14:53:29 From Paula Laurita : The neutral zone? Are there Klingons and Romulans?

14:53:43 From Christina Rodriques : No :) too bad though

14:54:36 From Emily Drew, GNCRT Councilor (she/her) : Hi All, Emily Drew - GNCRT Councilor from Queens, NY

14:54:45 From Heather Sostrom : FL Chapter Councilor here - Hello from St. Augustine! I will need to leave the meeting early to pick up my kids (Friday evening meetings (4 - 6 pm EST) are brutal!)

14:54:55 From Camila Alire : Welocme, All. Paula, I loved the Series opener last night.

14:55:14 From Paula Laurita : Yes!

14:55:38 From Sara Dallas : Sara Dallas, Councilor at Large, Forward Together Working Group

14:56:04 From Eileen Palmer NJ Chapter Councilor : Eileen Palmer NJ Chapt Councilor - hi everyone

14:56:14 From Erika Linke : Greetings - Erika Like, Forward Together Working Group.

14:56:19 From Holly : Hi, Holly Hibner, Councilor at Large in Michigan

14:57:04 From Ann Symons : Hi from Portland OR - Ann Symons, Councilor at Large

14:57:57 From Gina Kromhout : hello everybody! Gina Kromhout, GameRT councilor, rockin' out to The Clash in Cleveland

14:58:16 From pam : Pamela Martin, Utah Chapter Councilor here.

14:58:40 From Victor Baeza : Victor Baeza, LIRT Councilor. Hello everyone!

14:59:09 From Jennifer boettcher : Hello, Jennifer Boettcher, Councilor- At- Large

14:59:12 From Raymond Garcia : Thanks coming everyone. We will start shortly.

14:59:52 From Deb Sica : Deb Sica, Rainbow RT reporting for Duty!

15:00:09 From Mary Farrell : Good afternoon! Maggie Farrell, Treasurer.

15:00:48 From Sandy Hirsh : Hi from Sandy Hirsh, IRRT Councilor, from Palo Alto, CA!

15:00:56 From Sara Dallas : Hi SAndy!

15:01:02 From Martin Garnar (he/his) : Hi all, Martin Garnar, IFRT Councilor. My wine glass is full. I'm drinking every time someone says that we should be talking about the role of Council. How many glasses do you think I'll have before the end of the session? :)

15:01:03 From amy.lappin : Hello from NH!

15:01:19 From Gina Kromhout : oooh that's dangerous, Martin!

15:01:25 From Erica (she/her) Mohican Land : Hey All -- Erica Freudenberger, Councilor-at-Large, from Southern Adirondack Library System, NY.

15:01:34 From Sara Dallas : Since your brought it up, do I need to drink up?

15:01:38 From Paula Laurita : Martin needs a designated driver.

15:01:42 From Ginny Moore : Hello everyone from the DVM, Forestville, MD. Ginny Moore

15:01:54 From Martin Garnar (he/his) : I'm not driving anywhere tonight.

15:01:56 From Raymond Garcia : forwardtogether@ala.org

15:02:05 From Martin Garnar (he/his) : and HELLO GINNY!!!!

15:02:09 From Dorcas : So we can't chat either? My term ended in June but here I am.

15:02:28 From Deb Sica : Cheers, Martin - Since we can't have a Social, we might as well enjoy council!

15:02:31 From Natalie DeJonghe : Hi all. Natalie DeJonghe, Councilor at Large from Brookfield, Il

15:02:40 From Ann Ewbank : Hi all! Ann Ewbank, Councilor-at-Large from Montana. Looking forward to the discussion today!

15:02:47 From Brenda's iPad : Hello from Atlanta! Brenda Pruitt-Annisette, Councilor-at-Large

15:03:18 From Johana Orellana : Hello! I am Johana Orellana Cabrera, Councilor at Large.

15:03:21 From Kayla Kuni : Hello from New Port Richey, FL. Kayla Kuni, Councilor-at-Large

15:03:37 From Karen E Downing : Greetings all! Karen Downing, Councilor-at-large

15:03:41 From joyce : Joyce Valenza, Councilor-at-Large, Greetings from Philadelphia!

15:04:08 From Diane Chen, AASL Division Councilor : Diane Chen, AASL Division Councilor from Nashville, TN - I sent an email yesterday for all to read.

15:04:25 From Louis’s iPhone : Louis Muñoz, NJ, Councilor-at-Large. Hola, everyone!

15:04:26 From Gail Tobin : Hello from Illinois! Gail Tobin, Councilor-at-Large

15:04:38 From Jacquelyn Bryant : Hello Everyone - Jacquelyn Bryant, ACRL Division Councilor in sunny Philadelphia.

15:04:54 From Lee LaFleur : Hello from Boston!

15:04:57 From Joy Panigabutra-Roberts : Hello All. Joy -Anchalee Panigabutra-Roberts. Councilor at large. University of Tennessee Libraries.

15:04:58 From Daniella Smith : Daniella Smith in Texas. Councilor at large.

