

ALA COUNCIL
MINUTES
2019 ALA ANNUAL CONFERENCE
WASHINGTON, DC

AMERICAN LIBRARY ASSOCIATION

VOLUME 54

**ALA Council Minutes
2019 ALA Annual Conference
June 22-25, 2019
Washington, DC**

**ALA COUNCIL MINUTES
2019 ALA Annual Conference
ALA Council/Executive Board/Membership Information Session
Saturday, June 22, 2019: 3:00 – 4:30pm
Washington Convention Center, Ballroom A
Washington, DC**

The customary information session was held in accordance with Policy A.4.2.5.2, which states that at least one joint session of the Membership and Council with the Executive Board shall be held for information only prior to other meetings of Council and Membership. The information session was convened at 3:00 pm on Saturday, June 22, 2019, in Washington Convention Center, Ballroom A.

INTRODUCTIONS AND ANNOUNCEMENTS. ALA President Loida Garcia-Febo chaired this session. Garcia-Febo introduced ALA Parliamentarian Eli Mina; ALA President-Elect Wanda Brown; Mary W. Ghikas, ALA Executive Director and Secretary to Council; Sheryl Reyes, Director of the Office of ALA Governance; Holly Robison, Projectionist; Marsha Burgess, Council Secretariat; and Heather Theriaque, Captionist.

ALA PRESIDENT-ELECT'S REPORT, ALA CD #21.1. Garcia-Febo reported that as she concludes her term as President, she is honored to report that progress has occurred in several key areas for the members and communities that ALA serves, with the help of the Presidential Advisory Committee, ALA staff, and library workers:

- Helped secure funding for libraries to keep them open, equipped, and staffed.
- Advocated for a myriad of policies to benefit our communities and establish strategies to review our governance structure and search for the Association's next executive director.
- In advocacy: created comprehensive resources for advocacy to become a one-stop clearinghouse within the ALA Advocacy website.
- Developed a video series to help libraries use the power of storytelling to impact advocacy, with additional resources on digital storytelling.
- The #MyLibraryMyStory campaign successfully allowed advocates to share their library stories during National Library Week.
- In wellness: ALA Allied Professional Association Wellness website for library workers was revamped with new content, with a page on emotional wellness contains a webinar that offers strategies for people experiencing micro-aggressions and workplace stress.
 - A Task Force on safety and workplace well-being in libraries has been established. The first program is tomorrow, Sunday.
 - ALA-APA partnered with the National Network of Libraries of Medicine to present a series of courses in April and May.
- The inaugural ALA Presidential Citation for Wellness in the Workplace will recognize wellness efforts by libraries.
- In international relations: created the "I am ALA International Spotlight" to help honor ALA's international members.
 - In conferences: exhibited the International Federation of Library Associations and Institutions, IFLA, and the Library Map of the World.
 - Presented webinars in partner with the United Nations Library in New York for an event about Sustainable Development Goals, with President Garcia-Febo visiting the European Parliament last October.
- In diversity: supported the work of ALA's Office for Diversity, Literacy, and Outreach Services
 - Developed videos to deepen understanding of the principles of equity, diversity, and inclusion in our nation's libraries, featuring academic, school, and public libraries.

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- Conferences and programs reflected EDI themes, with a historical joint statement from ALA and other U.S. library associations affirming their commitment to EDI was just released.
- EDI Fellows initiative established, and the implementation is coming up in the near future.
- The library tour for the Libraries = Strong Communities campaign ensured that advocacy efforts reached academic, public, and school libraries in the nation's capital, as well as six states. Elected officials, community organizations, state librarians, and presidents of library associations spoke at these events.
- Created a toolkit that contains news coverage, checklists, social media, graphic templates, along with new Because statements that highlight the value of libraries and empower patrons to advocate on their behalf. More than 200 media outlets covered the tour, they have an audience of more than 56 million readers.

Ms. Garcia-Febo noted that her takeaway from this past year is that ALA is its members. She calls on each library worker is to continue working with ALA leadership and staff to better our association, our profession, and the communities we serve.

Further details on her presidential initiatives are available in her report, ALA CD #21.1.

ALA PRESIDENT-ELECT'S REPORT, ALA CD #29.1: ALA President-Elect Wanda Brown provided a brief overview of her report:

Much of her time since Midwinter has focused on Special Committee on Organizational Effectiveness (SCOE) and related initiatives. She encouraged members to be open minded and flexible as it relates to change. The group is looking for the best way to meet our members' needs, and how to engage them further. She asked members to bring their voices to the table and help decide the best direction for ALA. She also noted the following:

- Ms. Brown went road trip to a state conference. She thanked Ed Garcia, Mackenzie Dunn, Karen Mellor who were instrumental in the visit.
- The President-elect Advisory Committee continues to meet and strategize about the coming year and how to makes us all more informed and engaged, that helps us all become more engaged. Ms. Brown will implement her "Finding Your ALA" initiative, which will encompass the work of SCOE, but also a marketing strategy to help bring in new members, to engage library school students, and to work with members who maybe have not found a way to be engaged.
- Ms. Brown will also focus on the conversation about the pipeline to prison for African American and Hispanic boys, which is a necessary conversation that each community should have, and so I am eager to have that.
- With all the streams of change, Ms. Brown will also focus on ALA staff and supporting them.

ALA EXECUTIVE DIRECTOR'S REPORT, ALA CD #23.1. ALA Executive Director and Secretary to Council Mary W. Ghikas noted that her report reflects the work of many individuals. She noted that members have had the report for some time, but she wishes to call attention to two matters:

- On page 17, there is an update on the ongoing conversation between three divisions, three ALA divisions -- LLAMA, LITA, and ALCTS -- around the formation of a new division. There is an update in that report that there will be a joint board meeting of the existing three divisions on Monday afternoon.
- The ALA Public Programs Office has set a July 15 deadline for applications for libraries who are interested in applying for the Great Stories Club grants on truth, racial healing, and transformation.

BUDGET ANALYSIS AND REVIEW COMMITTEE (BARC) REPORT, ALA CD #33.1. At the 1987 Midwinter Meeting, the ALA Council voted that the ALA Budget Analysis and Review Committee (BARC) should report to Council at each ALA

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Midwinter Meeting and Annual Conference. BARC Chair Maggie Farrell reported the following updates and activities:

