

2022 Virtual January Council Meeting

IMPLEMENTATION REPORT

ON ALA COUNCIL ACTIONS

TAKEN AT THE

2021 Virtual Annual Conference

ALA Policy A.4.2.4 requires the Executive Board or its delegates to report to Council on the status of implementation of motions and resolutions passed by Council during the preceding year. The report shall be entered in the Council minutes.

REPORT ON THE IMPLEMENTATION OF THE 2021 VIRTUAL ANNUAL CONFERENCE ACTIONS

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#46.1, FORWARD TOGETHER RESOLUTIONS WORKGROUP

Implementation Action (1): The ALA Council **APPROVED**, that, with the exception of Items#1 (ALA Core Values) and #2 (Round Tables), all remaining items in the FTRWG report (ALA CD#46.1) be referred to a taskforce of a size, composition, mandate and reporting schedule to be determined by ALA's President and subsequently confirmed by the ALA Executive Board.

Response: Transforming ALA Governance (TAG) Task Force was created and approved by the ALA Executive Board with the following charge: a) indicate and operationalize the culture changing principles of the Avenue M report, SCOE recommendations, the Forward Together work, and a new governance landscape, b) establish a regular governance review process, and c) assess the larger governance change-management projects and tasks that need to be addressed and create a plan to address them.

The following members were selected by the President and President-Elect and approved by the ALA Executive Board: Chair: Amy Lappin; Members: Kathy Carroll; Meg Delaney; Eldon "Ray" James; Liana Juliano; Oscar Lanza-Galindo; Leroy LaFleur; Staff: Marsha Burgess, Raymond Garcia, Sheryl Reyes and Tracie Hall. Board Liaison: Lessa Pelayo-Lozada and Patty Wong.

The members represent Council and several other ALA arenas, geographic areas, and types of libraries as well as diversity in a broad sense.

The focus has been assessing the research, information, and suggestions that have been collected over the past three years with the end goal of recommending a governance structure which will serve the members and association now and in the future. This work has also included conversations with past and current ALA leaders and committee chairs.

TAG has created two documents that have been shared with Council members. The first is a narrative introduction to our recommendations. We believe that it is essential that Council members do not get caught up in the details of the proposed governance structure. While getting the structure right is important, Council must also examine the cultural and functional transformations that are crucial to making our new governance model successful.

TAG continues to meet weekly as we prepare for a discussion open to Councilors and ALA membership on January 12, 2022. We are also working closely with ALA Parliamentarian Eli Mina to assure meaningful, focused, and productive Council deliberations at LibLearnX.

Implementation Action (2): The ALA Council **APPROVED**, Item#1 (ALA Core Values), the resolution on the ALA Core Values of Librarianship

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

1. establishes a task force with a broad membership reflecting the diversity of the Association to review the ALA Core Values and make recommendations at Annual 2022 regarding any necessary revisions.
2. imbues the task force with the following charges including, but not limited to:
 - (a) The establishment of a regular review process
 - (b) A plan to reduce the multiple locations where the ALA Core Values are listed to a single, easy-to-find location.

Response: ALA President Wong and President-elect Pelayo-Lozada jointly appointed members for the ALA Core Values Task Force. The task force is charged with reviewing the current ALA Core Values as listed in B.1.1 for relevancy within the profession. The task force is also charged with establishing a regular review process of the core values and including a plan to highlight and regularly update ALA Core Values in governing documents and on the ALA website. The task force will present its recommendations and review to Council at its June 2022 meeting.

The following members were selected by the President and President-Elect and approved by the ALA Executive Board: Chair: Sara Dallas; Members: Gladys Bell; Valerie Bell; Erin Berman; Melissa Cardenas-Dow; Monica Chapman; Casey Conlin; Wendy Cornelisen; Peter Coyl; Sandra Farag; Andrew Harant; Kevin King; Emily Knox; Sarah McHone-Chase; Dale McNeill; Samantha Oakley; Johana Orellana; Staff: Sheryl Reyes and Holly Robison.

Implementation Action (3): The ALA Council, **APPROVED**, Item#2 (Roundtables), the resolution on the ALA Roundtables

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

1. affirms Round Tables are a vital part of the ALA structure;
2. requires Round Tables maintain a minimum of 150 members. A Round Table unable to meet the minimum membership within two-years may become a Membership Initiative Group, join with another roundtable, or disband;
3. requires that all Round Tables adhere to a common template of core By-Laws which shall be flexible enough to allow them to maintain their own operating principles; and
4. requires that all Round Tables align with nominal, annual membership dues to be recommended by the Round Table Coordinating Assembly;

Response: The adopted resolution will be added to the ALA Policy Manual.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#27.1, ALA COMMITTEE ON ORGANIZATION

Implementation Action: The ALA Council, **APPROVED**, Item #1, the expansion of the membership on the ALA Policy Monitoring Committee.