15:05:31 From Aaron W Dobbs : Hiya!

Hour 8 in Zoom, in meeting #9

Whee!

15:05:42 From joyce : Thank you for that email, Diane!

15:06:22 From pam : Oh, Aaron. Good luck.

15:07:03 From Christina Rodriques : The Forward Together working group have created an FAQ page that will continually be updated as needs arise, https://forwardtogether.ala.org/index.php/faq/

15:07:22 From Raymond Garcia : That document will be uploaded soon to the site.

15:07:26 From Christina Rodriques : You can give additional feedback to the working group through the microsite @ https://forwardtogether.ala.org/index.php/give-feedback/ or via email forwardtogether@ala.org

15:07:40 From Martin Garnar (he/his) : the overview document was great -- helpful for my constituents.

15:08:05 From Sandy Hirsh : I agree - the overview doc was really great!

15:08:59 From Sara Dallas : That is great to hear - and we can add points to both the FAQ and the overview doc

15:11:11 From Martin Garnar (he/his) : Joslyn just doesn't want me getting tipsy.

15:12:40 From Christina Rodriques : Being tipsy could help or make things worse :)

15:13:17 From Maggie Farrell : Camila - Just say that you are an ALA Rock Star!

15:13:41 From Joslyn Bowling Dixon : Funny Martin! Don't make me come through this Zoom screen....LOL

15:15:39 From Jennifer boettcher : we should all have few inhibitions when we talk about ALA. Let's bring our truth and fears. Mr. Rogers said "Anything that's human is mentionable, and anything that is mentionable can be more manageable. When we can talk about our feelings, they become less overwhelming, less upsetting, and less scary."

15:16:24 From Martin Garnar (he/his) : Based on my email regarding the committees of the association that included the list of all of the current ones, I should note that the Committee on Accreditation has a separate agreement with ALA and wouldn't be impacted by these proposed changes.

15:16:29 From Camila Alire : Awww, Maggie.....

15:19:35 From Christina Rodriques : Thank you Martin\*

15:24:47 From James Neal : Jim Neal, Councilor at Large, joining from NYC.

15:25:00 From Steven Yates : Pages 17-19 of the Forward Together report outline Member Engagement opportunities in addition to the Board Standing Committees outlined earlier in this slide deck. That report is on the microsite here: https://forwardtogether.ala.org/wp-content/uploads/2019/12/Forward-Together-Nov-2019.pdf

15:28:04 From Dorcas : I thought I remembered comments (maybe in oral discussion) about the lack of training ground for new names/faces to come up through the ranks. That will be a huge loss.

15:29:10 From Eileen Palmer NJ Chapter Councilor : As I understand the proposal the work of these committees will be advisory only. The EB has no obligation to implement recommendations or even take action on recommendations from a committee. This creates troublesome issues with accountability. It also has the potential to make the committees an unattractive alternative for member engagement. Why would anyone want to run for a committee whose work may or may not actually impact the association?

15:29:59 From Edward Sanchez : i would like to speak

15:29:59 From Tara Brady (SRRT Councilor) : Very good question from Eileen

15:32:09 From Victor Baeza : If it's an issue the membership is passionate about (something a committee recommends), there are still going to be avenues in place for membership to override the EB right?

15:34:09 From Aaron W Dobbs : @Victor not that I've seen, but that would be a reasonable assumption I think

15:34:40 From Eileen Palmer NJ Chapter Councilor : what are those places Victor?

15:35:17 From Aaron W Dobbs : @Eileen, currently there is the membership meeting and membership votes

15:35:38 From Steven Yates : https://forwardtogether.ala.org/wp-content/uploads/2019/12/Forward-Together-Nov-2019.pdf

15:35:52 From Eileen Palmer NJ Chapter Councilor : I see nothing in the current proposal s that would allow for overriding the EB

15:36:11 From Joy Panigabutra-Roberts : Do we have any mapping/charts on how the current committees will be mapped to the new structure?

15:36:48 From Christina Rodriques : Not currently Joy

15:36:52 From Diane Chen, AASL Division Councilor : Could someone clearly list how many ALA members would be "in" the new committees versus how many members are currently involved in committees? Is this a decrease of involvement or an increase? We can't say 15\*6 =90 because I understand there would be ?? assemblies?

15:36:52 From Martin Garnar (he/his) : I would like to speak.

15:37:20 From Sandy Hirsh : That would be helpful to have mapping between the current committees and the proposed structure.

15:38:03 From Tara Brady (SRRT Councilor) : Q for the committee: Will the membership meeting and the process for member resolutions continue under the new model and if so, who will do the work currently done by the resolutions committee?

15:38:38 From Tara Brady (SRRT Councilor) : Very good question from Diane re: numbers of members involved in committee work.

15:39:06 From Joy Panigabutra-Roberts : @Christina Do you all plan to have the mapping for us to consider? And if so, when?

