

Gay, Lesbian, Bisexual, and Transgendered Round Table
of the American Library Association
2010 Midwinter Meeting, Boston Massachusetts

Steering Committee I
Meeting Minutes

January 16, 2010

I. Call to order

Dale McNeil called to order the regular meeting of the GLBTRT Steering Committee of ALA at 8:00 A.M. on January 16, 2010 in Room 225 of the Boston Convention & Exhibition Center.

II. Introductions

Tracy Nectoux, GLBTRT Secretary recorded the names of those in attendance. The following were present: Ellen Bosman, Matthew Ciszek, Norman Eriksen, Peter Hepburn, Dale McNeill, Elliot Mandel, Tracy Nectoux, K.R. Roberto, Jerry Reynolds, Larry Romans, John Sandstrom, Nancy Silverrod, Jim Simonis, Nel Ward. Guest: Molly Raphael.

III. Guest Address

Molly Raphael is running for ALA President, and addressed the Round Table. (<http://mollyraphael.org>)

IV. Approval of Minutes from Previous Meetings

Steering Committee I, Minutes, Annual Conference, 2009

- **Motion Number 1**
- **Motion to Approve Minutes of SC I, 2009 Annual**
- **Motion: K.R. Roberto**
- **Second: John Sandstrom**
- **Passed by Acclamation**

Steering Committee II, Minutes, Annual Conference, 2009

- **Motion Number 2**
- **Motion to Approve Minutes of SC II, 2009 Annual**

- **Motion: Matt Cizek**
- **Second: K.R. Roberto**
- **Passed by Acclamation**

V. Reports of Officers and ALA Executive Board Liaison

a) ALA Executive Board Liaison

Larry Romans

- ALA Policy Monitoring Committee

The ALA policy monitoring committee is improving the ALA Policy Manual, and will now include “gender identity or expression” as protected. The Policy Manual revisions are: 9.2; 53.1.15; 53.12; and 54.3.

There are two additional policies that require revisions, and Larry will point these out to the Policy Manual Committee. These changes will require discussions and resolutions from the GLBTRT at 2010 Annual.

- Membership

Membership has dropped, mostly due to members limiting their round table involvement because of the bad economy. Advanced registration for conferences is also down.

- Job Fair

ALA is having a job fair, and has set up a “Get a Job” website (<http://www.getajob.ala.org/>). Nancy suggested that Larry encourage ALA to consolidate a list of all of the many job e-lists. This would be enormously helpful to those seeking jobs.

- Library Advocacy Day

LAD will be held during 2010 Annual. We are all encouraged to try to get an appointment with our Senators.

- E-Participation

E-Participation won’t be possible in the foreseeable future. It is simply too expensive and not practical.

b) GLBTRT Councilor

John Sandstrom

- John recommended that discussion regarding ALA Convention sites (i.e., enforcing non-discrimination policies of LGBT people) be put off until Annual, where we will write a resolution.

c) **Co-Chairs Report**

Nancy Silverrod & Dale McNeill

- Dale: Thanks to Michael P. Dello Iacono (Local Arrangements) for organizing our social.
- Nancy attended the Round Table Coordinating Assembly. ALAConnect was discussed. It is being used as a chat site, as well as for online meetings. Smaller groups within ALA are using various different software. We need something workable for the entire association. ALA is currently developing MentorConnect, through which members can sign up to mentor others.

Collage is currently not offering training, as it is now down to only one staff member. But they are looking for software is that easier to use.

Nancy reported that John Chrastka discussed the drop in membership. John explained that the membership database has been cleaned up for the first time in many years (i.e., duplicate names have been removed), and this has reflected in the drop in membership too.

d) **Treasurer Report**

Ellen Bosman

GLBTRT Treasurer's Report
Midwinter Conference, 2010
Boston, Massachusetts
Report Prepared January 11, 2010

The most current financial information we have from ALA is for the period ending November 2009.

At that time, our operating fund balance was \$3,640.93. We have \$2,534.34 in membership dues so far this fiscal year (July-November 2009). This is about \$500.00 less than normal at this time.

In total, our revenue for this five month period was \$3,184.41.

