

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

Steering Committee II
Meeting Minutes

January 18, 2010

I. Call to order

Nancy Silverrod called to order the regular meeting of the GLBTRT Steering Committee of ALA at 4:05 P.M. on 18 January, 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, Matt Cizek, Franklin Escobedo, Peter Hepburn, Dale McNeill, Anne Moore, Tracy Nectoux, Jerry Reynolds, K.R. Roberto, John Sandstrom, Nancy Silverrod, James Simonis, Nel Ward.

Guest: Sara Kelly Johns

III. Guest Address

Sara Kelly Johns is running for ALA President, and addressed the Round Table.

IV. Old Issues

a) Rainbow Project

The Rainbow Project read 46 books, with 6 or 7 of them being picture books. The project has chosen the top four. The top ten will be in the booklist online. A member of the Rainbow Project published a book that they considered, but he was not part of the discussion. They need three replacements for the coming year. Matt Cizek will forward the names of those who've expressed interest to John Andrews.

b) Tool Kits

Do we want someone to oversee the whole project? ALA has published on tool kits, and we plan to look for someone to work with OLOS.

c) National GLBT Book Month

This would be a great way to publicize our Stonewall Book Awards. We plan to talk to graphics about creating bookmarks and “GLBT Reads” posters. We could go with our book award winners of the year. We should put out a call for a volunteers. External Relations will take this on.

V. Reports from Ad Hoc Committees

d) 40th Anniversary Celebration/Local Arrangements D.C. Anne Moore

See formal report given in SC I meeting following verbal report below. The below formal report is also included under the SC I Minutes in Item IX New Business, Section u 40th Anniversary in D.C.

This will not be a separate gala. We’ll celebrate it as the social. We’re currently looking for a location. Roland Hansen is trying to get a conference hotel through Elliott Mandel, and this will be fairly expensive. We plan to have a speaker, but that might not be possible at this point. Let’s ensure that there is no confusion: we’ll be celebrating this as the social.

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

e) **Bylaw & Procedures Manual**

Matt Ciszek

The first order of business was to strip out all procedural language. This allowed them to build a kernel of a procedures manual out of it. The procedures manual was fashioned after that of the New Members Round Table. NMRT has a Wiki and we might want to create one also. We might also want to do an environmental scan of what other ALA organizations and RTs are doing. Issues discussed included:

- Is there anything that other RTs are doing that is similar to our projects?
- Something we can duplicate?
- Should we change the SC structure that we currently have, and move toward an elected executive board? This would free up the Committee Chairs from having to attend two meetings a year.
- If so, we’d need to work on things that don’t necessarily need to be dealt with during conferences. Only the board members would need to come to conference. This is what other RTs are doing.

f) **LGBTQ Anti-discrimination & Education Ad hoc Comm.** **David S. Vess**

Charge

The LGBTQ Anti-Discrimination & Education Ad hoc Committee has written the following charge.

The LGBTQ Anti-Discrimination & Education Committee, an Ad hoc Committee of the GLBTRT, is charged with producing a report to be submitted to the Executive Board of the American Library Association. The report will include:

1. A narrative of the harassment GLBTRT members endured during ALA's Annual Conference in Chicago in July 2009;
2. A recommendation to ALA on how and where to modify its policy to include gender identity and gender expression;
3. A recommendation to ALA on inclusive language for contracts with vendors, including stipulations about staff training that covers sensitivity/awareness of all LGBTQ people;
4. A recommendation to ALA to develop a policy on how to address specific harassment incidents related to gender identity and gender expression; and
5. A list for a resources page on the GLBTRT website for such training for vendors.

Policies to Consider

Committee member K.R. Roberto identified the ALA policies the group would propose changes to. It was decided that any occurrence in the ALA Policy Manual of the phrase, "sexual orientation" without any trans-related language or consistent language should be considered.

- 7.1.1 Non-Discrimination in Conference Contracts
- 9.2 Affiliation with other Organizations
- 54.3 Equal Employment Opportunity
- Section 60 (Diversity) was amended to include "gender identity" and "gender expression" several years ago.
- 53.1.15 (part of Library Bill of Rights) and 53.12 Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation have "gender identity" but not "gender expression."

Language to Suggest

The group decided on specific, inclusive phrasing for the language to be proposed in policy. We used “gender identity OR expression” rather than “gender identity AND expression” to make sure that each is covered separately rather than covering only if both gender identity AND expression occur together. Committee member Samantha further added this approach was ideal as it was, “. . . more inclusive to parts of the transgender community such as crossdressers who identify as their birth gender regardless of mode of dress and also encompasses gay and lesbian individuals whose gender presentation may lie outside the "norm" for their gender.”

Method for Changing Policy

Committee member Larry Romans suggested the group send its wish list to the ALA Policy Monitoring Committee. The contact with them was successful. Larry sent out the results to the GLBTRT list on Monday, January 11, 2010 at 4:42 PM. The text is below is number 7 on the Policy Monitoring Committee agenda.