15:39:23 From Natalie DeJonghe : I agree that having something mapped or having a more detailed explanation of number of members involved would be very helpful. As a very new councilor, a lot of this strikes me as throwing up some barriers for newer people to get involved. I don't know that this is going to be more approachable than our current system.

15:39:34 From Karen E Downing : I agree--we need to better understand how current work will occur in the new structure. I am currently chairing the Committee on Education and I can't see where that work would go. Who will decide where this where (or if) this work will go? Council? The working group?

15:39:44 From Christina Rodriques : We can take the suggestion joy, and the working group can certainly look into it and try to provide that :)

15:40:12 From Kathy Carroll : Typically there is a limited school library presence on Council and I am concerned that various variables will result in an even smaller representation with this new structure.

15:40:14 From Jennifer boettcher : I agree with Ed and everyone about "how can we do this" or should the question "Why would we do move into this 6 committees?" I have not heard any good reason to convince me.

15:40:40 From Joy Panigabutra-Roberts : It looks like other councilors seem to want to see the charts too.

15:42:45 From Karen E Downing : Thanks for this clarification, Steven--that is very helpful!

15:42:52 From Sandy Hirsh : Thank you - that was helpful Steven.

15:43:03 From Martin Garnar (he/his) : Examples of possible topics for advisory groups include intellectual freedom, sustainability at conferences, and professional ethics.Advisory groups comprise of a chair, chair-elect, and past chair with a three-year commitment, one year in each role, to promote institutional knowledge and appropriate preparation for the role of chair. Members of the advisory groups will be nominated by the Nominating Committee and appointed by the Board of Directors for two-year terms. Advisory group members can serve up to two consecutive two-year terms.

15:43:22 From Joy Panigabutra-Roberts : Thank you, Steven.

15:43:26 From Emily Drew, GNCRT Councilor (she/her) : I agree with what Natalie pointed out.

15:43:30 From esuess : I'm pretty uncomfortable without a map. I don't want to lose the work we are currently doing, and I haven't seen anything that tells me our work will continue.

15:45:25 From Dorcas : yes, ESeuss - the work will still need to get done.

15:45:35 From Christina Rodriques : This is very good feedback, thank you. I am taking tons of notes :)

15:45:46 From Joy Panigabutra-Roberts : +1 to Eric.

15:45:56 From Eileen Palmer NJ Chapter Councilor : Agree Martin. Good points

15:46:18 From Martin Garnar (he/his) : Advisory groups comprise of a chair, chair-elect, and past chair with a three-year commitment, one year in each role, to promote institutional knowledge and appropriate preparation for the role of chair. Members of the advisory groups will be nominated by the Nominating Committee and appointed by the Board of Directors for two-year terms. Advisory group members can serve up to two consecutive two-year terms.

15:46:19 From Dorcas : yes, thanks, Martin. All good points.

15:46:38 From Martin Garnar (he/his) : this is the language in the document.

15:46:59 From Diane Chen, AASL Division Councilor : Is the Committee on Legislation proposed to be an assembly?

15:47:17 From Martin Garnar (he/his) : and as Janet Swan Hill used to say, we vote on the document, not what we say on the floor of Council, so this would need to be cleared up.

15:47:36 From James Neal : The EB member on the proposed standing committees was to create a stronger liaison relationship between the EB and the committees.

15:47:50 From Joy Panigabutra-Roberts : For example, I still try to figure out how international relations committee would fit into this new structure.

15:48:10 From Aaron W Dobbs : ++ for Natalie above on this not making getting involved easier

15:48:17 From James Neal : the size of committees was meant to be larger, the language only speaks to the elected officers

15:48:17 From Jayne Blodgett (CO Chapter Councilor; she, her, hers) : Thanks, Martin for both your comments and posting the language. I am concerned about the limitation on the amount of time someone can be on the advisory group ("Advisory group members can serve up to two consecutive two-year terms.") I can understand limiting someone's time as a chair, but why limit the term limits? To me that seems to put a limit on participation instead of expanding it.

15:48:22 From Diane Chen, AASL Division Councilor : Yes, Martin! Janet Swan Hill lives on in our actions and attitudes towards unintended consequences when our meaning is not specifically indicated in written documents.

15:48:28 From Eileen Palmer NJ Chapter Councilor : Agree Natalie

15:48:37 From Dorcas : The work of Committee on Library Advocacy is also homeless.

15:48:57 From Martin Garnar (he/his) : The nominating committee is supposed to make the appointments.

15:49:13 From Aaron W Dobbs : Why would we want to make an ad hoc group in place of a persistent group?

15:49:35 From Dorcas : Amen, Aaron

15:49:56 From Selina : So there would be no membership vote to council? Only chosen from the volunteer bank?

15:50:11 From Lindsay Cronk : I’ll say that most critiques of representation/engagement in Forward Together strike me as more an indictment of our current inaction (which is killing the org) than of the proposed advisory committees.

15:50:18 From Brenda's iPad : Evidently, councilors are suppose to make sense of, or provide rationale for, SCOE recommendations that may (or may not) be well developed. Hence, it will appear that council has initiated these confusing (and unnecessary changes.

