2023 Hybrid LLX

APA COUNCIL ACTIONS

ALA APA Council Session
Saturday, January 28, 2023

By CONSENT, Adopted ALA-APA CD#3, Hybrid Council Rules as distributed.

By CONSENT, Approved ALA-APA CD#1 Agenda as distributed.

By CONSENT, Approved ALA-APA CD# 2 (2022) Virtual January APA Council Minutes

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COUNCIL I ACTIONS

By CONSENT, Adopted, ALA CD#5, Hybrid Council Rules as distributed.

By CONSENT, Approved, ALA CD#8.2 Hybrid Council I Session Agenda as distributed.

By CONSENT, Approved, ALA CD#2 (2022) Annual Conference Hybrid Council Minutes

By CONSENT, Approved, the following slate of candidates for the elections of (3) councilors to serve on the ALA Executive Board.

The first THREE (3) candidates receiving the highest number of votes will be elected to three-year terms (2023-2026). Candidates: **Adriana Blancarte-Hayward,** Senior Manager, Outreach Services, The New York Public Library, Stephen A. Schwarzman Building, New York, NY; **Stephanie Chase,** Executive Director, Libraries of Eastern Oregon, Baker City, OR; **Maria F. Estrella,** Public Services Manager III, Cleveland Public Library, Cleveland, OH; **Dorcas Hand,** School Librarian Retired, Houston, TX; **Sophia Sotilleo**, Dean, Thurgood Marshall Library, Bowie, MD; and **Steven Yates**, Associate Professor & Assistant Director, University of Alabama School of Library & Information Studies, Tuscaloosa, AL

(Report of the ALA Nominations Committee, ALA CD#11)

APPROVED, ALA CD#44.1 an extended timeline for the ALA membership model until FY25 due to additional market research.

APPROVED, ALA CD#44.2 Beginning in FY24 and continuing for 5 years, all member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar.

APPROVED, ALA CD#44.3, Motion 1 as amended- All personal members (except students) are $15, student members $5, organization and corporate members $30, and international members free for International Relations Round Table.

APPROVED, ALA CD#44.3, Motion 2- the following provisions to all Round Tables for a transitional period of three years starting in FY24 to minimize any adverse impact on individual Round Tables:

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

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

(Report of the ALA Membership Committee, ALA CD#44-44.3)

APPROVED, ALA CD#27, Motion 1- To revise the charge of the Information Technology Advisory Committee

To advise the Association and the ALA Chief Information Technology Officer on the priorities and strategies that promote utilization and continued development of ALA technology products and services.

To provide oversight for major technology transitions, monitor important industry or technical trends and advise on the development, implementation and monitoring of the ALA technology infrastructure, cybersecurity framework, data governance, disaster recovery and IT internal control practice.

To advocate for universal access and superior user experience with ALA online content and services.

To develop, review and recommend to Council policies for the application of information technology products and services, and to provide advice to the ALA Chief Information Technology Officer responsible for implementing such policies and guidelines.

To make recommendations on the reconciliation of differing strategic plans with a technology component or impact from ALA and its divisions.

To provide an ongoing channel for member communication by working closely with other units, committees, and offices of the association.

To participate in the evaluation and testing of technology products and services used by Association members or by the public.

APPROVED, ALA CD#27, Motion 2- To expand the Code of Conduct Committee to 11 members to match the number of members sitting on most full-sized ALA Committees.

(Report of the ALA Committee on Organization, ALA CD#27)

APPROVED, ALA CD#33.1 regarding ALA CD#59 from the 2022 ALA Annual Conference, that the American Library Association, on behalf of its members, shall provide a virtual access to all Membership Meetings for ALA members, mirroring access provided for in-person attendees.

(Report of the Budget Analysis and Review Committee, ALA CD#33.1)

APPROVED, ALA CD#41, the 2022 Revision of ALA Core Competencies of Librarianship

(Report of the Committee on Education, ALA CD#41)

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COUNCIL II ACTIONS

By CONSENT, Approved ALA CD#8.3 Hybrid Council II Session Agenda as distributed.

ADOPTED, the following Memorials by Council: M-#1 Deanna Bowling Marcum; M-#2 Dr. Roberto C. Delgadillo; M-#3 Menaham Schmelzer; M-#4 Barratt Wilkins; M-#5 Betty Lee Sung; M-#6 David Philip Norris; M-#7 Devona Pendergrass

ADOPTED, the following Tributes by Council: T-#1 Recognizing the Chinese American Librarians Association's 50th Anniversary.

APPROVED, ALA CD#17 (Item #1), the insertion of the DEI Scorecard in the ALA Policy Manual as B.3.1.1 DEI Scorecard

The DEI Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA's Core Values of Librarianship and ACRL's commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries. During the 2021-22 year we have branched out into working groups, but our primary goal is pushing the use of the Equity Scorecard to ensure effective DEI practices in our area. The primary goal of the DEI Scorecard is to ensure effective diversity practices within the field of librarianship. While this field is growing with more diversity, the DEI scorecard centers on ensuring the best practices to create fair and equitable practices to increase diversity. The overall goal of the DEI Scorecard is to ultimately assist with bringing in diverse individuals to assist with expanding the field of librarianship with new thoughts, strategies, techniques, and perspectives that will expand and help the field grow.