Our expenses came mainly from Annual. Our expenses for the last six months have been \$1,099.07, most of which were costs associated with the awards breakfast (\$751) and \$293 is overhead cost to ALA.

Other expenses include pre-paying for the catering and venue for the Midwinter Social. Since the venue host was forced to cancel, we will need to

be reimbursed for \$275.00. The Treasurer has already contacted the Social coordinator regarding the reimbursement.

It's important to remember that almost all of our revenue comes from membership and that most of our expenses are during the Annual Conference. Provided our membership and attendance at meal events remains about the same, our expenses should be covered and we will be able to carry forward all of the savings from the last many years.

The news on the endowment has improved. At Annual, the Treasurer reported the value, based on the March 2009 reports, as \$66,606.78. By August 2009 the value was \$78,511.21 and in November 2009 the value rose once again to \$84,076.81. This represents a 26% increase! We've received donations in the last five months for the endowment of \$653.00.

To support three book awards, we need a fund balance of \$150,000. We need to work on ways to achieve this goal and to ensure that our membership levels stay steady or increase. I challenge and encourage each member of GLBTRT to make a contribution—of any size—to the GLBTRT Endowment Fund before our anniversary gala in Washington, DC.

Please let me know if you have any questions.

Respectfully Submitted,
Ellen Bosman

VI. Reports of Committee Chairs

e) Stonewall Book Awards Committee Report James Simonis

Report to GLBTRT Steering Committee
January 14, 2010

During 2009 the Stonewall Book Awards Committee considered over 210 titles for the three awards that will be given in 2010 – Children and Young Adults, Literature, and Non-Fiction. Ultimately 106 titles were requested from publishers. A two step voting process occurred in December 2009 to winnow down these titles to 5 finalists for each award. The Committee will be meeting on Saturday, January 16, 2010 to select the winner in each category.

The Committee would like to recommend to the Steering Committee that the Children and Young Adult Award be named for the late Judith Krug, a most important defender of the right of children and young adults to have access to literature and other material without censorship. Krug was Director of ALA's Office for Intellectual Freedom (from 1967 until her death this past Spring) and Executive Director of the Freedom to Read Foundation (1969-2009). She

co-founded Banned Books Week in 1982 and was a tireless advocate for the rights of children, young adults, and all Americans to read without fear of government censorship. By joining Judith Krug's name to GLBT civil rights and library pioneers Barbara Gittings and Israel Fishman in the Stonewall Book Awards, the Round Table will reaffirm its commitment to the principles of intellectual freedom and open access for all readers and will celebrate the legacy of our friend, ally, and defender.

Respectfully submitted,

Jim Simonis
2009/2010 Chair, Stonewall Book Awards Committee

Jim also asked about formally changing the bylaws to state that the Stonewall Book Award Committee assigns membership and begins reading/discussing books from Midwinter to Midwinter.

- **Motion 3**
- *Codify the bylaws to reflect Jim's request*
- **Motion: Matt Ciszek**
- **Second: K.R. Roberto**
- **Passed by acclamation**

f) **External Relations Committee Report**

Peter Hepburn

Report: External Relations Committee
January 11, 2009

The External Relations Committee continues work on two toolkits: GLSEN and PFLAG. The GLSEN toolkit is close to done. The Committee will discuss the desirability of tackling additional toolkits or consider alternatives.

Committee responsibilities are in flux at this time as Bylaws sorts out a new division of the workload between External Relations and Membership Services. The Committee has put most smaller efforts aside in anticipation of a greater effort at publicizing the 40th anniversary events at ALA Annual in DC.

Peter Hepburn,
External Relations Committee Chair

g) Fund Raising Committee Report

Chair Vacant, Committee Inactive.

h) Membership Promotion Committee Report

Matthew Ciszek

GLBTRT Membership Promotion Committee Report - Midwinter 2010
January 11, 2010
Current Membership Statistics

OLOS Reports the following membership stats for November 2009:

- 871 Personal Members
- 5 Organizational Members
- 4 Corporate Members

This represents a 5% drop in the number of personal members from the same time last year, which mirrors a drop in general Membership.