- Eight-month financial results for FY 19 at the end of April:
 - Net revenue expenses are \$5.1 million compared to a budgeted \$4.6 million.
 - General fund revenues were \$14 million compared to budgeted \$15.1 million. Difference is due to lower publishing and membership dues, revenues, as well as lower overhead receipt.
 - General fund expenses were \$18.7 million compared to budgeted \$18.3 million.
 - Net revenue expense was \$4.7 million compared to a budget of \$3.2 million.
 - Eight-month financial results for divisions and round tables are provided. The stronger performance of ALA generally is due to the stronger performance of divisions and round tables.
 - For FY 19, there is an anticipated deficit of \$3.6 million:
 - \$2.4 million is a planned deficit. Those are expenditures are for strategic investments.
 - \$1.2 million is an operational deficit due to lower overhead contributions, lower interest income, and lower publishing revenue.
- Strategic Investments:
 - Made to strengthen ALA's mission capabilities. Those investments are being made in information technology, advocacy, and development. At the same time, ALA is looking at organizational structures to reallocate existing resources and to consider occupancy and administration and support.
 - The total strategic investment plan is an \$8.8 million plan. ALA is in the very first year of that plan, and they are tracking right on budget.
 - BARC wants to ensure that that \$8.8 million is implementing the intended results that the Executive Board, BARC, and members have determined. BARC will develop key metrics, working with the Finance Office, to assess our return on investment. The Budget Planning Assembly meeting tomorrow will feature these.
 - BARC is looking at SCOE governance through a financial lens. Ms. Farrell encourages members to ensure that ALA is meeting its mission and doing it in a financially stable manner.
- BARC engagement:
 - Worked diligently to ensure the Resolutions referrals are processed efficiently. BARC is actively looking at resolutions as they are developed and strengthened the liaison structure, ensuring that BARC members are meeting with Divisions, Round tables, and ALA offices.
 - Added liaisons to key initiatives, such as SCOE and Vision 21.
 - Established a working group on metrics
 - Established briefing calls with the goal of being more proactive with BARC.
 - ALA Treasurer Susan Hildreth and Ms. Farrell have worked to increase efficiency between Finance & Audit and BARC, reducing many reports and redundancies of meetings.
 - More details on strategic investment can is available on the Financial Education website, as well the ALA budget.

Ms. Farrell noted this is her last meeting as BARC chair and publicly thanked the BARC members and Susan Hildreth.

ALA TREASURER'S REPORT, ALA CD #13.2. Susan Hildreth, ALA Treasurer, presented information on sources of ALA revenue, funds allocation, and the upcoming FY2019 budget. Ms. Hildreth referred members to a graphics illustrating the following:

- Revenue: the graphic has been updated for FY19 and is available of the Treasurer's webpage. ALA's primary revenue comes from publishing and meetings and conferences. Dues represent about 18% of revenue.
- Expenses are based on mission, values, strategic plan, membership priorities, EDI, and streams of change. 40%, the largest part of our expenses, goes to professional and leadership development, with 21% to member engagement.
- Operating structure (from a fiscal point of view) reflects fiscal structure. Operating funds, includes the general

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fund, divisions, round tables, and a capital fund that includes our headquarters building in Chicago and IT.

- Grant funds include mission-related grant activities, and the grants and awards are for ALA in general, as well as divisions and round tables.
- The endowment fund includes a number of different funding vehicles that provide interest on an annual basis.

Ms. Hildreth reported on the following:

- **FY20 Budget:**
 - The theme of a modern association for a modern profession is the framework for the FY 20 budget.
 - As a result of the recession in 2008 and earlier, and also the Neal Shuman acquisition, ALA had net expenses that translated into deficits, in 2011 and 2012 and saw some recovery in 2014, 2015, and 2016. Recently years have been difficult years with net expenses of about a million in 2016, \$1.7 million in 2017, and about \$880,000 in 2018. Strategic investments are being employed to turn that around.
 - Began 2019 with an estimated net expense budget of \$2.4 million, and that was funding particularly the investments in advocacy, development, and IT, but anticipate ending FY 19 at \$3.6 million net expense. That number could change depending on how this conference goes.
 - Resources are being strategically allocated to develop the Association proactively.
 - Total estimated revenue for FY 20 is \$49.4 million, with \$28.1 million in the general fund. The general fund budget reflects a continuation of planned strategic investments in development, advocacy, and IT of about \$2.4 million.
 - Expenses are budgeted at \$31 million.
 - The budget reflects a planned deficit of about \$2.9 million. The budget is approved by the Executive Board.
 - No additional funds or revenue are included in this budget from a potential sale of ALA headquarters.
- **Key supplemental investment areas:**
 - Currently in the second year of a three-year planned investment strategy in development of \$276,000, in advocacy of \$492,000, and in information technology, \$1.5 million.
 - FY 19 is on track. ALA spent what was anticipated but not exceeded budget.
 - FY 20 is projected at \$2.3 million in planned investments, with the only change being in Advocacy at \$492,000, which has been at \$430,000, \$62,000 was added to support the National Public Policy Corps, which is in its second year. Some investments are for operating the continue from year to year, and some are capital.
- **Development:**
 - This year has been a building year for Development that will result in some increased donations in FY 20.
 - Three new positions added.
 - Developed plans for working on major gifts, prospect research, and they have good support staff in place.
 - Developed products to market donor opportunities,
 - New Philanthropy Advisory Group advising the department.
 - New customer relationship management (CRM) platform that is also being rolled out in an initial phase at the Washington Office.
- **Advocacy:**
 - CRM
 - Focused on policy issues and more targeted outreach.
 - Revitalizing National Legislative Day for 2020.
- **IT:**
 - Strengthening infrastructure and services.
 - Shifting services to the cloud and reorganizing how IT does some things.
 - Digital asset survey was conducted.

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Ms. Hildreth encouraged interested members to attend PBA. She thanked Maggie Farrell and BARC leadership, particularly Brett Bonfield and Steve Potter, on their work on strategic investment.

Ms. Hildreth also noted that ALA has the option to leverage real estate, the headquarters in Chicago. It is a significant asset but also a liability because it is an aging building. There is the potential to change that from a fixed asset to endowment capital.

- Ms. Hildreth referred members to the balance sheet, noting:
 - At \$79.9 million in assets.
 - At \$43.4 million in liabilities. Liabilities are accounts payable, the post-retirement obligation.
 - Net assets at \$36.3 million, about 45.5% of our total assets. This puts ALA in an extremely strong financial position.

She noted that on Tuesday, Council will be asked to approve the FY 20 Annual Estimates of Income, which are net assets of the Association as a whole, including the general fund, divisions, round tables, and estimated revenue for FY 20. The annual estimates of income are defined in the ALA bylaws as the net assets of the Association plus anticipated revenue for the upcoming fiscal year. Division and round table net assets represent about \$15 million of the \$36 million in ALA net assets. Approving the annual estimates of income is actually approving a not-to-exceed amount.

ALA ENDOWMENT TRUSTEES REPORT, ALA CD #16.1. At the 1985 Midwinter Meeting, Council voted that the Endowment Trustees be invited to report to the Council at each Midwinter Meeting and Annual Conference.

Mr. Hersberger noted this will be his last presentation as Endowment Trustees after seven years, six as Senior Trustee. His colleague, Pat Wand, will take over after this conference, and they will be sharing today's presentation. He thanked Keith Brown from ALA for his support throughout Mr. Hersberger's tenure as both Treasurer and then Senior Endowment Trustee.