7. ACTION ITEMS 7.1-7.4. Terminology regarding gender identity

It has come to PMC’s attention that within the Policy Manual there is variation in language used to describe the concepts of sexual orientation, gender identity, gender expression, etc. Differences in terminology appear to arise primarily from the accepted terminology in use at the time individual policies were passed, rather than from any intended difference in scope. Nevertheless, PMC is concerned that the differences in wording might be interpreted as defining limitations to the scope of particular policies, and believes that to the extent possible, a single term should be used.

GLBTRT has advised PMC that the current preferred terminology is “gender identity or expression” and recommends that whenever the Policy Manual specifies "sexual orientation," it should immediately be followed by "gender identity or expression, and where “gender identification” currently appears by itself (usually before "sexual orientation"), it should be removed and "gender identity or expression" should immediately follow "sexual orientation." Accordingly,

ACTION ITEM 7.1

PMC MOVES revision of 9.2 through insertion of “gender identity or expression” following “Sexual orientation” and before “age”, so that the policy would read:

9.2 Affiliation with other Organizations

Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international

organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA and its policies; and do not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, gender identity or expression, age, disabilities, or national origin.

ACTION ITEM 7.2

PMC MOVES revision of 53.1.15 through deletion of “gender identity”, and insertion of “gender identity or expression” following “sexual orientation;” through including an amendment date of 2009, and correcting “Current Reference File” to read “Policy Reference File.,” so that the policy would now read:

53.1.15

The American Library Association stringently and unequivocally maintains that libraries and librarians have an obligation to resist efforts that systematically exclude materials dealing with any subject matter, including sex, gender identity or expression, or sexual orientation. The Association also encourages librarians to proactively support the First Amendment rights of all library users, regardless of sex, sexual orientation, or gender identity or expression. Adopted 1993, amended 2000, 2004, 2008, 2009.

(See “Policy Reference File”: Access to Library Resources and Services Regardless of Sex, Gender Identity, or Sexual Orientation: An Interpretation of the Library Bill of Rights: revised, 2007-2008 ALA CD#19.2.)

ACTION ITEM 7.3

PMC MOVES revision of 54.3 through insertion of “gender identity or expression” following “sexual orientation,” and before “age,” so that the policy would now read:

54.3 Equal Employment Opportunity

The American Library Association is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, individual life-style, or national origin; and believes that hiring individuals with disabilities in all types of libraries is consistent with good personnel and management practices.

ACTION ITEM 7.4

PMC MOVES revision of 53.12 through deletion of “affirms” and replacement with “supports”; deletion of “gender identity” from the first sentence, and insertion of “gender identity or expression” following “sexual orientation;” through identical changes to the second sentence; and through updating the amendment date and changing “Current Reference File” to “Policy Reference File” so that the policy would now read:

53.12 Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation

The American Library Association supports the inclusion in library collections of materials that reflect the diversity of our society, including those related to sex, sexual orientation, and gender identity or expression. ALA encourages all American Library Association chapters to take active stands against all legislative or other government attempts to proscribe materials related to sex, sexual orientation, and gender identity or expression; and encourages all libraries to acquire and make available materials representative of all the people in our society. Adopted, 2005, Amended 2009. (See “Policy Reference File”: Resolution on Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation, 2004-2005 ALA CD#49)

Two Policies: Special Considerations

In his email message mentioned above, Larry noted that there are two issues that need to be dealt with. Two policies remain that require revisions to include newer terminology. 7.1.1 Non-Discrimination in Conference Contracts; and 54.16. Gay rights. These two policies, however, have additional issues that need to be resolved. ALA Policy Monitoring Committee requests the GLBTRT examine these two policies, and to propose specific revised text as soon as feasible.

Larry made the following two suggestions which our Committee supports:

1. 7.1.1 Non-Discrimination in Conference Contracts

We propose leaving this text unchanged at this time. It says that no convention shall be held in a state where there is discrimination based on sexual orientation. That is not enforceable because there are no large cities – except perhaps Washington DC – where ALA could hold a meeting. Trying to add “gender identity or expression” is unenforceable. If the issue comes up, a possible outcome might be the removal of “sexual orientation” rather than adding “gender identity or expression,” since neither is enforceable.

2. 54.16. Gay Rights

How do we want to represent our community? With GLBTQ? More or less? Should it be “Gay, Lesbian, Bisexual, and Transgendered Rights” or something else? This requires some discussion before trying to come up with a consensus, so this will have to wait until we provide a resolution at Annual.

Goals for 2010 Annual Conference

This group awaits the approval of the draft charge noted in the first item of this report. The remaining tasks in this charge are:

- A recommendation to ALA on inclusive language for contracts with vendors, including stipulations about staff training that covers sensitivity/awareness of all LGBTQ people;
- A recommendation to ALA to develop a policy on how to address specific harassment incidents related to gender identity and gender expression; and
- A list for a resources page on the GLBTRT website for such training for vendors.