Committee Volunteer Form

The Membership Promotion Committee in conjunction with the Steering Committee is working on a committee volunteer form that can be used each year to make committee appointments and gauge interest in the work of various committees and projects. This form will be linked from the GLBTRT page and send the information to the Steering Committee or another “volunteer” email list.

Membership Pavilion Events for Annual 2010

Annual 2010 is the 40th anniversary of the GLBTRT. Membership Promotion in conjunction with the Ad-hoc 40th Anniversary Planning Committee has been planning events for ALA Annual in DC this summer. We are also coordinating with ALA Membership Services for events in the Membership Pavilion.

Nominations

Membership Promotion is now in charge of creating a slate of candidates to run for GLBTRT offices as part of the bylaws rewrite at Annual 2009. We have candidates running for Female Identified Co-chair, Secretary, and ALA Councilor. Candidates must get their info into the ALA Database by January 25 for inclusion on the ballot

i) Newsletter Committee Report

Tracy Nectoux

The newsletter continues to thrive under our new chair, Sarah Wright. (Sarah was not able to attend Midwinter Meeting nor submit a report because she was involved in a bad car accident a few weeks prior to Midwinter Meeting)

j) Program Planning Committee Report

K.R. Roberto

The Program Planning Committee has organized two programs for Annual 2010 in Washington:

1. The Rainbow Hollinger Box: LGBTQ Archives will be held on Sunday, June 27, from 1:30-3:30. Confirmed speakers are Steven Fullwood from the Black Gay & Lesbian Archive Project, Rebecka Sheffield from the Canadian Lesbian & Gay Archives, and Philip Clark from the Rainbow History Project.

2. Queer Teens: LGBTQ Young Adult Novels, which is co-sponsored by YALSA, will be held on Monday, June 28, from 1:30-3:30. Confirmed speakers are Steve Berman, Lisa Jahn-Clough, and Julie Anne Peters.

We are excited about these programs and plan to start discussing future program topics before Annual.

K.R. Roberto
Chair, Program Planning Committee

k) Rainbow Project Committee Report

Nel Ward

The ALA Rainbow Project will have its completed 2010 list by Monday, January 18. There is one vacancy on the committee at this time. 65 nominated titles will be discussed at meetings on January 16 & 17.

Nel Ward, Chair
ALA Rainbow Project

l) Stonewall Book Awards Celebration Comm. Report

Vacant

Chair Vacant

m) Website Committee Report

David S. Vess

----- Forwarded message -----
From: **David Vess** <vess@illinois.edu>
Date: Fri, Jan 29, 2010 at 3:24 PM
Subject: GLBTRT Web Presence
To: GLBT-RT List <glbtrt-l@ala.org>
Cc: amy hribar <amsbar2002@hotmail.com>, Gayle Kersey <gaylek@ec.rr.com>, "Rofofsky Marcus, Sara M." <SRofofskyMarcus@qcc.cuny.edu>, GLBT-RT Steering <glbtrtsteering@ala.org>

Hi All

Yes, our organization has a web presence. It's not just our website in the ALA domain. Our presence is the sum of all of our distributed web parts: the web site, social networking sites, our open email list, etc.

If you haven't visited recently, have a look at your Round Table's home page - the heart of our web presence.

The Website Committee recently finished a large update/conversion/migration process to:

1. rework our existing ALA space and
2. migrate all our content hosted on Keith Trimmer's work server over into our ALA domain

Keith was the RT's web committee (literally!) for many years and we thank him so much for all his support of the round table in terms of time, effort and monetary donations.

Our Guiding Questions:

- What can be done to help non-members understand what the RT does?
- What can be done to promote interest and entice people to join?
- What can be done to create clear pathways to membership?
 - structure the site to express the RT's 'parts' and add new pages
- What must be done to our code to bring it in line with accessibility standards?
 - lots of processing (removing formatting code and only using valid xhtml)
 - applying consistent document structure with h1, h2, h3, p, for headings, paragraphs, etc.