Mr. Hersberger highlighted four areas of major accomplishments over the last six years:

- Investment in private equity:
 - Trustees made the first private equity investment in July 2015 with \$2 million to Blackstone's Total Alternative Solution and followed a few months later with \$750,000 to KKR.
 - As Blackstone began returning capital and earnings, Trustees reinvested \$2 million in a new Blackstone fund.
 - At the Trustees February meeting, they invested a new \$1 million in the Partners Group Life ESG Fund. It is one of the very first ESG private equity funds, and ALA is one of the very first institutions to invest in it.
- Aggressively seeking environmental, social, and governance investments (formerly called socially responsible investing):
 - Trustees have increased the percent of the portfolio committed to ESG to 34.1% now, up from 1.3% five years ago.
- Strategic review process:
 - Review all our business communication, training education, and other practices to improve our effectiveness in all areas. As Trustees wrap up this process, there will be a new comprehensive policy and procedure manual containing several important documents. You will find those on the Web after the conference.
- Use of the website:
 - Use it more effectively to make all Trustees' activities and documents transparent and available to all

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- The process takes time, but some products including policy and procedures are being added.

Ms. Wand thanked Mr. Hersberger for his mentorship as a Senior Endowment Trustee. She noted that the endowment is part of the global world, and is affected by political and economic world and shared the following:

- Tariff challenges globally affect the market.
- There are some uncertainties around Brexit.
- Federal Reserve controls interest rate. The last increase in interest rate happened in December, and the endowment saw the immediate effects on the stock market which was a major blow. Trustees expect now that the Federal Reserve will decrease the interest rate in order to help maintain a strong economy.
- In January, the endowment saw some recovery from December downturn mentioned at Midwinter. The bottom line in January shows the endowment at \$42.1 million, and at the end of May, it was back up to \$45.5 million. There was a serious dip in May, but there was still an overall cumulative increase of 8.3% in our endowment growth.
- Trustees also look at worldwide market performance, comparing ALA endowment against the various indexes worldwide. The endowment lagged behind on some of indexes, but those indexes are tracking, for the most part, stocks, and there is a diversified account to help keep the endowment steady and strong.

Ms. Wand noted endowment is invested not just in stock funds, but also in fixed income, bonds, private equity, and alternative funds. She shared a graphic on how the endowment is divided among various fund managers noting the Merrill Lynch Personal Advisor Fund. From that group of funds, Trustees choose funds that meet our criteria, including Nuveen. It is the name that TIAA are now investing in, of which many members may be familiar.

Ms. Wand also shared a graphic comparing endowment performance against various benchmarks, noting particularly NACUBO. NACUBO is a familiar organization for higher education, the National Association of College and University Business Officers. The organization collects statistics, particularly financial statistics, from the college and university sector. ALA's endowment has always been a little ahead of all categories endowments that have been tracked in the NACUBO collection. ALA is doing very strong in comparison to like endowments. ALA would range in category of endowments that are between \$25 million and \$50 million, and we are pushing that \$50 million now.

Ms. Wand concluded by noting the work of the Endowment Trustees in compiling the policy and procedure manual for inclusion on the Trustees' website. She also specially thanked Mr. Hersberger for his work as Trustee and noted that the Trustees will miss his strength, passion, and expertise.

Ms. Garcia-Febo opened the floor to questions:

Jack Martin, Rhode Island chapter councilor, noted that the presentation stated that the endowment does not own any of the individual stocks, but it's broken down into the managers. He asked if one of those managers doing better than others?

Ms. Wand replied that Trustees choose the managers as best we can based on the information presented and based on what ALA is looking for, such ESG-qualified funds. Trustees watch them make a commitment and then wait and hope. Trustees rack them against the benchmarks. Trustees don't choose stock by stock.

Ms. Garcia-Febo asked Mr. Hersberger to remain on stage, to presented a special citation to him. She noted he is a longtime member of the ALA, having served in many capacities, including as ALA Treasurer. Most recently he has served as the Senior Endowment Trustee for the ALA Endowment Fund. Through his leadership and guidance, he has introduced the Trustees to an expanded universe of investment options -- private equity, ESG, EFTs, mutual funds, et

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cetera. This, in turn, has produced the highest level of endowment value ever at \$47.3 million as of May 31, 2019. He has enhanced the Trustees' education with the introduction of an annual education meeting in New York City, home of the world's greatest investment minds and an invaluable resource for the endowment.

On behalf of the Executive Board and Council and membership, Ms. Garcia-Febo presented Mr. Hersberger with a citation, reading:

In recognition of your exemplary leadership and vision as Senior Endowment Trustee in the guidance and management of the ALA Endowment Fund.

ANNOUNCEMENTS AND ADJOURNMENT. Ms. Gihkas announced the total registration at of end of business yesterday was 20,528 total registration. That includes paid registration of 13,945 and additional registration, including exhibitors, of 6,583. This total registration is significantly up over last year, with 17,125 a year ago in New Orleans, and 21,716 two years ago in Chicago. Also, ALA is about \$200,000 in excess of budget on registration at this point, which is a very good thing. While the registration in Chicago two years ago was actually higher in terms of numbers, it was about \$150,000 below in registration budget. This is a good performance so far for this conference.

Susan Jennings, Councilor, announced that Council Forum will be held in this room at 5:30 pm, with microphone and captioning.

Mario Gonzalez, Councilor, announced that the Freedom to Read Foundation is celebrating its 50th anniversary at the Renaissance Hotel. He also encouraged councilors to join the Freedom to Read Foundation, specifically the chapters, each of the states as only one chapter is a member.

Ms. Garcia-Febo adjourned the meeting and noted that the Membership Meeting will begin shortly at 4:30 pm. She asked members to move to the front of the room and non-members to move to the public seats in the back in preparation for the meeting.

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**ALA Council I
Sunday, June 23, 2018 8:30
- 11:00am
Washington Convention Center, Ballroom A
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The first meeting of the ALA Council during the 2019 ALA Annual Conference was convened at 8:30am on Sunday, June 23, 2019, in the Washington Convention Center, Ballroom A

INTRODUCTIONS. President Loida Garcia-Febo called the meeting to order.

Ms. Garcia-Febo introduced 2019-2020 ALA President-Elect Julius C. Jefferson Jr. and 2019-2022 ALA Treasurer-Elect Maggie Farrell. Ms. Garcia-Febo directed the room's attention to the overhead screens for the names of special guests who are in attendance. She asked the following to stand and be recognized:

Special Guests:

Kenny Garcia, REFORMA Vice-President/President-Elect
Alice Hagermeyer, Honorary Member
Mary Lee Kennedy, Association of Research Libraries, Executive Director
Kathryn Matthew, Institute of Museum & Library Services
Madeline Peña Feliz, REFORMA President
Roberta Stevens, ALA Past President
Ann Symons, ALA Past President
Tina Williams, Association of Bookmobile & Outreach, Services Past President
Elaine Yontz, Beta Phi Mu Honor Society for Library & Information Studies President
Ying Zhang, Chinese American Librarians Association, President
Cathy Zimmerman, Association of Bookmobile & Outreach Services, Vice President/President-Elect

Chapter Leaders:

Karen Armstrong, Ohio Library Council
Cynthia Fuerst, Illinois Library Association
Crystal Gates, Arkansas Library Association
Rhonda Gould, Washington Library Association
Erin Gray, Missouri Library Association
Jessica Hayes, Alabama Library Association
Julie Holden, Rhode Island Library Association
Sonnet Ireland, Louisiana Library Association
Leslie Langley, Mountain Plains Library Association
Laurel Littrell, Kansas Library Association
Amy Lappen, New Hampshire Library Association
Sherry Machones, Wisconsin Library Association
Robin Newell, Kansas Library Association
Lorrie Russell, North Carolina Library Association
Cathie Smith, Louisiana Library Association
Alison Wessel, Delaware Library Association
Michelle Young, New York Library Association

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She also asked any ALA Past Presidents or chapter leaders to stand and be recognized, thanking them for continued support and for attending today's meeting.