15:50:28 From Eileen Palmer NJ Chapter Councilor : Without a formal role in policy development will people interested in IF or COL really see advisory groups as a way to impact ALA?

15:51:29 From Jennifer boettcher : I would like to speak

15:52:17 From Lindsay Cronk : I like the ad hoc structure- would be more agile/allow for groups to be formed and sunsetted as needs arise and change.

15:52:28 From James Neal : the work of the Committee of Legislation I think was proposed to be with the Board Comm on Public Policy and Advocacy

15:52:39 From Martin Garnar (he/his) : Steven, I understand that, but not providing a clear home for existing committees could be perceived as a signal that the work isn't important when compared to those committees with a clear home.

15:53:57 From Martin Garnar (he/his) : how would the advisory groups be able to propose action items to the board?

15:54:24 From Katie Cerqua : Would it be possible to look at one additional transitional committee with a focus on organizational audit and oversight to ensure we don't lose representation or project ownership during a transition to a new committee format?

15:55:13 From Natalie DeJonghe : I would like to speak.

15:56:16 From Dorcas : Katie C - great idea. And maybe not just in the transition as that could become on ongoing need to avoid getting bogged down in the future.

15:56:36 From Eileen Palmer NJ Chapter Councilor : Generally speaking I do not see how we can seek membership support for changes that do not clearly articulate the future of membership engagement in committees.

15:56:49 From Dorcas : Yes, Eileen

15:56:58 From Aaron W Dobbs : From a LITA perspective, some LITA Cmtes converted to IGs and by the end other the first or second renewal phase the IGs dissolved. While this was planned as a feature rather than a bug, a lot of institutional inertia dissipated over time.

15:57:03 From James Neal : that would be the purpose of the constitutional convention

15:57:13 From Jayne Blodgett (CO Chapter Councilor; she, her, hers) : Agreed, Eileen.

15:57:13 From Dorcas : Jennifer, great points

15:59:19 From Kaite Stover : I very much appreciate the work SCOE has done. I take time to process all this information and the comments/points Jennifer has presented.

15:59:23 From Lindsay Cronk : Exactly, Aaron.

16:01:07 From Erica (she/her) Mohican Land : +1 Natalie -- yessss!!!

16:01:25 From Selina : Exactly

16:01:28 From Emily Drew, GNCRT Councilor (she/her) : 100% to what Natalie is saying

16:01:42 From Eileen Palmer NJ Chapter Councilor : ++Natalie

16:01:44 From Kim Bishop : Well said, Natalie

16:02:03 From Christina Rodriques : I would like to speak

16:02:19 From Tara Brady (SRRT Councilor) : Very good points from Natalie

16:02:27 From Katie Cerqua : I agree with Natalie! I was disengaged with ALA, and didn't become engaged until I had the opportunity to join council. This was the catalyst for me to really join in and find my place and voice within the organization.

16:02:32 From Gail Tobin : Good point, Natalie

16:02:33 From Erica (she/her) Mohican Land : Thanks, Natalie! All great points.

16:02:49 From Kayla Kuni : Well said, Natalie.

16:03:03 From Joy Panigabutra-Roberts : Thanks, Natalie.

16:03:58 From Natalie DeJonghe : Well I think there are a lot of concerns about what's going to happen with the RTs. So at least for me, there's some worry that RTs may not have the ability to provide as many opportunities as they currently have.

16:04:23 From Alesia M McManus : @Christina, thank you for bringing up membership engagement through divisions and roundtables.

16:04:28 From James Neal : IRRT also has significant number of committees and working groups involving many new profession the work.

16:04:40 From Christina Rodriques : of course. We are a very large association - it will take time to sort all this out

16:04:50 From Tara Brady (SRRT Councilor) : Hey I thought we weren't supposed to be talking about the future of council at this meeting. >.>

16:04:50 From James Neal : professionals in the work

16:04:53 From Natalie DeJonghe : I just think we need something that is more in the middle between what we have now and what's being proposed.

16:05:05 From Martin Garnar (he/his) : now I have to refill.

16:05:10 From Emily Drew, GNCRT Councilor (she/her) : The Graphic Novels & Comics Round Table has moved away from Advisory Committees and into project-based working groups. Our members are starting to see real opportunities to participate and see real-time change

16:05:13 From Lee LaFleur : Thanks for that reminder, Steven

16:05:25 From Aaron W Dobbs : Formal Appointments to Permanent Committees that focus on Intuitional Priorities are an important part of building a sense of personal and institutional responsibility. An interested volunteer brings passion and ideas, formal membership brings perspective and institutional awareness to inform longer-term discussions ona topic

16:05:37 From Jennifer boettcher : point of clarification?

16:05:43 From Jennifer boettcher : Can I ask?

16:06:02 From Lindsay Cronk : I do!