Response: The President appointed additional members, for the newly expanded committee in August 2021.

Implementation Action: The ALA Council, **APPROVED**, Item #2, the expansion of the membership on the ALA Council Orientation Committee.

Response: The President appointed additional members, for the newly expanded committee in August 2021.

Implementation Action: The ALA Council, **APPROVED**, Item #3, the creation of the ALA Code of Conduct Committee.

To administer and apply the ALA Online Code of Conduct. This committee will provide transparent, consistent, and context-sensitive accountability to ensure mutual respect and community safety. It will take timely action in addressing and resolving any incidents on those platforms and channels. It will ensure that the Code of Conduct is updated according to the schedule in the Code, with opportunity for community input. It will publish an annual transparency report and communicate that report, along with any updates to the Code, to users of all ALA-affiliated platforms and channels. Finally, it will partner with ALA leadership and legal counsel to develop and maintain a strong and transparent procedures for handling incidents.

Response: The Code of Conduct committee kicked off their work this year and has held two meetings to date. They are targeting monthly meetings starting in January 2022. The Committee is focused on two key areas this year – ensuring the Code of Conduct is relevant and determining how to handle any violations to the Code. They are currently identifying examples of incidents to start working through as well as collecting examples of how other associations or user groups handle incidents. The Committee is also aware of the increase in commercial postings on Connect and beginning discussions about how to create a community grounded in discussion and idea-sharing instead of selling.

The following members were appointed: Co-Chairs: Thomas Lamanna, II and Daniella Smith; Members: Elizabeth D. Malabanan; Kara Reiman; Krista D. Riggs; Bianca N. Spurlock; Andromeda Yelton; Board Liaison: Karen G. Schneider

Implementation Action: The ALA Council, **APPROVED**, Item #4, to disband the Committee on Membership Meetings.

Response: The Chair and its members of the Committee on Membership Meetings (COMM) was notified of the action of Council. Tasks from this committee was transferred to the ALA Membership Committee.

Implementation Action: The ALA Council, **APPROVED**, Item #5, to add to the charge of the ALA Membership Committee.

Response: The charge of the Membership Committee was changed to: To establish general policies, programs, and procedures to secure new members; to be responsible for the implementation of these programs; to coordinate membership promotion activities of all units and chapters of the association; to make recommendations concerning membership dues; to plan the agenda for the membership meetings specified in ALA policy A.7.4.10 including identification of topics, promotion of the meeting, and advise staff responsible for the meeting; and to serve the association as a sounding board on membership.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#53, RESOLUTION TO ACHIEVE CARBON NEUTRALITY FOR ALA CONFERENCES

Implementation Action: The ALA Council **ADOPTED**, the resolution to Achieve Carbon Neutrality for ALA Conferences

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

1. pursues a goal of carbon neutrality for all ALA conferences by the year 2025 and will remain carbon neutral for these events thereafter;
2. delegates to the ALA Council Committee on Sustainability to assist and track progress toward this goal; and
3. encourages all divisions, roundtables, chapters, affiliates, and others who work with the Association to consider adopting similar goals to reduce carbon footprints.

Response: ALA Executive Director met with ALA Unit Managers encouraging them to adopt similar goals to reduce carbon footprints. And will continue to hold subsequent meetings with the ALA Unit Managers as the Committee on Sustainability as goals emerge.

The ALA Council Committee on Sustainability set the following goals & timelines:

- a) Council Resolution: Carbon Neutral Conference by 2025
- b) Develop a briefing on Sustainability for ALA Members (see Media Literacy Guide as model) by April 2022
- c) Develop web site that will live on ALA.org to introduce key concepts of sustainability and to urge climate action by April 2022
- d) Outline of curriculum for a course on sustainability through ALA –APA by June 2022
- e) Promotional partnership between ALA and the Sustainable Libraries Initiative (on-going)

There is a lot of work to do to get to carbon neutrality. The committee met with Earla Jones, in Conference Services, the member volunteer Conference Committee that advises Earla, and President Patty Wong. Two consultant quotes (\$5,500-\$6,500 range) were obtained and provided to Patty Wong and her Presidential Advisory Committee Chairs. The consultants could help assess ALA's progress thus far with a carbon neutral conference, the committee is awaiting

the results of Earla and Patty's discussions on this. The team is also creating some definitions, such as defining what is meant by "carbon neutral conferences" and a FAQ, which will be appended to the Committee's report to Council in January.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#25-25.1, CONSTITUTION AND BYLAWS COMMITTEE

Implementation Action: The ALA Council **APPROVED**, adding language to the Constitution which clarifies that both Council and membership meetings may be held electronically and that voting through electronic means may take place at those meetings.

