Form to provide additional details on the option of Associate Committee membership
- Develop a Committee Associate Letter of Agreement that outlines desired activities including in-person attendance during midwinter and annual conferences, participation in scheduled orientation and/or training sessions, as well as mentorship of incoming Committee Associates
- Eliminate the service learning activity component from the official program guidelines

ACTION ITEM #2: *Resolved*, that the Council establishes the Graphic Novels and Comics Round Table under Article 7 of the ALA Bylaws.

Considine concluded by thanking Lois Ann Gregory-Wood, ALA Council Secretariat and COO Staff Liaison.

RECOGNITION OF RETIRING COUNCILORS AND EXECUTIVE BOARD

MEMBERS. ALA President Jim Neal acknowledged with thanks the ALA Executive Board members and Councilors whose terms will expire with the adjournment of this conference: Julius C. Jefferson, ALA Executive Board member, elected councilor-at-large and will remain on Council; Mike Marlin, ALA Executive Board member, elected councilor-at-large and will remain on Council; Diane Chen, ALA Executive Board member, re-elected AASL Councilor and will remain on Council; Julie Todaro, Immediate Past President of ALA; Carl Antonucci Jr., Connecticut chapter councilor; Doug Archer, councilor-at-large; Tamika Barnes, councilor-at-large and will remain on Council as an ALA Executive Board member; Sandra Barstow, councilor-at-large; Steven Bowers, Michigan chapter councilor; Lauren Comito, councilor-at-large; Virginia Alexandra Cononie, South Carolina chapter councilor; Christopher Corrigan, councilor-at-large, re-elected and will remain on Council; Sara Dallas, councilor-at-large, re-elected and will remain on Council; Trevor Dawes, councilor-at-large, Executive Board member and will remain on Council; Meg Delaney, Ohio Library Council's chapter councilor; Roberto

Delgadillo, councilor-at-large, re-elected and will remain on Council; Rene Di Pilato, councilor-at-large; Amy Eklund, Georgia chapter councilor; Vicki Morris Emery, councilor-at-large; Annie Epperson, Colorado chapter councilor; Elizabeth Fox, South Dakota chapter councilor; Courtney Fuson, Tennessee chapter councilor; Martin Garnar, IFRT Councilor, re-elected and will remain on Council; Selina Gomez-Beloz, councilor-at-large, re-elected and will remain on Council; Millie Gonzalez, councilor-at-large; Brian Greene, Wyoming chapter councilor; Michael Gutierrez, councilor-at-large; Sarah Jane Hammill, RUSA Councilor; Eboni Henry, councilor-at-large, re-elected and will remain on Council; Kathy Hicks-Brooks, councilor-at-large; Sandy Hirsh, IRRT Councilor, re-elected and will remain on Council; Megan Hodge, councilor-at-large, re-elected and will remain on Council; Majed Khader, West Virginia chapter councilor; Laura Koltutsky, SRRT Councilor; Linda Ann Kopecky, councilor-at-large, re-elected and will remain on Council; Todd Krueger, YALSA councilor; Allen Lanham, Illinois chapter councilor; Amy Lappin, New Hampshire chapter councilor; Cheryl Lee, councilor-at-large; Leo Lo, councilor-at-large, re-elected and will remain on Council; Dale McNeil, Texas chapter councilor; Ginny Moore, councilor-at-large, re-elected and will remain on Council; Jena Nemec-Loise, ALSC councilor; Johana Orellana-Cabrera, councilor-at-large, re-elected and will remain on Council; Kimberly Patton, councilor-at-large; Christine Peck, Washington chapter councilor; Lessa Pelayo-Lozada, councilor-at-large, will remain on Council as an Executive Board member; Sara Ring, Minnesota chapter councilor; Alexandra Rivera, councilor-at-large, re-elected and will remain on Council; Romelia Salinas, councilor-at-large; Michael Santangelo, councilor-at-large; Lynnette Schurdevin, New Mexico chapter councilor; Angelique Simmons, councilor-at-large; Jeff Simpson, Alabama chapter councilor; Dan Stanton, Arizona chapter councilor; Eric Seuss, councilor-at-large, re-elected and will remain on Council; Nicole Sump-Crethar, Oklahoma chapter councilor; Pat Tea Toney, councilor-at-large; Ngoc-Yen Tran, councilor-at-large; Sandy Wee, councilor-at-large; Joan Weeks, councilor-at-large, re-elected and will remain on Council; Janice Welburn, councilor-at-large, re-elected and will remain on Council; Lacy Wolfe, Arkansas chapter councilor.