16:06:10 From Selina : What level of detail will we be voting on? the overall concept of the new structure or down to the raw details of how to apply, what happens to current council members, etc.?

16:06:17 From Lindsay Cronk : happy to speak to it, but I don’t want to take the mic.

16:06:35 From Lindsay Cronk : from anyone else I mean.

16:06:51 From Joy Panigabutra-Roberts : My suggestion on mapping then is to start with values->Standing committees and groups who would take the ownership or impact on the values -> then to how current works will be incorporated into the new structure. My 3 cents.

16:06:56 From Joslyn Bowling Dixon : Please do speak Lindsey!

16:07:04 From Deb Sica : good point of clarification; not RTs.

16:07:07 From Ann Symons : My comment at the end of this discussion still remains the same: how do five committees manage the work of the Association that are values bases: particularly IFC and Leg

16:07:08 From Lindsay Cronk : alright, I’ll speak!

16:07:25 From James Neal : the divisions have take actions already to restructure in many ways

16:07:26 From Dorcas : I think it was Jennifer who mentioned the lack of crossover between the 6 committees and the assemblies. As currently described, it seems we have different silos, and that is a downside. Membership meetings are great, but somehow these silos need to develop formal points of discussion.

16:07:28 From Eileen Palmer NJ Chapter Councilor : I disagree with your analysis Steven. I think the concern is that the SCOE response to the membership study will create even fewer ways to be actively engaged in ALA. The new committee structure is an example of that.

16:07:32 From Natalie DeJonghe : I mean, we do have a lot of members who can barely afford ALA membership, much less a division or RT. So for some members, the larger ALA committees will be the only opportunity that they have.

16:07:58 From Christina Rodriques : I forgot to intro myself too :)

16:08:14 From Martin Garnar (he/his) : hey, I only spoke once and I said my title... NO FAIR.

16:08:17 From Ann Ewbank : I think we should stop saying “big ALA” as if it is an entity divorced from the work that the membership does. WE ARE ALA and ALA IS US. The whole is greater than the sum of its parts.

16:08:33 From Jules Shore : This is a working group discussion. There are no votes being taken. No quorum is required. I think you're wrong about the council requirement.

16:08:34 From Christina Rodriques : I agree @Ann

16:08:41 From Lesliediana Jones : Round Table discussion happens at the Oct. 9th discussion.

16:09:29 From Joslyn Bowling Dixon : it's a conversation for council members though, Jules

16:09:43 From Joslyn Bowling Dixon : Anyone may attend or chat however

16:10:09 From Aaron W Dobbs : Redesign should not start with blowing up the building and starting over

16:10:17 From Sandy Hirsh : Good point Lindsay that whatever change is implemented doesn’t have to be forever.

16:11:06 From Deb Sica : We aren't recreating ALA, we are making new informed by previous needs. But remembering, new needs aren't the same as past needs. Agree with Lindsay.

16:11:22 From Aaron W Dobbs : We got where we are by organic growth, without a lot of winnowing/weeding. Similar to a library collection, when the shelf space runs out is not the time to plan for right-sizing the collection. But here we are.

16:11:32 From Lindsay Cronk : I love the point about cost!!!

16:11:58 From James Neal : less structure may lead to more agility, more action, more participation

16:12:10 From Aaron W Dobbs : Similarly, we don't throw away the whole collections, we identify the parts to keep and prioritize pareing back from there

16:12:17 From Lindsay Cronk : that would be the hope, right, James!

16:12:37 From James Neal : yes, Lindsay

16:12:45 From Diane Chen, AASL Division Councilor : Kathy Carroll made this point earlier - please read it: Typically there is a limited school library presence on Council and I am concerned that various variables will result in an even smaller representation with this new structure.

16:13:08 From Dorcas : @Aaron - that goes back to the point raised earlier about an organizational audit during the transition - and possibly ongoing (me). That will be important.

16:13:18 From Aaron W Dobbs : ++ Dorcas!

16:13:33 From Dorcas : @Diane - yes.

16:13:41 From Eileen Palmer NJ Chapter Councilor : I would love to see an example of an organization that achieved what Jim Neal describes.

16:13:45 From Aaron W Dobbs : We have had a solution proposed without defining the problem statements frst

16:13:58 From Joy Panigabutra-Roberts : Just to clarify that I did not mean that we need to keep everything. I just want to know if the key functions folks count on ALA to represent will continue.

16:14:07 From Jennifer boettcher : Jim can you speak to the Orgs you have seen it work?

16:14:38 From Edward Sanchez : may i speak?

16:14:39 From Maria Taylor : Similarly, members from smaller states will probably have difficulty getting to participate on these committees.

16:14:41 From Aaron W Dobbs : without a problem statement, how can we assess whether we have succeeded?

16:14:45 From James Neal : participation will increase as we continue to migrate in some cases from physical meetings twice a year to virtual meetings throughout the year

16:14:52 From Ann Ewbank : I would like to speak

16:15:22 From Dorcas : Ed Sanchez also wanted to speak before Ann

16:16:07 From Diane Chen, AASL Division Councilor : I would like to speak after Ed

16:16:13 From Victor Baeza : Speaker identification?