Our Process:

- We've restructured the site architecture to better express the 'parts' of our organization (nav bars, nests of pages).
- We've mass-processed (using plain text editors and simple python text manipulation tools) tens of thousands of lines of code to make the markup code closer to standards compliant, valid xhtml.
 - benefits of this processing:
 - our site is closely aligned with accessibility standards
 - migration to a future system will be very smooth and will require very little coding
 - our pages will transform smoothly for mobile devices
 - we can use CSS
- We're using CSS (Cascading Style Sheets) to better space/indent generally articulate document structure of large documents such as our Bylaws. (we're also committed to maintaining previous versions of our Bylaws, see the bottom of that page.)
- We've added two nifty web forms (Committee volunteer & 40th Anniversary T-Shirt Sale Form) Emails are coming soon about volunteering and our sale!
- We're using the "right rail" on the home page to highlight current events and activities of the RT.

- We're working on a Newsletter project to index past Newsletters as well as reprocess all of them so their contents are structured for accessibility purposes and be indexed by search engine crawlers.
- We did a soft roll out of a Twitter account - we're sticking with it, keeping it vital. Come follow at www.twitter.com/glbtrt
- We're assessing other web 2.0 sites and considering scaling our web presence more broadly.
- We've added a 40th Anniversary section to our site - more is coming to that space soon. Watch that space or our twitter account for updates and information.
- The Committees page is meant to clarify our committees in one fast glance. Note the web form link to volunteer. (Most of the information on the Committee page is in our Bylaws but that document and it's language can be intimidating to newbies.)
- Our Contacts page is being updated and lists all our committed volunteers and their contact information.
- We've been experimenting with the Events & Meetings section. Maintaining updated schedules and experimenting with embedded google map links to conference and meeting locations. (A GLBTRT master calendar embed that you can sync with your person eCalendars is coming soon.)
- Our new Fundraising page gives our Fundraising committee a home to express funding/support options to the organization as well as clear pathways to give money. (Content here is coming soon)
- Our Initiatives and Project page lists off all our ongoing work, short term projects and will list our future projects.
- Our Membership page is meant to attract new members and provide a clear path to people and committees.
- We've been maintaining our News page and will continue to do so.
- We've done a complete migration from Keith's server to our domain of all the resources on the Popular Resources page. This page will be restructured soon and we hope to add new Tool Kits soon.
- Our own Rainbow Project has its official home in the GLBTRT space with its own nest of pages to express its work.
- Our Social Networking page (antique name I know) lists our email lists as well as our other web 2.0 sites.
- The Stonewall pages have gotten a revamp as well to bring them into consistent formatting with the rest of the site and remove extraneous code.
- We've added a contact email for the website committee to the bottom of each page on our website. Use that email address to note any problems you see with the site. (We couldn't get an ala.org email account as they are transitioning to a new system and don't want to start more accounts)

Nothing is perfect and this site will never be but we promise to do our best.

Let us know your ideas, suggestions, comments, etc. off list at glbtrt@gmail.com

<<http://www.ala.org/ala/mgrps/rts/glbtrt/index.cfm>>

David S. Vess, vess@illinois.edu GLBTRT Website Committee Chair
 Amy Hribar
 Gayle Keresey
 Sara Marcus

VII. Reports of Ad hoc Committees

n) Bylaw & Procedure Manual Ad hoc Committee

Peter Hepburn

January 11, 2010

The Bylaws Committee began the work of environmental scan after Annual 2009. Members have been looking at models of bylaws and procedures manuals in other ALA units as well as outside ALA.

Additionally, members have been collecting suggestions from RT members for consideration. Of particular interest has been a restructuring of the RT Executive.

The Committee will meet in person at Midwinter. Matt Cizek will chair the meeting.

Peter Hepburn,
Ad hoc Bylaws Committee Chair

VIII. Reports of GLBTRT Liaisons

o) Budget Analysis and Review Committee Norman Ericksen

In 2010, a number of job descriptions were eliminated. We're still looking at a possible short fall of at least a million dollars. The possibility of furloughs has been discussed. The projected budget in 2011 will be flat, with the following years also expected to be flat.

IX. New Business

p) Fundraising

The new t-shirts are ready, and we hope that sales will go well at the Social with the Freedom to Read Foundation.

q) By Laws Changes

Changing the bylaws to remove gender restriction from Co-Chair position was introduced. The Bylaw & Procedure Manual Ad hoc Committee will meet at All-Committees and discuss the language. Any and all who have suggestions, please send an email to Peter Hepburn.

r) Committees

A discussion regarding length of service on committees took place. Our elected positions are for two year terms. We unofficially have two-year assignments for most, but not all, Committee Chairs.