FACILITATED DISCUSSION. Ms. Garcia-Febo announced that two hours have been set aside for facilitated discussion, led by DeEtta Jones, DJA Founder and Principal, who will present: *Equity, Diversity, and Inclusion through the Social Justice Lens: The role of the ALA Council*. Ms. Garcia-Febo welcomed Ms. Jones.

Ms. Jones thanked the Council, noting it is an honor to be here. She noted that the facilitated session is going to be different than a typical Council meeting. It will be more workshop, facilitated conversation among colleagues and friends rather than a typical Council meeting.

Ms. Jones share the objectives for the discussion:

- Understand the role of equity, diversity, and inclusion in the way that we make our decisions and explore issues together.
- explore and agree on our shared aspirations for how equity, diversity, and inclusion does and should impact the work of this association (which is a longer term discussion)
- Articulate elements of an aspirational structure within which we can effectively reflect the organization's values and fulfill the leadership role of Council.
- Bring up some things that came up in a webinar that we did preceding this session together to give some examples of things that colleagues in this room even shared.

Ms. Jones provided a high-level recap of the previous webinar held for ALA Councilors:

The webinar discussed equity. She referred the room to a projected graphic that was share on the webinar shared it on the webinar that illustrated the need for a paradigm shift in thinking about equity One illustration shows an equality model, everyone gets the same size "box," but that doesn't work. The second illustrates deficit-based model of equity, one kid gets one box and other gets two boxes. So the deficiency is against the norm, but who gets to decide the norm? Also, practically speaking, we don't really have enough boxes to go around. We live in a resource-finite world, especially in libraries. The third illustration shows an equity model. Rather than the individuals or the groups and the deficit against the norm that they possess, let's instead look at what are the actual obstacles.

She asked those on the webinar to identify obstacles and answers included:

- Welcoming and onboarding processes for new Councilors.
- Communication in the council setting, such as the current microphone setup and cliques
- set and manage expectations for Councilors' type and level of preparation for meetings
- Ms. Jones opened the floor for comments, which included:
- Room setup for communication in a less flat, linear desk format
- The rules for communication protocol are not always clear right away
- Not enough time for an in-depth discussion
- Need to build a more robust virtual communication structure
- Struggling with representation of the voices that Councilors are here to represent and how to make sure other voices are heard
- Need to think about restructuring organization under SCOE to be sure we do not create more barriers
- Communication structures do not promote dialogue
- Parliamentary procedure is uncomfortable

Ms. Jones asked older councilors to find newer councilors, discuss the following questions: would like to hear is what are some of the things that you are learning from your colleague and from that quick conversation? Are there specific asks that you have? Do you have a specific request from your Council colleagues that has not been articulated? What is it?

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What do you need? Is there a specific ask that you have? And are there specific things that we need for the future? Is there a specific request for the future that's going to help us as a body?

She asked councilors to share results of the discussion:

- It would be helpful to have new councilors introduce themselves.
- More representation of school librarians on Council.
- Do we have an opportunity for thorough debate during Council?
- All councilors should do their best to attend Council Orientation.

Ms. Jones also offered a model for teams that includes diverse membership but also culturally competent facilitators, who make an effort to listen and understand different perspectives and space for new ideas. Cultural competence means that one personally has a sense of cultural self-awareness, beginning with understanding yourself as a cultural entity, understanding other cultures and identities and power and privilege, and working to adapt and bridge.

This iceberg analogy is that organizational culture is like an iceberg, where the vast majority of culture is underneath of the analogous waterline. Espoused values are above the waterline, and below the waterline are values and actions.

Ms. Jones shared four case studies, and asked councilors to divide into groups of three or four and discuss the case studies and share a couple ideas resulting from the discussion.

Case Study 1

Following the recent ALA sponsored webinar, Equity, Diversity, and Inclusion through the Social Justice Lens, you organize a brown bag lunch to discuss the concepts with colleagues in your own library. During the session, one of your colleagues says don't you think all of this focus on justice is actually causing the problem we are trying to solve? Justice implies that someone has the right to determine right from wrong and the appropriate punishment for wrongdoing. Why can't we just say we value equality and respect? As the facilitator and a national leader, others in this session stay quiet and look to you for a response. How do you respond?

Feedback included:

- the phrase "don't you think all of this focus on justice is causing the problem we are trying to solve." Indicates that it's no a problem for you, but it's still a problem
- if you've convened that discussion, that you really need to be prepared there will be division
- Asking the person what they mean by what they've said, so sort of turning the question back on them

Case Study 2

There is an increasing expectation that professional development offerings not rely solely or even heavily on scholarship that centers a white, Western world view. ALA members are looking to Council for guidance on how to shift practices to more broadly represent knowledge and practices that come from many sources. Though you are committed to equity and inclusion, you have limited experience with scholarship and practices beyond your own experience.

Feedback included:

- Being aware of our biases, and that what we do is built on Western practices. Being aware to not always center whiteness.
- People of color have a double consciousness existence
- We will experience growing pains as an organizational; the world is global, and we are changing
- Need for responsible strategies to become interculturally competent

Case Study 3

You recently attended a library management skills institute hosted about I your library. Attendees included librarians, staff, middle managers, and other administrators. Most of the people in the room were white, five were people of color, two of which were staff. During the coaching session -- so this is a workshop. You are in a coaching session, one of the staff members of color said this framework makes sense but they reality, when I try to give feedback to a person who ranks higher than me and is white, I have to deal with all their white fragility. How do I deal with that?

A white male, middle manager, replied I don't think me being white has anything to do with how I receive feedback. I grew up in a working-class family. Further, as a gay man, I know all too well what it feels like to be a minority. As he continued to talk, people of color looked at the facilitator and at each other. Consider your role as a member of the leadership team, who is also participating in that session. What do you do? Number 3, one or two people just to keep us moving along. One or two people. What do you say right then and right there when the whole room is looking at you? Or half the room is disengaged? What do you do?

Feedback included:

- There are frameworks for communication that can be learned and practiced, and to We have privilege and power in some areas and don't have privilege and power in other areas.
- Ms. Jones noted that in this situation the instinct is to freeze rather than saying something because that is scary. That is white fragility.