The group is prepared to see the above remaining tasks completed before the ALA 2010 Annual Conference.

Respectfully Submitted to the GLBTRT Steering Committee,
David S. Vess, Chair
LGBTQ Anti-Discrimination & Education Ad hoc Committee

g) Local Arrangements, Midwinter 2010 Social Ad hoc Committee Report

No Report Submitted.

VI. Reports from Councilor & Liaisons

h) ALA Councilor

John Sandstrom

Changing the language in the ALA Policy Manual passed. It is online and searchable. However, the wording on gay rights is outdated. We need to rewrite this and send the changes to them before Annual.

Currently, JobList does not require employers to include sexual orientation in their anti-discrimination policy. John will contact ALA about this.

The Jewish-American Library Association has applied for affiliate status, but they don't include anti-discrimination against LGBT people in their verbiage. We will not be recommending that their application be accepted.

i) **ASCLA Accessibility Assembly**

Jerry Reynolds

Everything we've wanted for access at conferences has been approved.

Re: Gender in restrooms. ASCLA doesn't feel that this is an access assembly issue. It is recommended that we all use the appropriate restroom for ourselves, and if there's a problem with staff, then the convention center needs to deal with that.

The GLBTRT needs to address where we hold our conferences. We need to take it upon ourselves to ask the conference centers to follow our policies.

j) **Diversity Council**

Anne Moore & Barbara Pickell

Diversity Council is applying for another grant to do recruitment for high school and college students. They've raised \$500,000 to broaden spectrum scholars, and they want to double this amount.

The Ethnic Caucus will now be under the Office of Diversity instead of OLOS. OLOS is more focused on literacy, and we wonder if the Office of Diversity wouldn't be a better fit for the GLBTRT.

We plan to put together a list of gay-friendly candidates for council. Is there anyone running for counselor-at-large who is in good standing in the RT? We also want to look into who is running for RT in Division Council. We will pull that list together by early February.

k) **Freedom to Read Foundation**

Peter Hepburn & Jerry Reynolds

Banned Book Week is approaching.

Current Litigation:

- They're fighting to remove verbiage that is harmful to minors in state legislation.
- In Florida, it's being argued that textbooks that provide information about other countries are often "too pro-Cuba." Because of this "none of the new books could be purchased."
- The Patriot Act is going to be around for a long time. No change in this policy.

FTRF is working for prisoners' right to read. Prison librarians have a rough time, and see potential in people with whom they're working.

France and Finland say that broadband is a "right." Is it a right, or is access to the Internet merely good to have? "A Right" is probably not the wording that we want to use.

l) Membership Promotion Task Force

Matthew Ciszek

Matt was in contact with John Chrastka. They have some ideas for the membership pavilion. They will contact the SC after they've talked. Ideas discussed:

- We should contact the gay press.
- Free giveaway?
- Food?
- John Chrastka has some money in the membership budget to help with this for our anniversary.

m) OLOS Advisory Committee

Anne Moore

OLOS currently has assembly tool kits, guides, handbooks, and a finalized piece for older adults. The Committee on Literacy is working on toolkits for the homeless.

The OLOS webpage is more streamlined. Larger effort is being made to standardize toolkits across the association. Family literacy focuses efforts to encourage families to read together. John Sandstrom will email and express our ideas about possibly being under Diversity Council, along with all other "diverse" groups.

The 2015 strategic plan draft is available. Anne will forward it to the list for comments and feedback.

n) Young Adult Library Services Association **Franklin L. Escobedo**

YALSA is focusing on ideas to retain and attract new members. They're discussing a New Readers Choice Award that will involve librarians picking top books. They're also reducing the amount of scholarships they're giving to emerging leaders, so that they can give more money to spectrum scholars.

We should think about contacting youth media presentations about our Children's Award. It's televised. We should be involved in this. We should get into the presentation line-up. Jim Simonis says that Miguel and Elliott are going to work on this.

VII. Access to Membership List

- Who has access?
- Under what circumstances?

- What is the privacy policy?
- Is there a privacy option?
- Do we want all committee chairs to have access to the mailing list?
- Can members choose to remain private?

ALA's policy is that lists can be used only for official ALA business. The list has all of our members on it, whether they get mail or not. We think that we should keep this an "as-needed" policy. The list is fluid and becomes out-of-date quickly, so none of us has direct linkage to the database anyway.

VIII. Merritt Fund Resolution

Does the GLBTRT endorse this? We agreed to endorse this.

IX. Anti-Discrimination Committee change from ad-hoc to standing

It was agreed that the committee would stay ad-hoc for now.

X. Additional name suggestions for the Children's Award:

- John Donovan
- Nancy Sandra
- Isabel Miller

XI. Adjournment

Meeting was adjourned at 5:35 p.m.

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

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