CONSTITUTION AND BYLAWS COMMITTEE, ALA CD#25.1. Jim Rettig, chair, after responding to questions from the floor, moved and Council **ADOPTED**, the following item contained in the Constitution and Bylaws Committee Report, ALA CD#25.1_62418_ACT:

Resolved, that the following amendment to the ALA Bylaws be presented to the ALA membership on the spring 2019 ballot:

Amend Article IV of the ALA Bylaws by adding to that Article sections 7 and 8:

Section 7. If a member is elected to Council as an at-large councilor but declines the position during the period between the announcement of the annual election results and the seating of the new Council at the conclusion of the Annual

Conference, the seat will be filled by the candidate who received the highest number of votes among the candidates who were not elected the annual election.

Section 8. If a member is elected to Council as a division or round table councilor but declines the position during the period between the announcement of the annual election results and the seating of the new Council at the conclusion of the Annual Conference, the seat will be filled by the candidate who received the next highest number of votes in the annual election. If the election of a division or round table councilor was not contested, the division or round table shall accredit an interim councilor to the secretary of the Council in advance of the first meeting after selection. The interim councilor shall serve as a voting member of council to represent the division or round table until a councilor is elected in the next annual election and will be seated in the new Council at the conclusion of the following Annual Conference

INTERNATIONAL RELATIONS COMMITTEE (IRC) REPORT, ALA CD#18.1.

Leslie Burger, IRC chair, noted that 530 librarians from 59 countries attended the conference, as well as 51 exhibitors from 11 countries. She welcomed Gloria Perez-Salmeron, president of IFLA, and General Secretary Gerald Leitner.

Burger then provided the following highlights from the IRC report:

International Federations of Library Associations and Institutions (IFLA). IFLA Pérez-Salmerón and Secretary General Leitner provided the IRC with an update on IFLA activities. After input from 31,000 librarians, library workers, and library supporters from 190 countries, IFLA released the [Global Vision Report Summary](#) this March, which provides ten highlights and opportunities toward uniting the global library community. In addition to the Global Vision, IFLA's [Library Map of the World](#) continues to build as a robust tool providing country-level data and a worldwide comparison of different library performance metrics by region. ALA's Library and Resource Center provides the U.S. statistics for the Map annually. The Library Map of the World is also designed to serve as an advocacy resource, which will provide stories of how libraries in various countries contribute to achieving the United Nations 2030 Sustainable Development Goals. ALA President-elect Loida Garcia-Febo will represent ALA and the U.S. library community on Wednesday, June 27, as part of a two-day IFLA advocacy effort at the United Nations. Librarians from 40 countries will participate.

ALA Call For IFLA Nominations. IFLA's next election cycle is coming up. A call will be going out in July for members to serve as ALA representatives to the 48 sections and committees for the term 2019-2023.

U.S.–Germany Library Partnership. As the ALA-German Partnership moves into its final year, there continues to be an active exchange of people and information. In May a webinar was coordinated by ALA’s Europe Committee on “Libraries in Germany serving immigrants and refugees” with librarians working with migrant communities participating from Bremen, Hamburg and Stuttgart. There are 11 German librarians attending this year’s conference, and this morning there will be a program here at the conference center, entitled, “Library Building Design in Germany: An Overview.” ALA President-elect Loida Garcia-Febo and members of the Europe Committee met at the German Library Conference earlier this month to discuss ideas for the final year of the partnership.

American Library in Paris. John Berry’s term as ALA representative to the American Library in Paris (ALP) ends this summer. A call will go out in July for nominees. Berry provided a final report to the IRC.

ALA-FIL Free Pass Program to Guadalajara Book Fair. The IRC would like to thank ALA Executive Director Mary Ghikas for renewing the agreement for the ALA-FIL Free Pass Program for another three years, through 2021. The new agreement again will provide small stipends for up to 150 ALA members to attend the Guadalajara Book Fair to review and purchase from the wealth of Spanish-language materials at the Fair for their communities.

Sharjah Library Conference. ALA has developed another strong program for the 5th Sharjah Library Conference that will take place November 6-8, 2018, in collaboration with the Sharjah International Book Fair. Registration is open now open.