Case Study 4

You attended a meeting with your director. When asked about the library's commitment to equity, diversity, and inclusion, replied we respect everyone and value diversity. That's what libraries do. We are the neutral destination. The next day an article was featured in the local newspaper with the headline "libraries diversity nonstatement." It went on to describe the comments as tone deaf, not talking about the social construct of racism. Given the political climate of the day, this stance is not only irresponsible, but quite frankly, it is dangerous. The director walks into your office holding up a paper and with a look of horror on her face.

Feedback included:

- We do need to respond. So we have to do something. the library needs to have a formal statement on what our values are in support of equity, diversity, and inclusion. The library should also consider that the director may not be the best person to speak.
- This is an opportunity for us to take some firm action, possibly establish a code of conduct or policy
- Ms. Jones stressed that there is an expectation that all can speak to EDI. In addition to formal statements, there needs to be a demonstrated commitment that is actionable, verifiable, and demonstrable.
- There is a problem with the statement is the word "neutrality." That is an expectation that do not have historical biases.

Ms. Jones wrapped up, asking the group to consider systems. All the points of discussion are inter-related and not separate from each other. She also asked Councilors to consider what actions they can personally take to create space for all voices.

She left the group with a final quote to consider:

Once upon a time there was a great flood, and involved in this flood were two creatures, a monkey and a I shall

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if. The monkey, being agile and experienced, was lucky enough to scramble up the tree and escape the raging waters. As he looked down from his safe perch, he saw the poor fish struggling against the swift current. With the very best of intentions, he reached down and lifted the fish from the water. The rest was inevitable.

She asked the group to consider that honorable intentions are not always enough. She thanked the group for the day and noted that she will continue to work with ODLOS and others at ALA for next steps.

THE ATTENDANCE AND VOTING RECORD is attached as **Exhibit #1**.

QUORUM. A quorum was established.

RULES FOR ALA COUNCIL MEETINGS, ALA CD #5. By **CONSENT**, the ALA Council adopted the Rules for ALA Council Meetings.

ESTABLISHING THE AGENDA, ALA CD #8.5. Under the 24-hour rule, the following resolutions were received to be added under new business: Resolution in Defense of the Free Speech of Supporters of the Movement for Palestinian Rights, ALA CD #49, and Resolution on Renaming the Melvil Dewey Medal, ALA CD #50.

By **CONSENT**, the ALA Council adopted the ALA Council I agenda as amended.

2018 ALA MIDWINTER MEETING MINUTES, ALA CD #2.1.

The 2018 ALA Midwinter Meeting Minutes were **ADOPTED** as distributed.

EXECUTIVE DIRECTOR SEARCH COMMITTEE REPORT. Chair Courtney L. Young presented the following report:

In April 2019, ALA opened the search for a new Executive Director. The job description and information for interested parties is available on the ALA website. The search firm, Isaacson, Miller, has been re-retained for this search.

The ALA Executive Board plans to name a new Executive Director after its fall Board meeting in October of 2019. The new Executive Director is anticipated to be start in January 2020 and will officially assume leadership at the end of the ALA Midwinter Meeting in Philadelphia. Current ALA Executive Director Mary Ghikas will support the orientation and transition process through the 2020 Annual Conference in Chicago.

Between now and October 2019, the committee will work on the following timeline:

- July 10: Search Committee will be presented candidates by Isaacson, Miller and identify candidates to move through the next accept of the process.
- August 26: The Search Committee will meet to review candidate assessments and identify candidates to move to the next step in the search process, a virtual interview with the Search Committee.
- September 9-11: The Search Committee will hold virtual interviews with selected candidates and identify candidates to move to the next step in the process.
- October 1-3: The Search Committee will hold face-to-face interviews with selected candidates and identify candidates to move to the next step.
- Week of October 20: The Board will interview final candidates and select the new Executive Director.
- Midwinter: ALA will formally introduce the new Executive Director.
- June 2020: ALA's current Executive Director, Mary Ghikas, will retire after Annual Conference.

Executive Board Actions ALA CD #15.2-15.3. ALA Executive Director Mary Ghikas reviewed the Executive Board actions

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taken since the 2019 Midwinter Meeting in Seattle and the Spring Board Meeting. She referred councilors to the written report, but called attention to the following points:

- Vote on the recommendation of the Task Force on Sustainability: These recommendations were approved and inserted into the policy manual, but the Search committee also included a focus on sustainability into their candidate search.
- Implementation Report of Council's 2019 Midwinter Meeting Actions CD #9.1.
- Actions and changes from the Intellectual Freedom Committee related to the Library Bill of Rights.

NOMINATIONS FOR THE 2018-2019 COUNCIL COMMITTEE ON COMMITTEES ELECTION, CD #12. ALA President-Elect

Wanda Brown presented the slate of candidates for the 2019-2020 Council Committee on Committees:

- Raymond Pun
- Oscar Baeza
- Emily Clasper
- Ana Elissa de Campos Salles
- Johanna Orellana Cabrera
- Sarah Thornberry
- Elissia Buell
- Leslie Preddy

Four (4) councilors will be elected for a one-year term (2019-2020). This committee will be chaired by the 2018-2019 ALA President-Elect Julius C. Jefferson, Jr. There were no nominations from the Council floor.

NOMINATIONS FOR THE 2019-2020 PLANNING AND BUDGET ASSEMBLY, CD #12.1. ALA President-Elect Wanda Brown, Chair, presented the slate of candidates for the 2018-2019 Planning and Budget Assembly:

Councilors-at-Large:

- Muzghan Nazarov,
- Brenda Pruitt-Annisette
- Catherine Damiani
- Mario Gonzalez

Three (3) councilors-at-large to be elected for two-year terms (2018-2020).

Chapter Councilors:

- Sarah Robbins
- Jayne Blodgett
- Kevin Reynolds
- Jennifer Dean
- Susan Jennings
- Paula Laurita

Two (2) chapter councilors to be elected for two-year terms. There were no nominations from the Council floor.

APPOINTMENT OF THE TELLERS COMMITTEE FOR THE 2019-2020 ALA COC AND PBA ELECTIONS, CD #12.2. ALA Councilors Cynthia Dottin, Tyler Dzuba, Grace Jackson-Brown, Bill Sudduth, and Vivian Bordeaux, Chair, volunteered to serve as tellers for the COC and PBA elections. The election results will be reported at the Council II Meeting, Monday, June 24, 2019.

RESOLUTIONS COMMITTEE REPORT CD #10. Ed Sanchez, Chair of the Resolutions Committee, reported on the following

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actions of the committee:

- Published Resolutions 101 in the December preview version of Cognotes
- Implemented a Task Force on Online deliberation and Voting, which was approved by resolution at the previous Midwinter Meeting. This group will report at Council III
- Revised Councilor training and orientation, revamping the content to be more streamlined and to include role playing of the resolutions process.

Mr. Sanchez reminded Councilors that there is a Council mentor program, and sign-up sheets are at the back of the room. He also emphasized that the Resolutions Committee keeps office hours, which are listed in the report. He encouraged anyone drafting a resolution to please use those.

Mr. Sanchez noted he is making his last report as Chair of the committee. He thanked all Resolutions Committee Members, as well as Marsha Burgess and Eli Mina, for their support.