Response: The language will be added to the 2022 Election.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#24.1-24.2, COMMITTEE ON PROFESSIONAL ETHICS

Implementation Action: The ALA Council **ADOPTED**, the ALA Code of Ethics Ninth Principle We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces.

Response: The [online version](#) of "ALA Code of Ethics" has been updated to reflect the addition of the ninth principle that were voted on by ALA Council at the 2021 Annual Conference. The updated Code of Ethics has been widely circulated and a [press release](#) issued by CMO. The Committee on Professional Ethics is planning programming around the ninth principle for the coming year and possibly LibLearnX. The incoming COPE chair will be reaching out to REFORMA to translate the updated version into Spanish.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#19.4, INTELLECTUAL FREEDOM COMMITTEE

Implementation Action: The ALA Council **ADOPTED**, the Resolution on U.S. Enterprises' Abridgement of Free Speech

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

1. reaffirms its commitment to free speech and free expression as previously stated in "The Universal Right to Free Expression: An Interpretation of the *Library Bill of Rights*";
2. strongly urges U.S. enterprises² that allow for social interaction and comments on online platforms to resist efforts from governments to suppress or restrict the "right to freedom of opinion and expression" as enshrined in Article 19 of the Universal Declaration of Human Rights;
3. urges those same U.S. enterprises² to address disinformation, as well as targeted harassment or hate speech, in order to protect the honor, dignity, and humanity of users of their online platforms; and
4. recommends library workers and governing bodies share this resolution with library users and local media.

Response: The adopted resolution will be added to the ALA Policy Manual. The resolution is self-implementing and are intended as a guide for future ALA policy positions.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#19.7, INTELLECTUAL FREEDOM COMMITTEE

Implementation Action: The ALA Council **ADOPTED**, the Resolution in Support of Open Educational Resources

Resolved, that the American Library Association (ALA):

1. affirms that open educational resources can be as effective, authoritative, and of academically rigorous quality as traditionally published learning materials;
2. encourages library workers to support initiatives that promote the creation, discovery, dissemination, awareness, and preservation of open educational resources; and
3. encourages library workers to advocate for initiatives at all levels of government that support open educational resources.

Response: The adopted resolution will be added to the ALA Policy Manual. The resolution is self-implementing and are intended as a guide for future ALA policy positions.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#56, RESOLUTION ON REPLACING THE LIBRARY OF CONGRESS SUBJECT HEADING ILLEGAL ALIENS

Implementation Action: The ALA Council *REFERRED*, the resolution on Replacing the Library of Congress Subject Heading Illegal Aliens without further delay to the ALA Committee on Legislation for further analysis and report back to Council with recommendations at the January 2022 Council meeting.

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

1. urges the Library of Congress to change the subject heading Illegal aliens without further delay;
2. encourages libraries to dedicate staff time and capacity to addressing and remediating problematic metadata, either through official channels with the Library of Congress, discovery platforms, or publishers, or implementing local and alternative solutions; and
3. reaffirms the positions it took in two previous resolutions -
 - Resolution on Replacing the Library of Congress Subject Heading "Illegal Aliens" with "Undocumented Immigrants," adopted January 12, 2016)ⁱ
 - Resolution on Support of the Professional Cataloging Processes and Determinations of the Library of Congress, adopted June 26, 2016)ⁱⁱ

Response: In November 2021, The Committee on Legislation published a “member” release: <https://www.ala.org/news/member-news/2021/11/ala-welcomes-removal-offensive-illegal-aliens-subject-headings>. The Committee on Legislation will also include in their update report to Council.

ⁱ American Library Association Council. "Resolution on replacing the Library of Congress subject heading 'Illegal Aliens' with 'Undocumented Immigrants.'" January 12, 2016. <https://alair.ala.org/handle/11213/1301>

ⁱⁱ American Library Association Council. "Resolution in Support of the Professional Cataloging Processes and Determinations of the Library of Congress." June 26, 2016. <https://alair.ala.org/handle/11213/5794>