Caribbean Library Disaster Relief. In addition to the recent 20 grants totaling \$80,000 to libraries in need in Puerto Rico and the U.S. Virgin Islands, funds donated by ALA members were used to provide the payment for the shipment of 20 donated computers from Florida International University to the Philipsburg Jubilee Public Library on St. Maartin.

Engaging New International Professionals. ALA’s Emerging Leader’s Group G has created a report stating they will help recruit and connect with new international professionals. The International Relations Office will be sharing and discussing the report with other ALA units this summer.

Sixth North America-China Library Conference. ALA will be part of this high-level event taking place July 31-August 2 in Columbus, Ohio. ALA President Jim Neal will provide the U.S. keynote. The theme of the conference is “Collaboration and Innovation: Envisioning a Shared Future.”

Letter on Denial of Visas for Cuban Librarians to ALA Annual Conference. As a follow-up to the recent interactions between ALA and the Cuban library community, a program on academic libraries in Cuba was planned for this year's conference. Unfortunately, due to the deterioration in the government relations between the U.S. and Cuba, the Cuban librarians invited to be in New Orleans were denied visas. Fortunately, however, this did not happen last year as a number of Cuban librarians participated in the Chicago Annual Conference. The IRC voted to ask ALA, under the signature of Executive Director Mary Ghikas, to send a letter to Secretary of State Michael Pompeo on this issue under ALA policy, expressing concern about the visa denials.

Burger introduced Robin Kear, who will be taking over as the IRC chair beginning at the Midwinter Meeting. The floor was then opened for questions, including registration numbers for the summer IFLA conference and a memorandum from AFLIA inviting collaboration with ALA.

Jim Neal had to leave Council for a meeting with a Korean delegation, so President-Elect, Loida Garcia-Febo assumed the chair responsibilities for the remainder of the session.

BUDGET ANALYSIS AND REVIEW COMMITTEE, ALA CD#33.2_62418. BARC Chair, Rhea Lawson began by reporting on the Resolution on Socially Responsible Investments for the ALA Endowment Fund. She stated that BARC consulted with the Endowment Trustees and met with a Merrill Lynch representative at its Spring Meeting to understand ALA's investment portfolio, especially in the area of social responsibility and fossil fuel. The Association does not own individual stocks but mutual funds that may contain some fossil fuel funds as a part of portfolio diversification. Current holdings in socially responsible investments are at 25.3%. As of 12-31-17, the Clearbridge ESG portfolio contained 4.2% in energy holdings. The industry's leading SRI index, the MSCI KLD Social 400 index, contains 4.5% in energy holdings. The endowment continues to consider additional investments in socially responsible funds and reports investments regularly to the Council and Executive Board. It is the recommendation of BARC that Council not approve this resolution.

The floor was then opened for debate regarding this resolution. There was a robust discussion, including input such as: consideration of socially responsible funds with minimal energy stocks; short and long-term implications; other areas of consideration for ESG investments beyond fossil fuels; wording of items in the proposal; and the value the association places on sustainability.

Following discussion, the ALA Council **DEFEATED**, Resolution on Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36 Revised, 21118_INF, which read: "That the ALA Council strongly recommends the following to the ALA Endowment Trustees:

1. Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future; and

2. Exclude from the Environmental, Social and Governance/Socially Responsible Investments (ESG/SRI) portfolios all fossil fuel investments, notwithstanding any socially responsible designations by any company or organization; and
3. Report on progress made towards these goals at least annually to the ALA Council and membership.”

Lawson then reported on the second resolution under consideration, roadblocks to diversity in the leadership pipeline. She stated that BARC discovered that many of the requested activities proposed are already being addressed across the Association, but not being broadly shared across membership and member leaders. BARC recommends no action be taken on the resolution. As the Committee on Diversity will be taking action on this item, a vote was not required.

ALA SPECIAL TASK FORCE ON SUSTAINABILITY, ALA CD#40. Rebekkah Smith Aldrich presented the report on behalf of herself and co-chair Rene Tanner. She spoke about the opportunities the Task Force will provide for the Association to be proactive in regards to “triple bottom line” issues of environmental sustainability, economic feasibility, and social equity. This will not only support the Association’s core values but will also draw new membership. The report from the Task Force includes results of a membership-wide survey, which reinforced the idea that ALA is not currently viewed as a leader in the area of sustainability.

Aldrich highlighted the three themes from the report that guide the thinking about the work to be done. These themes emerged through the work of the Task Force and online forums promoted through SustainRT, PLA, and ACRL.