RESOLUTION IN DEFENSE OF THE FREE SPEECH OF SUPPORTERS OF THE MOVEMENT FOR PALESTINIAN RIGHTS, ALA CD #49. The Resolved Clause states:

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

1. opposes the Combating of BDS Act of 2019 contained in S.1 and H.R. 336;
2. opposes S.852, the Anti-Semitism Awareness Act of 2019; and
3. opposes any federal, state, or local legislation that would restrict the First Amendment rights of supporters of the movement for Palestinian rights, including activists and supporters of the BDS movement.

Jennifer Boettcher, Councilor, moved to refer the resolution to the Committee on Legislation to review and report back to Council at Midwinter, and Councilor Michael Golrick seconded. Councilor Aaron Dobbs moved to amend the motion that the resolution be referred to the Intellectual Freedom Committee and International Relations Committee, in addition to the Committee on Legislation. Ms. Boettcher noted that she accepted this amendment to her motion.

Councilor Tara Brady moved that rules be suspended to allow a non-Councilor, Myrna Morales, to speak on this issue. This was seconded.

The motion to suspend rules and allow a non-councilor to address Council was **APPROVED**.

Ms. Morales addressed Council. Noting that she came here on behalf of a number of different communities who have been facing violence at the hands of the state. She emphasized that the resolution is not an intellectual exercise and that there are material implications. She noted that BDS is a nonviolent movement, and it is grounded in the need for people to want to survive and to live in dignity and respect. As librarians, we owe it to them to actually give them an opportunity to have their stories shared within our walls in the libraries. She asked Council to make a decision about this today.

Council debated on the motion to refer.

Council **APPROVED** ALA CD #49 Motion to Refer.

RESOLUTION ON RENAMING THE MELVIL DEWEY MEDAL, ALA CD #50. Executive Board Member Jim Neal noted that that as the resolution was overwhelmingly approved at the Membership meeting, he moved to close debate and hold the vote, which was seconded.

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Council **ADOPTED** ALA CD #50.

Ms. Garcia-Febo adjourned the Council I meeting.

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**ALA COUNCIL II
Monday, June 24, 2019: 8:30
am – 11:00 am
Washington Convention Center, Ballroom A
Washington, DC**

The second meeting of the ALA Council during the 2019 ALA Annual Conference was convened at 8:30 am on Monday, June 24, 2019, in the Washington Convention Center, Ballroom A.

QUORUM. A quorum was established at the beginning of each meeting.

ESTABLISHING THE AGENDA, ALA CD #8.6. By **CONSENT**, the ALA Council adopted the Council II agenda, as amended.

COMMITTEE ON ORGANIZATION REPORT, ALA CD #27.1. Chair Shali Zhang presented the following action item:

The committee has received and approved a request from the Rural, Native, and Tribal Libraries of All Kinds Committee for the addition of two representatives, from Association of Bookmobile and Outreach Services, and the Association for Rural and Small Libraries, respectively. She read the following:

Be resolved that Council approves:

The two additional representatives from Association of Bookmobile and Outreach Services (ABOS) and from Association for Rural and Small Libraries (ARSL) respectively to the Rural, Native, and Tribal Libraries of All Kinds Committee (RNTLOAK).

Council **APPROVED** ALA CD #27.1.

Ms. Zhang also noted that Committee on Organization was informed that during the ALA Spring 2019 election the membership of GLBT Round Table voted to change its name to Rainbow Round Table. Therefore, this new round table's name will be formally adopted in the continuing efforts to make the Round Table as inclusive for its members as possible.

CONSTITUTION & BYLAWS COMMITTEE REPORT, ALA CD #25.1. Chair Steve Matthews presented two action items:

Action Item 1: Proposed changes to the ALA Bylaws Article VI, Section 1 & Article VII, Section 1: New language to clarify the status of a councilor of a division or round table going through the discontinuance process.

Council **APPROVED** ALA CD #25.1, Action Item 1

Action Item 2: Proposed changes to the ALA Bylaws Article II, Section 5 to include language on email voting.

Council debated the language of this addition and voted to use the phrase “electronic voting.” This was considered as an editorial change.

Council **APPROVED** ALA CD#25.1, Action Item 2, insertion of the phrase “electronic voting”

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Action Item 3: Proposed changes to the ALA Bylaws Article II, Section 5 - changing the majority needed to carry a Council vote taken by mail/email

Council **APPROVED** ALA CD #25.1, Action Item 3

INTERNATIONAL RELATIONS COMMITTEE REPORT, ALA CD#18.1-18.2. Chair Robin Kear provided the following updates:

International Relations efforts at ALA:

- 531 international librarians from 69 countries are here in Washington DC. The International Relations Round Table (IRRT) welcomed and assisted these colleagues at an orientation. There is also a visitors' lounge.
- All conference attendees were able to interact with at least 50 exhibitors from 14 countries.
- IFLA President, Gloria Perez-Salmeron, and Secretary General Leitner were our honored guests, providing a report to us at IRC as well as an IFLA update session.
- In addition to the IFLA program, there were over a dozen internationally focused programs and our international posters. Those programs are detailed in CD# 18.2.
- At this meeting, the IRRT Connections Committee created something called Best Practices of the World, which featured library projects from around the world.

International Federation of Library Associations & Institutions (IFLA) Updates:

- Due to a delay in the completion of the Conference Center in Auckland, IFLA delayed the 2020 Congress. They are looking at new options for 2020 that will be announced in Athens this year in August. Also in Athens, the 2021 Congress will be announced, so all three locations will be known at the end of August for the next three years.
- Two recent important documents from IFLA are coming out in May: The first was the new Development and Access to Information, DAI21. They worked with the University of Washington to produce this report, and it brings together data and perspectives from across a range of policy areas that fall under the UN Sustainable Development Goals. In Buenos Aires, IFLA brought together 18 different Ministers of Culture from different areas, which resulted in a Buenos Aires Declaration which recognizes the contribution of libraries to development, including national development plans.
- This committee also oversees the IFLA nominations for ALA and had 16 successful appointments to IFLA sections. I would like to congratulate our own ALA ILO Director, with the highest number of votes to the IFLA board for 2019-2021, so congratulations, Michael.
- Another ALA member elected was ALA President Loida Garcia-Febo, who will begin a four-year term on IFLA as Management of Library Association section.
- The International Relations Office continued ALA's partnership with IFLA by hosting two different webinars this spring. The Benefits of International Exchange Programs & Enhancing Your Strengths through Coaching.
- IFLA worked with IRRT to present Libraries Without Borders in Guatemala.
- Loida Garcia-Febo continued her presidential effort in the area of international relations with one event hosted in conjunction with the UNDAG library called The Role of Libraries in Strengthening Our Communities
- The IRO is also developing content for the Sharjah International Library Conference that will be held in November.

INTELLECTUAL FREEDOM COMMITTEE REPORT, ALA CD#22.1. Chair Julia Warga noted that she will present the first half of her report today, and the second at Council III.