APPROVED, ALA CD#17 (Item #2), the insertion of B.2.1.3.1 Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges (*NEW)*

The American Library Association (ALA) on behalf of its members:
1. Commits to ongoing support of all children's right to read, their equitable access to diverse books and informational resources, and their right to library services by: a. Reaffirming that the freedom to read supports active citizens of the future and speaks against censorship of youth library books and resources; b. Upholding a parent's right to decide what their own children can read, but not what other children can read as stated in the Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights and the Access to Resources and Services in the School Library;
2. Reaffirms their support of school librarians who face challenges and threats of prosecution or job loss by: a. Condemning the intimidation of librarians and library workers in or beyond their place of work; b. Advocating for strict adherence to library collection and reconsideration policies; c. Defending librarians' professional responsibility to ensure their print and digital collections represent a variety of viewpoints that support the diversity of their communities and offer the breadth of history;
3. Solicits anti-censorship position statements, endorsements, and partnerships at various ALA levels with stakeholders including educational organizations that support students' right to read, education unions and school administration groups, parent and student groups, ALA state chapters and organizations which include authors, vendors, publishers, and professional publications to support students' right to read;
4. Commits to widely disseminating talking points for librarians, library workers, administrators, and their supporters in school and public libraries to speak to citizens and community stakeholders emphasizing the importance of following established policies and of inclusive library collections;
5. Encourages ALA members to become more involved with intellectual freedom efforts in ALA, to act as liaison between other ALA groups and IFRT and IFC, to always report challenges to the Office of Intellectual Freedom (OIF) in support of accurate statistics, to donate to the LeRoy C. Merritt Humanitarian Fund supporting library workers who are facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation;
6. Commits to speaking with one voice across the Association.

APPROVED, ALA CD#17 (Item #3), the insertion of B.3.2.1 Equity, Diversity, and Inclusion (EDI) efforts in AASL While Addressing Historical Effects of Racism

The American Library Association on behalf of its members

1. Acknowledges the American Association of School Librarians' past actions and inactions that have harmed members of the profession;
2. Apologizes to Black school librarian for wrongs committed against them and for AASL's inactions on behalf of segregated school libraries and school library state associations;
3. Apologizes to all Black, Indigenous, and People of Color (BIPOC) school librarians for AASL's part in historical racism and segregation in the school librarian profession;
4. Commits to promoting diversity in school librarianship in undergraduate and graduate programs and at school recruitment fairs;
5. Commits to ensuring a diverse and inclusive membership by recruiting, welcoming and encouraging BIPOC school librarians to consider leadership opportunities within ALA and AASL;
6. Commits to apply and prioritizing an Equity, Diversity and Inclusion lens in all aspects of the greater work of AASL and ALA;
7. Commits to sustaining a more diverse and inclusive leadership within ALA an AASL in terms of ethnicity, gender, and ability representation;
8. Communicates and aligns all EDI initiatives throughout AASL, ALA (in response to the newly adopted DEI scorecard,) and the profession;
9. Creates opportunities for collaboration with ALA divisions, ALA chapters, AASL chapter, ALA Roundtables and National Affiliates of Librarians of Color (NALCO) to create a stronger voices of our profession

(Report of the Policy Monitoring Committee, ALA CD#17)

APPROVED, ALA CD#13.1, the following Budget Objectives, as a basis for the FY2024 budget and as a key framework for budget planning:

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

(Report of the ALA Treasurer, ALA CD#13.1)

APPROVED, ALA CD#45, LiteracyNation, Inc., as an affiliate of the American Library Association

ADOPTED, ALA CD# 51, Resolution on Human Rights and Freedom of Speech and Expression in Iran

Resolved, that the American Library Association (ALA), on behalf of its members

1. stands with the people of Iran and supports their efforts for achieving human rights, women's rights, freedom of speech and expression, and self-determination;
2. condemns acts of violence and censorship by the Islamic Republic of Iran;
3. encourages the United States government and international organizations to support the people of Iran; and
4. supports efforts providing resources, tools, educational materials, and other forms of assistance that help Iranians and Iranian librarians.

REFFERED, ALA CD# 52, as amended, Resolution on Revising the Code of Conduct to Include Online Activity to the Executive Board to take action ASAP

Resolved, that the American Library Association (ALA):

1. revises the Code of Conduct for conferences and meetings to include harassment towards participants, including but not limited to members, staff, vendors, and speakers online and via social media platforms as unacceptable behavior

2. urges conference and meeting participants to refrain from posting content online that might defame, negatively affect, or otherwise cause harm to individuals or institutions.

REFFERED, ALA CD# 53, Resolution to establish policy monitoring oversight for the Executive Board to the Committee on Organization (COO) and ask that COO consult with appropriate groups

Resolved, that the American Library Association (ALA):

Directs the Committee on Organization to create and maintain a process for reporting deviations from Association policies to Council with the goal of enabling council to conduct its oversight role over the Executive Board.