- (1) The Association and Libraries as Inspiration & Catalyst
- (2) The Association and Libraries as Conveners & Connectors
- (3) The Association and Libraries Contribute to Community Resilience

Aldrich noted that the success of addressing these issues relies on unity and thoughtfulness of choices across all areas to reflect commitment to values and strategic decisions.

The floor was then opened for questions and comments, which included topics such as: (1) inclusion of school libraries and libraries across all disciplines in the Implementation Task Force and (2) use of the New York Library Association sustainability initiative as a model.

ANNOUNCEMENTS AND ADJOURNMENT. Mary W. Ghikas, ALA Executive Director, provided registration numbers for the conference, which exceeded the registration budget. Terri Grief and Kathy Carroll, councilors-at-large, gave information regarding an initiative to share *Standards* across the association and provided copies at the back of the room. Stephanie Chase, PLA division councilor, encouraged perusal and participation regarding IFLA’s

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work with the global vision. The ALA Council II was adjourned upon the completion of the agenda.

ALA COUNCIL III
Tuesday, June 26, 2018, 7:45am-9:45am
Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C
New Orleans, LA

The third meeting of the ALA Council during the 2018 Annual Conference was convened at 7:45am on Tuesday, June 26, 2018, Morial Convention Center (MCC), La Nouvelle Orleans Ballroom C.

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

ESTABLISHING THE AGENDA, ALA CD#8.7, REV. By *CONSENT*, the ALA Council adopted the ALA Council III Agenda, ALA CD#8.7_Rev., as amended.

MEMORIALS, ALA M#7-14. ALA Policy A.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning of the last session of Council. Council ***ADOPTED*** the following memorials: Herbert (Herb) Biblo, M-#7; Heather Lanier, M-#8; John Byrum, M-#9; Mary Lynette Larsgaard, M-#10; Bernard (Bernie) A. Margolis, M-#11; deg farrelly, M-#12; Krista McKenzie, M-#13; and Stephanie Squicciarini, M-#14. (ALA Memorials#7-14).

TRIBUTES, ALA T#4-6. Council ***ADOPTED*** the following tributes: A Tribute Resolution Honoring the 50th ALA Anniversary of Lois Ann Gregory-Wood, T-#4; A Tribute Resolution Honoring Pat May Upon Her Retirement, T-#5; and A Tribute Resolution Thanking Donald (Don) E. Wood for His Service to ALA and ALA Chapters, T#-6.

Peter Hepburn, councilor-at-large, read the tribute to Lois Ann Gregory-Wood into the record.

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

1. recognizes and celebrates the outstanding service that Lois Ann Gregory-Wood has provided to ALA Council, committees, members, and staff in her fifty years as an ALA staff member; and
2. encourages ALA Councilors, ALA members, and ALA staff to congratulate Lois Ann Gregory-Wood on the occasion of her fiftieth anniversary as an ALA staff member on October 11, 2018.

Jim Neal noted that Cathleen Bourdon, who has served for 35 years on staff of the ALA and is currently the Associate Executive Director for Advocacy and Member Relations, will also be

retiring after the Annual Conference. He expressed appreciation for her years of service to the Association.

COMMITTEE ON LEGISLATION (COL) REPORT, ALA CD#20.1-ALA CD#20.4.

Kent Oliver, chair, began by expressing the privilege of being present at Lois Ann Gregory-Wood's last Council meeting. He then highlighted the Committee on Legislation's work in the following areas:

Public Policy Highlights: COL is pleased to announce that yesterday June 25th, the House Appropriations Labor-HHS-Education Subcommittee released its funding bill report that includes level or increased funding for several important library programs. The House Subcommittee bill provides level funding for the Library Services and Technology Act, the Institute of Museum and Library Services, the Innovative Approaches to Literacy program, and the Striving Readers program. Additional resources are recommended for Career & Technical Education State Grants and Title IV Part A (school funding for well-rounded, healthy students, and technology). The President had recommended elimination of many of these programs but thanks to the work of many, many ALA member-many of you here today-COL and the entire Washington Office, Congress has heard our message and responding positively. We're not at the finish line but we are well positioned in our funding battles.

COL is developing a legislative agenda to strengthen ALA's advocacy: The agenda will annually highlight priorities for federal legislation, reflecting current opportunities with the greatest impact on libraries. The goals of the agenda are to raise issue awareness in the library community and to guide the work of the ALA staff. The committee plans to consider a draft of the agenda at its retreat this fall. Oliver thanked Lesliediana Jones and her committee for their efforts.