16:16:14 From Emily Drew, GNCRT Councilor (she/her) : I know I ask about ALA-APA every session - but did the SCOE report mention the ALA-APA Committees? https://ala-apa.org/ala-apa-committees/

16:16:17 From joyce : Love that, Ann

16:16:23 From Lindsay Cronk : yes!!! love this challenge, Ann.

16:16:40 From Martin Garnar (he/his) : Let's add a 7th Committee on Core Values. That's a clear recommendation.

16:16:47 From Jennifer boettcher : Ann Should we post those in the Forward Together page?

16:17:04 From Ann Ewbank : @ Jennifer- yes!

16:17:17 From Lindsay Cronk : have to run. take care, everyone!

16:17:27 From Ann Ewbank : Bye Lindsay!

16:17:38 From Jennifer boettcher : bye lindsay

16:18:28 From James Neal : APA was not considered by SCOE. Wanted to discuss. Needs to be reviewed to consider its structure and how to strengthen its work.

16:19:07 From Eileen Palmer NJ Chapter Councilor : Ann, I would like to see a separation of the concepts of membership engagement and governance. They are not the same thing but are used interchangeably in the documents throughout this process. I think that has added complexity to this process.

16:19:22 From Aaron W Dobbs : ++ Eileen

16:19:32 From Jennifer boettcher : I'm just afraid of what happen to Canada LA might happen to ALA.

16:19:36 From Emily Drew, GNCRT Councilor (she/her) : Thank you James, I remember you mentioning that in an earlier session but I didn’t know if that meant all areas.

16:20:21 From Ann Ewbank : @ Eileen this is a good distinction. We need to remember that of the 57,000 members, a small percentage are engaged in ALA governance. Many members want to engage in other ways.

16:20:29 From Alesia M McManus : @Jennifer, what happened to Canada LA?

16:21:29 From Martin Garnar (he/his) : https://en.wikipedia.org/wiki/Canadian\_Library\_Association

16:21:36 From Aaron W Dobbs : On June 2016, the CLA was dissolved and its functions taken by several associations, including the Ontario Library Association and the Canadian Federation of Library Associations.[8]

16:21:50 From Aaron W Dobbs : Martin beat me to it :)

16:21:55 From Jennifer boettcher : I heard from some CLA that after a reorg it impoded.

16:22:02 From Alesia M McManus : Thx

16:22:55 From James Neal : I also support under a new structure a Standing Committee on Values

16:23:06 From Christina Rodriques : ++Jim

16:23:31 From Aaron W Dobbs : We're back to not having a clear problem statement to evaluate proposals and assess success

16:23:42 From Jennifer boettcher : I'm an Academic Librarian, I read APA and thought citation style.

16:23:45 From Sara Dallas : The Standing Committee on COre values was discussed during the first session

16:23:58 From Sara Dallas : with a great deal of support

16:24:18 From Sara Dallas : I agree with you, Steven

16:24:19 From diedrec : Non-Council member here. The Canadian Library Association dissolved in 2016. https://en.wikipedia.org/wiki/Canadian\_Library\_Association

16:24:29 From Dorcas : It seems to me that getting to a Constitutional Convention without a plan for APA is not a good plan. And disenfranchises those ALA-APA members.

16:24:40 From Jennifer boettcher : Can I speak?

16:25:39 From Ann Symons : I want to see ALA’s strong stance on intellectual freedom continue and not get lost in a committee with several other priorities

16:25:57 From Deb Sica : +1 Ann S

16:25:58 From James Neal : +Ann

16:26:03 From Dorcas : +Ann

16:26:35 From Martin Garnar (he/his) : the question is are there other meta-committees that would collect the work of existing groups, like Education as mentioned before? I really think it could be helpful to do the mapping now so that decisions about how to reconstitute aren't made in a vacuum.

16:26:40 From James Neal : SCOE embraced Council and ALA committees

16:26:42 From Aaron W Dobbs : "Members want to be able to be more engaged with ALA" - what is meant by "engaged"? - does the governance structure need to change to make this happen? (I mean, governance should be reviewed for sure and it hasn't been for a long time) - will governance changes automatically lead to more member engagement?

16:26:59 From Lee LaFleur : ALA governance will continue to need an International Relations committee or arm

16:27:09 From Jennifer boettcher : http://www.ala.org/aboutala/committees/ala

16:27:22 From Martin Garnar (he/his) : May I speak again, perhaps after Aaron?

16:27:25 From Eileen Palmer NJ Chapter Councilor : Yes Ann and ALA's public policy positions continue to be publicly debated and membership driven

16:28:17 From Eileen Palmer NJ Chapter Councilor : exactly Aaron

16:28:18 From Jennifer boettcher : YES! Aaron

16:28:32 From Sherry Machones (she, her, hers) : yes thank you Aaron

16:28:41 From Joslyn Bowling Dixon : yes martin I see you

16:28:52 From Dorcas : +Aaron

16:29:43 From Deb Sica : Aaron - I think it's about creating simple entry points for members that haven't found a way to navigate and fine a "spot" that echoes their professional plans. RTs hears that a lot. And down with IGs - I agree - they are org, killers (from my TLA experience).