Three-Chair Position Discussion:

- It would possibly solve the problem that we've had in the past regarding co-chairs that neglect their duties.
- A three-chair structure (Past Chair; Chair; Incoming Chair) makes sense for large, involved committees, but doesn't make much sense for smaller committees. However, it would be good for the Co-Chair positions.
- Would it be helpful for treasurer?
- The officer positions are elected. These chair positions are difficult to fill. Perhaps if someone is willing to serve for a long time, we should let them.
- We should get feedback from membership.
- Term limits isn't in the bylaws, but we could codify them.
- The bylaws say that committees will groom their successors. We would need to change the wording to "committees will recommend the next chair to co-chair."

A brief discussion took place on recruiting members to volunteer for committees other than the Newsletter, Rainbow List, or Book Awards Committees (which seem to have no problems getting volunteers). The SC decided against requiring members to be on other committees before Newsletter, RL, or BAC.

s) **Socials**

Planning for socials, 2011:

- Co-chairs will have to recruit. Sometimes recruiting works well, other times not so much.
- We don't think—for the time being—that we want to create a Standing Committee for planning the socials, but the procedures need to change.
- We should start looking for people *now* to recruit. We should begin planning our socials three years ahead.
- Someone definitely needs to be in place at *this* Midwinter to plan for San Diego, as planning for socials requires an entire year if it is to be done well.

- We don't necessarily need someone local to the conference city, but the person planning the social needs to come to the Steering Committee with a proposal of what he/she needs.
- We will ask those who have worked on planning socials in the past to write up some guidelines or suggestions so that people aren't starting from scratch every conference.
- We like to start planning after-social events (held in bars, clubs, etc.), though we haven't decided whether these would be formal plans, or simply a list of venues from which people can choose.

The possibility of a regular line item in the budget for socials was discussed, but it was decided that this wouldn't be that helpful, because costs range so dramatically from conference to conference.

t) **Stonewall Book Awards**

Naming the Youth Award:

The Book Award Committee voted to name the Youth Award for Judith Krug. We will soon contact Ms. Krug's estate.

The Steering Committee accepted this recommendation, but also suggested that we consider Nancy Garden and John ? in case Judith Krug doesn't work out.

- **Motion Number 4**
 - **Motion to Accept recommendation to name the BAC Youth Award for Judith Krug**
 - **Motion: Peter Hepburn**
 - **Second: Matt Ciszek**
 - **Passed with two abstentions**
-
- **Motion Number 5**
 - **Motion to Charge the BAC to choose two alternate names, no later than annual in DC**
 - **Motion: Peter Hepburn**
 - **Second: K.R. Roberto**
 - **Passed by unanimous voice vote**

u) **40th Anniversary in DC**

Discussion

The formal report follows the below discussion

John Furlong stepped down as Stonewall Book Awards Celebration Committee Chair as of December 18, 2009.

John Furlong is no longer Chair of the Ad Hoc Celebration Committee, but Jim reported that Roland had a sense that we are planning an event like the past ones. Some questions:

- Will we have a reception? How about a free reception before a ticketed dinner?
- Will we have speakers?
- What is our budget?
- Will we have a silent auction?
- Will the Gala be part of the Book Award Brunch? The Social? The Rainbow Breakfast?

In the past, the gala and brunch were conjoined. Ellen Bosman planned our 30th Celebration, and we combined the social with a free reception and a cash bar, followed by a ticketed banquet with speakers.

It was tentatively decided that we will continue Roland's original plans of having a reception and social combined, followed by a ticketed meal event. We will also have speakers. However, we will probably hold the event at an ALA conference hotel, and this will cost quite a bit.

Report from 40th Anniversary Gala Ad hoc Committee

January 2010

Roland C. Hansen, chair. Members, Anne L. Moore, Jim Simonis, Matthew Ciszek, Michael Nitz, Todd Krueger.

John Furlong stepped down as Book Award Brunch Chair, and he was automatically a member of this committee. The new chair should be a member of this committee, if for no other reason than to be kept informed.