COL reaches out to ALA divisions: COL members reached out to the boards of each ALA division prior to Annual and offered to present information about the association's legislative activities and hear questions or suggestions from the divisions. COL members attended the meetings of the AASL, ASCLA, LITA, LLAMA, PLA, RUSA and United for Libraries boards. COL will provide written information to the other division boards to engage them in discussions about how to contribute to the association's policy advocacy. Oliver thanked COL member Eileen Palmer for her efforts.

Committee on Legislation activities:

COL brings resolutions to Council (*Council action requested*): The Committee on Legislation proposes the following resolutions to Council, the full text of which is included below:

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- A Tribute Resolution Honoring Pat May Upon her Retirement, which recognizes the Washington Office Director of Administration's 30 years of staff service to ALA and her upcoming retirement (Tribute#5);
- A Resolution Recognizing the 25th Anniversary of the GPO Access Act and Calling for the Enactment of the FDLP Modernization Act (CD#20_2), which recognizes the 25th anniversary of the seminal law for online public access to government information; and
- Resolution to Reunite Detained Migrant Children with their Parents (CD#20_3), which expresses concern about the policy of family separation at the U.S. border.

In addition, COL endorsed the Resolution to Honor African Americans Who Fought Library Segregation (ALA CD#41), which recognizes the efforts of those who opposed unjust public policy that limited equal access to library services.

Oliver noted the success of National Library Legislative Day, during which the ALA Washington office welcomed over 480 attendees to Washington and more than 1,000 people participated online. Advocates from all 50 states attended more than 325 congressional visits. Participants focused on three strategic asks: for Congress to (1) fully fund federal library programs; (2) reauthorize the museum and library services act; and (3) visit a library to see broadband access in action.

Oliver stated that COL encourages library professionals and supporters to join the ongoing work of fostering relationships with policymakers in their communities.

Oliver thanked the Washington Office staff and the Committee on Legislation, including Associate Executive Director, Kathi Kromer.

He then moved, and Council ***ADOPTED***, A Resolution Recognizing the 25th Anniversary of the GPO Access Act and Calling for the Enactment of the FDLP Modernization Act, ALA CD#20.2, which read: "***Resolved***, that the American Library Association, on behalf of its members:

1. Recognizes the efforts of the policymakers, government officials, librarians and advocates who have been involved in enacting, implementing, and providing access to the important services created under the GPO Access Act; and
2. Calls for further modernization of government information services to improve the public's access to government information by enactment of the FDLP Modernization Act, H.R. 5305."

Lastly, Oliver moved, and Council **ADOPTED**, Resolution to Reunite Detained Migrant Children with their Parents, ALA CD#20.3, which read: “**Resolved**, that the American Library Association (ALA), on behalf of its members:

1. Reaffirms the “Resolution in Support of Immigrant Rights” (2006-2007 CD #20.2);
2. Reaffirms the “Resolution on Improving Access to Spanish, Bilingual, and Books in Various Languages for Children in Detention Centers” (2015-2016 CD#38);
3. Calls on federal agencies to ensure that documentation of children and families is sufficient for the seamless reunification of families or their legal guardians;
4. Requests that the U.S. government honor the UN General Assembly resolution 429(V) of December 14, 1950, regarding the legal status of refugees; and
5. Urges its members to contact their elected officials at all levels to express their continuing concern regarding the criminalization and separation of refugee families at the border.”

INTELLECTUAL FREEDOM COMMITTEE REPORT, ALA CD#19.3-

CD#19.9_61716_ACT. Helen Ruth Adams, IFC chair, highlighted recent activities of the IFC and the Office for Intellectual Freedom:

Intellectual Freedom Manual

Editor Martin Garnar and Assistant Editor Trina Magi are compiling the 10th edition of the *Intellectual Freedom Manual*. The manual will be 10% longer to accommodate new and revised *Library Bill of Rights* interpretations and essays from intellectual freedom leaders. To ensure revised documents are consistent in format and grammar, the committee adopted an intellectual freedom style guide, which combines ALA Editions style guide and the Chicago Manual of Style (16th edition).

Privacy Subcommittee and Choose Privacy Week

To complete privacy projects and address evolving privacy concerns, the IFC voted to increase the size of the Privacy Subcommittee from six members to eight members. ALA's “Choose Privacy Week” website unveiled a new look and a new URL this month: “Choose Privacy Every Day,” emphasizing the importance of preserving patron privacy and data security in today’s libraries every day of the year.