Ms. Warga moved to adopt five revised interpretations of the Library Bill of Rights:

- ALA CD #19.7, Library-Initiated Programs and Displays as a Resource: An Interpretation of the Library Bill of Rights"

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- ALA CD#19.8, Diverse Collections: An Interpretation of the Library Bill of Rights
- ALA CD#19.9, Minors and Online Activity: An Interpretation of the Library Bill of Rights
- ALA CD #19.10, Privacy: An Interpretation of the Library Bill of Right
- ALA CD #19.11, User-Generated Content in Library Discovery Systems: An Interpretation of the Library Bill of Rights

Council **ADOPTED** ALA CD #19.7-19.11.

FREEDOM TO READ FOUNDATION REPORT, ALA CD #22.1. Charles Brownstein, President, provided the following report on the foundation's activities since the Midwinter Meeting:

The committee continues to look back to its founding as an organization that champions the First Amendment rights of librarians, takes action, helps real people, and cultivates thought leadership. This work is still needed today., especially in a climate where identity censorship is on the rise, whether it's Drag Queen Story Hour or books about diverse communities being challenged. We need it because we live in communities where they have siloed themselves into tribal groups unwilling to communicate with each other, or where members of our own community will sometimes give in to censorship to keep the peace. Mr. Brownstein thanked the foundation's members for ensuring that this work continues.

The Foundation recently received decisions on two cases where the foundation took litigation action:

- The first, *Robinson v. Hunt County Texas*, was a case that questioned whether a government entity could censor citizens when posting on their social media page. The court ruled in favor of our arguments in the amicus brief finding "Official censorship is based on a state actor's subjective judgment that the content of speech protected is offensive or inappropriate is viewpoint discrimination."
- The second, *Nieves v. Bartlett*, represented a second attempt on the part of FTRF to establish a new legal standard that will allow reporters and citizens to pursue First Amendment civil rights claims against police and government bodies when they are arrested while exercising their First Amendment rights to speak, observe, and report at public events demonstrations and crime scenes. Unfortunately, the Supreme Court did not rule in favor of our position.

Additional litigation work continues on the following:

- In *PEN American Center v. Trump*, PEN asked the court to rule that President Trump violated the First Amendment to the Constitution when he used his powers or the power of federal government to retaliate against speech critical of him or his administration and an injunction barring him from directing or ordering government officers or agencies to retaliate against any person or entity from publishing or speaking speech critical of him or his administration. The Foundation has joined an amicus brief arguing that PEN has plausibly demonstrated standing in this case. The foundation cautions - and this is important for all of us - we caution that an adverse decision would harm the ability of nonprofit and nongovernment organizations like our own to participate in cases of importance to the First Amendment. In particular, the foundation urges the Court to recognize that PEN works on behalf of members who may not otherwise have the financial resources to challenge First Amendment violations and would therefore be silenced because of financial difficulty. We are joined on this Reporters' Committee amicus brief by the Authors Guild, the National Coalition Against Censorship, the National Press Photographers Association, the Online News Association, Reporters Without Borders, and Society of Professional Journalists.

Our Development Issues Committee finds a wide range of concerning challenges on the horizon that raise significant constitutional or privacy issues for libraries or society at large that may eventually prompt litigation to preserve free speech and privacy rights. These issues include:

- Big data and librarianship

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- First Amendment and the press, specifically the arrest and harassment of news photographers
- Censorship of library research databases
- K-12 students' rights to freedom of expression, especially on social media
- Increasing infringement on prisoners' rights of access to information by state and federal governments
- Content moderation at scale - algorithms and artificial intelligence.

The Foundation provides support which helps communities advance intellectual freedom in many ways. Our grants provide financial support to libraries, schools, and community organization. This year our grantees are the Academy of the Sacred Heart in New Orleans, Louisiana; Belen Public Library in Belen, New Mexico; the Oceanside Public Library in Oceanside, California; the Park University Library in Parkville, Missouri, and the Worcester County Public Schools in Newark, Maryland

A week-long performance and community discussions exploring women and censorship, as one of the most highly banned books categories are those by women. There is going to be an escape room with the goal of players trying to escape censorship, and a Banned Books Week project with the theme of "love is love" that focus on banned books featuring LGBTQIA+ characters, authors, and content.

The Krug Fund continues to develop thought leaders in intellectual freedom. We continue our successful partnership with the University of Illinois School of Information Science and the San Jose State University School of Information to support dedicated coursework on intellectual freedom in Libraries. Professor Emily Knox will be teaching Intellectual Freedom and Censorship this fall at UIUC's iSchool. Professors Beth Wrenn-Estes and Carrie Gardner will teach courses on intellectual freedom for San Jose State during the upcoming academic year.

The Krug Fund also awards scholarships to students wishing to attend the courses provided by the University of Illinois and San Jose State. The three students who will receive Krug Fund scholarships in the upcoming academic year are Georgia Westbrook of Syracuse University, Joann Elimger of San Jose State University, and Monica Cammack of the University of Illinois. The Foundation thanks the University of Illinois and San Jose State for their partnership and commitment to high-quality intellectual freedom curricula and training for students preparing for their professional careers.

On May 23, the Education Committee hosted Minds Unlocked, a webinar addressing the realities of censorship in correctional institutions. Mr. Brownstein acknowledged the contributions and good work of educational consultant, Joyce Hagan-McIntosh. Her efforts on behalf of the Krug Fund's education initiative are vital to maintaining our ongoing programs in support of intellectual freedom.

This year's recipient of The Gordon Conable Memorial Conference Scholarship is Amanda Vazquez, the Assistant Director at Dubuque County Library District. She previously served in Orange City, Iowa, where she addressed and managed difficult and contentious challenges to displays featuring LGBTQ+ resources, including an activist decision to burn two books with LGBTQ+ themes to protest their presence in the library's collection.

Mr. Brownstein acknowledged Pam Klipsch, Director of the Jefferson County Library in High Ridge, Missouri, as the recipient of the 2019 Freedom to Read Foundation Roll of Honor Award. For over 20 years, Pam has been a fixture in the intellectual freedom community. She has been active in the Missouri Library Association, and in 2013, as part of their work in the Intellectual Freedom Committee, she helped establish the gold standard of library-patient confidentiality legislation. The Foundation is so proud to recognize Pam for her work and advocacy on behalf of intellectual freedom.

Mr. Brownstein noted that the Foundation's recent 50th anniversary celebration included a keynote talk by Colson Whitehead and addresses by Laurie House Anderson and Loida Garcia-Febo. He encouraged individual and institutions

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to join and support the Foundation's work for another 50 years.