The Committee has had two conference calls, and various email communications. There will not be a separate Gala Dinner or celebration in Washington for the 2010 ALA Annual Conference. Instead, this committee will plan the RT Social and include added "twists" to acknowledge the 40th anniversary year. A larger Gala will be planned for 2011 when we celebrate the 40th Anniversary of the (Stonewall) Book Awards. Committee members were on board with this concept. Since we are strapped for time, it would be

best at this time to do something on a smaller scale and do it well, minimizing stress factors for all.

The first anniversary twist is in place. Under the direction of Anne, we have an anniversary t-shirt for sale, both on site at the Boston Midwinter Meeting and at the Annual Conference. In between times, Anne is taking mail orders for the shirts. The shirt costs \$20.00 if purchased at either ALA gathering, \$25.00 for mail order. Proceeds go toward funding the 2011 Book Award Gala.

Additional twists that have been suggested are an anniversary cake with a champagne toast, probably midway through the Social. Inviting various authors, ALA Leadership, and other friends to attend the social and mingle/schmooze; there will be no formal speech-making. Possible gift bags, depending on donor participation may also materialize.

Things still not quite resolved:

This is not a ticketed event and we are hoping the RT budget will fund most of it. There is still no concrete answer if there is a budget for this event already built in. If not, outside funding chances are probably slim at this late date. We might consider a “donation” at the door. Vendors/donors are being approached to fund the cake and champagne, or other “perks”.

The location has not been determined, although there is some support for using a conference hotel, or going through conference services office. Another possibility would be the space at HRC, although there are fees for this space as well. The possible problem exists in that HRC is a Political Action Committee, and possibly may be out of bounds due to ALA regulations regarding the 401c status of the Association. Roland is following up on this w/OLOS staff.

Date and time will be the “traditional” slot, Sunday from 6-8pm.

Report Submitted by Roland Hanson

- **Motion 6**
- **Motion to *Extend the meeting for 15 more minutes***
- **Motion: Nancy Silverrod**
- **Second: John Sandstrom**
- **Passed by acclamation**

v) **Recruiting Candidates for Office**

1. We need a Chair for the Stonewall Book Awards Celebration in DC
2. Any thoughts on how to better recruit people?

Solutions to the difficulty in recruiting people will take much discussion, and we will need to come back to this topic.

Which leads us to . . .

w) **Unfilled Liaison positions**

- American Association of School Librarians
- Intellectual Freedom Round Table
- Research and Statistics Assembly
- Social Responsibilities Round Table

We need to recruit and find mentors for new recruits in the Round Table. Matt volunteered to ask Elliott Mandel to run a cross-tab with these groups, in order to determine who might be interested in becoming a liaison.

x) **Virtual Meetings**

Virtual meetings are being discussed within ALA. Is this something we want to pursue? We could possibly change our bylaws and hold some of our meetings virtually, if we can find a way to do it that would be cost effective and inclusive. This actually may be more inclusive than having open meetings at conferences, because those who can't afford to attend conferences could attend meetings virtually.

Peter Hepburn reminded us that—for now—voting can only be done at a meeting. Matt Cizek suggested that we work on tightening up what constitutes the Electoral Board of GLBTRT. The EB would meet quarterly, but the committee chairs would be allowed to vote electronically in-between Midwinter and Annual.

The electronic discussion would be transparent. Members could log on and read the e-discussion. Nancy pointed out the huge advantage of this making it easier to recruit volunteers.

y) **Toolkits**

- How are these progressing?
- Do we need to appoint someone to oversee the tool kits?

At the moment, we seem to be taking on too much. Perhaps someone who is connected at a higher up level can work on this and communicate with OLOS. This should be more grassroots. Someone should be coordinating

this and communicating with those working on tool kits to assure that they have what they need.

X. Adjournment

- **Motion 6**
- **Motion to adjourn**
- **Motion: Matt Ciszek**
- **Second: K.R. Roberto**
- **Passed by acclamation**

Minutes submitted by: Tracy Nectoux, GLBTRT Secretary, 8 February, 2010

Minutes approved by GLBTRT Steering Committee: 26 June, 2010, ALA Annual Conference, Steering Committee I Meeting.