National Library Week – Top 10 Challenged Books of 2017

In April, the Office for Intellectual Freedom released the list of the Top 10 Most Challenged Books of 2017, compiled from censorship incidents reported in the media and reports submitted directly to the office. This year, the office called attention to challenges

to materials other than books, such as DVDs, magazines, programs, databases, and displays. OIF tracked 354 challenges to library, school and university resources and services in 2017, including a total of 416 books.

Censorship Trends and Recent Challenges

In 2018, OIF has tracked nearly 130 challenges to library and school resources and services in its database. During GLBT Book Month, there has been an increase in challenges to LGBT book displays and drag queen storytimes. There have been reports of material removals, self-censorship, and program cancellations because of allegations that the authors had engaged in misconduct.

Banned Books Week 2018

The Banned Books Week 2018 theme — revealed during National Library Week — is “Banning Books Silences Stories. Speak Out!” OIF plans to promote a banned author letter writing campaign to celebrate Banned Books Week 2018.

Intellectual Freedom Advocacy Boot Camp

A joint initiative of OIF and the Office for Library Advocacy, Advocacy Bootcamp has trained 600 participants in messaging, networking, intellectual freedom, and community engagement strategies since its launch in fall 2016. By the end of 2018, the bootcamp will have reached 32 states and trained nearly 1,000 advocates.

Current IFC projects include: (1) a Q&A on preparing for controversial speakers and (2) guidelines for libraries that use social media.

Adams recognized and thanked outgoing members of IFC Robin Bradford, Teresa Doherty, Clem Guthro, Jo Rolfe, and Kayla Zayas-Ruiz, as well as the Office of Intellectual Freedom staff.

Adams moved, and Council **ADOPTED**, the following three (3) action items contained in the Intellectual Freedom Committee (IFC) Report, ALA CD#19.6-ALA CD#19.8_62418_ACT:

1. Meeting Rooms: An Interpretation of the *Library Bill of Rights*, ALA CD#19.6
2. Library-Initiated Programs as a Resource: An Interpretation of the *Library Bill of Rights*, ALA CD#19.7
3. Services to People with Disabilities: An Interpretation of the *Library Bill of Rights*, ALA CD#19.8

RESOLUTION ON GENDER INCLUSIVE BATHROOMS AT ALA CONFERENCES, ALA CD#42.

Councilor Ann Symons read the resolved section of the resolution and outlined the goals for each of its two clauses. She also thanked Mary Ghikas and Paul Graller for their advocacy on this issue.

The floor was then opened for discussion. Chris Corrigan, ASCLA councilor, motioned to amend the first resolved clause as follows: “Resolved, that ALA, American Library Association, on behalf of its members, requests that GLBTRT work with ALA to provide a sufficient mix of gender-inclusive and male/female bathrooms.”

Discussion concerning this amendment included input such as:

- Normalizing bathroom use by everyone with the goal of moving beyond gendering
- Request that, contingent to passing as amended, ALA provide information on the location of both gender-neutral and male/female bathrooms
- Usage of the language “male” and “female”
- Usage of the language “100%”
- Usage of the language “sufficient mix”
- Facilities that will provide privacy for individuals
- Communication of actions to members
- Ramifications for survivors of sexual assault
- Inclusivity of the needs of different cultures and religions

As part of this discussion, the language in the amendment was changed to “gender-specific bathrooms,” rather than “male/female bathrooms.”

Council adopted, the amendment.

Discussion then shifted to the main resolution, which included the following input:

- ALA policy with regard to security and access to bathrooms
- Ensuring that locations of gender-inclusive bathrooms are publicized on maps and other materials

Jim Neal then moved, and Council **ADOPTED**, Resolution on Gender Inclusive Bathrooms at ALA Conferences and Meetings, ALA CD#42_62518_ACT, as amended to read: “**Resolved**, that the American Library Association (ALA), on behalf of its members:

1. Requests that GLBTRT work with ALA to provide a sufficient mix of gender inclusive and gender specific bathrooms; and
2. Requires that convention center staff honor ALA policies regarding gender-inclusive facilities and requests that all attendees be treated with dignity and respect.”

ANNOUNCEMENTS AND ADJOURNMENT. The Council III meeting adjourned at the completion of the agenda.