16:31:11 From Lee LaFleur : Thanks Aaron

16:31:18 From Ed Garcia : Thanks for explaining those points Aaron

16:31:23 From Tara Brady (SRRT Councilor) : This is totally anecdotal but many people I've talked to at work about ALA say their main problem with getting involved is a perception that if you don't go to conferences you can't do much of anything. We're in a position to remove that barrier where it still exists, and we're also in a moment where people are AWARE that that's a barrier that can be removed because so many people have lived on Zoom for seven months.

16:31:54 From James Neal : +Tara

16:31:59 From Aaron W Dobbs : there's a lot of marketing-speak in the intro

16:32:04 From Christina Rodriques : ++Tara

16:32:12 From Ed Garcia : Good point Tara

16:32:26 From Natalie DeJonghe : Tara, I've had the same experience with people. Conference attendance to many seems mandatory to participate in committees.

16:32:27 From Eileen Palmer NJ Chapter Councilor : may I speak please?

16:32:29 From James Neal : the proble

16:32:36 From Jennifer boettcher : Tara my question is this a problem with ALA or the Division they were trying to get involved with?

16:32:45 From Sara Dallas : well stated, Tara -

16:33:10 From Deb Sica : I am wondering since SCOE and some of FT were created preCOVID, are we needing see what has COVID helped the org to achieve? Online meetings are far more efficient and effective. The structure has shifted in many ways already.

16:33:10 From Aaron W Dobbs : My point was not about the SOE report - my point was that there was no clear definition of terminology at the beginning.

16:33:31 From Aaron W Dobbs : There's a lot in the SCORE report that makes sense.

16:34:04 From Edward Sanchez : +Martin

16:34:06 From Erica (she/her) Mohican Land : +1 Deb Sica We have an opportunity to reimagine how people can be involved, reflecting our COVID experience.

16:34:38 From Aaron W Dobbs : But without a clear understanding of the problem, there is a lack of ability to focus on specific concerns - and that leads to this large and unwieldy process

16:34:44 From James Neal : part of the challenge is the ability of ALA from a financial and staffing perspective to support the current structures, we need to assess whether any changes that we advance help this situation

16:34:51 From Dorcas : @Martin: That also points to the organizational audit thinking as the process gets more concrete.

16:35:11 From Jennifer boettcher : We and Council are learning a lot from the whole process as well as the document.

16:35:11 From Deb Sica : Thx, Erica -- Libraries are all redefining engagement. Seems like a parallel organizational process.

16:35:15 From Dorcas : +Aaron

16:35:37 From Brenda's iPad : I agree with Aaron!

16:36:36 From Ed Garcia : I have to run thank you all for your participation today and dedication to ALA

16:36:45 From Aaron W Dobbs : @ Deb great point - creating simple entry points for members that haven't found a way to navigate and fine a "spot" that echoes their professional plansWhat does that take?I posit the wholesale reorg with no was to assess this is problematic

16:36:55 From Jennifer boettcher : Bye Ed thanks for your insights

16:38:21 From Dorcas : well put, Eileen

16:38:22 From Deb Sica : Aaron - As Tracey reported at last meeting, we have 15% of market share - perhaps its membership as the starting block for folks to find space within the spaghetti monster! :)

16:38:23 From Aaron W Dobbs : @Tara getting involved in governance has needed physical presence - one good thing from the pandemic has been that we \*can\* operate well remotely from each other.

16:38:24 From Jennifer boettcher : I think the key to membership engagement are Chapters, Divisions, and Round Tables

16:38:35 From Aaron W Dobbs : KGS & I & manyothers have tried to make this a realit y for years

16:39:45 From Martin Garnar (he/his) : I'm following everything. I'll send a summary document that solves all the problems in 10 minutes. It will also include a plan for world peace.

16:39:46 From Aaron W Dobbs : Another problem statement - from @Jim ALA Financials and someone else high;lightig Tracy's point about only a 15% market penetration

16:40:00 From Sara Dallas : Thank you all for being engaged and adding to the conversation -

16:40:03 From Aaron W Dobbs : that was Deb, thx about quoting Tracy

16:40:20 From Sara Dallas : looking forward to seeing that document, Martin

16:40:29 From Selina : Yay Martin!

16:40:46 From Eileen Palmer NJ Chapter Councilor : @Martin sounds like you've been drinking🤣🤣

16:40:48 From Lee LaFleur : +1 Jennifer on Round tables, divisions, and Chapters as entry points

16:40:49 From Deb Sica : Whirled peas?

16:40:50 From Natalie DeJonghe : As I mentioned earlier, I have concerns about focusing on this idea that divisions and RTs can cure some of these member engagement issues when we have a lot of people who cannot afford those. I worry that we're going to overlook those people. Working on trying to formulate some ways we can work on that for those who can't afford divisions and RTs.

16:40:50 From Tara Brady (SRRT Councilor) : I believe in you Martin

16:41:27 From Jennifer boettcher : I like ALA level discussions for the Values and how policy and actions can take action.

16:41:31 From Sara Dallas : Need to leave, thank you all

16:41:33 From Aaron W Dobbs : Right and the FTWG pulling the reports together have beengreat

16:41:33 From v bordeaux : I agree with what was said earlier, what do members want? Cost of being a member of ALA is something to consider also. We need to reconsider the number of committees.

16:41:39 From Erica (she/her) Mohican Land : +1 Natalie

16:41:58 From Tara Brady (SRRT Councilor) : I know we're not talking about round tables this week but I know it's come up before - a choice between a freebie round table or credit towards division membership with your ala membership would go a long way towards giving people a 'home' in ALA

16:42:07 From Dorcas : So is the thinking that members initially engage thru division etc, rise the ranks there to leadership which gets them to an Assembly, which is then the training ground for the standing committees? I don't see so much of an opportunity to "train" towards ALA Exec Board. The path to those committees is supposedly more open, but concerns about popularity votes are real. I'm just trying to wrap my head around that pathway.

16:43:13 From Martin Garnar (he/his) : but everyone can email their opinions to the forward together email address, which it sounds like it hasn't gotten much traffic.

16:43:14 From Christina Rodriques : Can I speak?

16:43:28 From Jennifer boettcher : Good point Dorcas

16:43:38 From Aaron W Dobbs : So multiple problem statements:

\* easier for members to engage (how to quantify?)

\* ALA Financial challenges (15% market penetration, & what Tracy said)

Can anyone add other problem statements?

16:44:04 From Natalie DeJonghe : Have to run all. Thanks so much to everyone for their hard work on these discussions.

16:44:17 From Aaron W Dobbs : problem statement: ALA Governance is unweildy

16:44:24 From Jennifer boettcher : Aaron, I think the issue of confusion is a problem.

16:44:25 From Martin Garnar (he/his) : \* problem statement: make ALA more nimble and responsive

16:44:42 From Deb Sica : thx, Christina! Appreciate that focus.

16:44:46 From Aaron W Dobbs : great problem statements, good ideas

16:44:48 From mike.marlin : So many excellent comments. I'm just taking it all in. Seems like the biggest takeaways might be how do we pivot to successful year round e-participation (that we've been talking about for ages), what's a reasonable structure that can be supported by staff and funding levels, and how do we facilitate representation and membership engagement at a higher level. Overall, I think that 6 committees is too few and right now there are probably too many? .

16:45:10 From meg delaney : \* problem statement: make it a light lift for members to jump in - share their expertise, then jump out!

16:45:17 From Aaron W Dobbs : Great summary, @Maik!

16:45:21 From Aaron W Dobbs : \*Mike

16:45:51 From Jennifer boettcher : "ALA is Confusion"

16:46:13 From Christina Rodriques : I see a cute dog!!

16:46:25 From Raymond Garcia : we had 66 current councilors attend today. We peaked at 100 participants overall.

16:46:30 From Deb Sica : So much cuter than Monkey!

16:46:33 From Aaron W Dobbs : Thanks again to all the FTWG peeps for organizing all the feedback!

16:46:52 From Edward Sanchez : I need to get to my next meeting. thank you everyone. great discussion!

16:47:07 From Aaron W Dobbs : and thx to all the SCOE members begore this in putting the proposal together!

16:47:14 From Ray Pun (he/him) : TY all!

16:47:14 From Maggie Farrell : Thank you for a good discussion and appreciate the committee!

16:47:15 From Aaron W Dobbs : \*before

16:47:16 From Marsha Burgess : No problem

16:47:16 From Emily Drew, GNCRT Councilor (she/her) : Thanks everyone!

16:47:21 From Martin Garnar (he/his) : thanks for all of your work!

16:47:22 From Joy Panigabutra-Roberts : Thank you everyone!

16:47:23 From Kaite Stover : Thank you to everyone. It's 5pm in CST. i.e. Happy hour.

16:47:24 From joyce : Thanks, all

16:47:30 From Tracie D. Hall : I am learning so much from this process. Brilliant insights

16:47:32 From Paula Laurita : Bye everyone! Thank you.

16:47:33 From Maria McCauley : Thank you everyone, Thank you Raymond & Marsha!

16:48:00 From Aaron W Dobbs : ACK! I repeatedly misspelled Tracie! So sorry, Tracie :/

16:48:16 From Martin Garnar (he/his) : or be in bunkers.

16:48:20 From Lee LaFleur : Thank you!

16:48:20 From Deb Sica : lol!

16:48:27 From Deb Sica : Bye all. Take care

16:49:00 From Tracie D. Hall : No problem Aaron!