SPECIAL COMMITTEE ON ORGANIZATION EFFECTIVENESS (SCOE), ALA CD #45. Lessa Pelayo-Lozada, Chair, thanked the members of SCOE and asked them to stand to be recognized. SCOE's charge is to develop and recommend strategies and tactics to create an agile ALA that can quickly respond to current challenges and opportunities, focusing our energy as an association on our mission and our members. Ms. Pelayo-Lozada provided an update on the project timeline:

- Through the end of July 2019: Gather input and feedback
- Summer 2020:
 - Work with financial task force, led by Susan Hildreth, to determine preliminary fiscal implications of the preliminary recommendations.
 - Work with ethnic chapters on how we can best support each other.
- September 2020: Finalize recommendations. If the feedback received indicates that SCOE needs to push this timeline, it will do so.
- Fall 2020: Present final recommendations to the ALA Executive Board
- Fall/Winter 2020:
 - Conduct a deep fiscal, legal, and constitutional analysis with an expanded fiscal team.
 - Appoint the Implementation Working Group, who can begin sketching out an implementation schedule based on the recommendations.
- Midwinter Meeting 2020: Bring final recommendations with financial, legal, and Constitution and Bylaws analyses to Council for initial review.
- Annual Conference 2020: First Council vote on recommendations

Ms. Pelayo-Lozada invited Mr. Meffert to provide a high-level overview of the preliminary recommendations. Mr. Meffert noted there were two overriding themes of for SCOE: thinking about general membership of 58,000 and inclusion of diverse perspectives in important discussions. Mr. Meffert presented a proposed organizational chart, featuring:

ALA Executive Board with 17 voting members to be elected by membership directly:

- Four Officers: President; President-Elect; Immediate Past-President; Treasurer (three-year term)
- 8 At-large members with staggered terms
- 5 members selected for unique skills
- The ALA Executive Director will be an ex officio, non-voting member of the board
- An Executive Committee will be made up of the officers and Executive Director

Three primary committees will support the Board:

- **Nominating & Leadership Development Committee**
 - A fifteen-member committee shall be nominated by the ALA President and elected by the ALA Executive Board to assist in the identification and development of ALA leadership.
 - Members may serve one three-year term. Terms will be staggered.
 - The committee will be chaired by an ALA Executive Board Member
 - The committee will be supported by ALA Staff
 - The committee will work with all ALA groups (divisions, round tables, etc.) to develop a consistent leadership development program

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- The committee will vet and select a slate of candidates for ALA elections
- The committee will establish a prioritized set of criteria to select a slate of candidates and attempt to create a balance of experience and perspectives on the ALA Executive Board and committees
- ALA members will have the opportunity to self-nominate for elected positions

- **Policy Development Committee**
 - The ALA membership will elect a fifteen-member Policy Committee. The committee will make recommendations to the ALA Executive Board on new or revised ALA policy (internal operations and public policy). The Committee will hold a Policy Assembly for member input during the Annual and Midwinter meetings. In addition, the Committee will host a virtual assembly on priority issues that arise between meetings. The assemblies shall be open to all ALA members for participation.
 - Additional details include:
 - Committee members will serve three-year terms. The terms will be staggered. A maximum of two consecutive terms may be served at any time.
 - The committee will recommend a set of criteria to the ALA Board to help prioritize issues. That criteria may include impact to the profession, ability of ALA and groups within ALA to have impact on the desired result, and timeliness of the issue.
 - The committee may take policy recommendations from members, groups within the ALA, or requests from the ALA Executive Board for member discussion of issues.

- **Finance & Audit Committee**
 - The Finance and Audit Committee will provide input to the ALA Executive Board on the current and future financial priorities of the ALA.
 - There will be fifteen members on the committee:
 - Twelve will be elected by the ALA membership to no more than two, three-year terms.
 - Three members will be ALA Executive Board members. Terms will be staggered. A maximum of two consecutive terms may be served at any time.
 - The Committee will be chaired by the ALA Treasurer.
 - The ALA CFO and staff will work with the committee to establish an annual budget.
 - The committee will hold a budget assembly at ALA meetings (replacing BARC and PBA).
 - With staff, the committee will evaluate the fiscal impact of proposed policies.
 - The committee will oversee the annual audit.

Leadership Assemblies will be established to provide an open communication exchange to and from the ALA Executive Board and all ALA members. They will also provide opportunities to bring efficiency and consistency to the related organizations along with reinforcing a common sense of purpose. This structure will reduce the current barriers for communication to the Executive Board where members must communicate first through council who then may communicate to the Executive Board.

The following Assemblies will be convened at the ALA Annual Meeting, the Midwinter meeting and virtually throughout the year:

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- Division Leadership Assembly
- Round Table Leadership Assembly
- Chapter Leadership Assembly

Each Assembly will focus on three important activities:

- Offering input to the ALA Executive Board on critical issues identified by the ALA, groups or members.
- Serving as a forum for integrated planning and prioritization.
- The sharing of effective practices among the groups represented.

Participation: Assembly participants will include two elected leaders from the oversight body of the participating groups, the senior staff leader of the group, and a designated ALA Liaison from the group represented.

An ALA Executive Board Liaison will convene the Assemblies in consultation with staff and represented groups. A co-convenor will be selected from the group and by the participants. Liaisons will be responsible for developing compelling agendas and ensuring communication throughout the year.

All ALA members are invited to participate in the Assemblies. The Assembly structure is designed to consolidate and/or utilize existing meetings to create efficiency and streamlined lines of communication to the Executive Board and reduce barriers to communication. For example, the Chapter Leadership Forum will consolidate the chapter leaders meeting and chapter relations meeting into one, ongoing assembly. The Round Table Leadership Assembly will replace the Round Table Coordinating Committee and provide more support and structure for the work of that group.

Additional ALA Leadership Groups

- Endowment Trustees will continue to manage the investments of the Association. They will provide an Annual Report at the Finance and Audit Assembly.
- There will be a general Membership Meeting. The most effective timing and structure are to be determined.
- An Accreditation Commission to best support accreditation activities will be explored.

Volunteer Engagement Groups

- Advisory Communities charged by the ALA Executive Board to advise on important, timely issues across the profession and the association. May recommend working groups.
- Working Groups appointed groups with a specific charge, defined timeframe, clear deliverables tied to ALA's strategic directions.
- Communities of Practice/Engagement/Interest Groups that give members the opportunity for socializing and sharing common experiences and interests.

Ms. Garcia-Febo noted there will be a brief break and called on ALA Past-President Jim Neal for a brief announcement:

- Mr. Neal announced the implementation of the scholarship called the Lois Ann Gregory-Wood Fellows Program, approved and established by Council, will begin in 2020. Applications will open on July 8. Please watch for an announcement from ALA at that time.

Ms. Garcia-Febo called for a 25-minute break. The first fifteen minutes will be devoted to taking the Council picture, followed by another ten minutes.

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Ms. Garcia-Febo resumed the meeting at 10:30 am and called Ms. Pelayo-Lozado to resume discussion on SCOE preliminary recommendations.

Council provided feedback and questions, with responses from Ms. Pelayo-Lozado and Mr. Meffert, including the following highlights:

- **Question/Comments (Four-part):**
 - SCOE is stressing engagement, but the recommendations read more as governance document.
 - How will divisions and round tables be manifested?
 - Looking at the ALA Constitution, this is less an amendment more than actually taking out whole articles, etc. That has to be clear to people, that you are looking to radically change the Constitution.
 - What will happen if the if the membership does not vote for this? What are the alternatives? What's going to happen? What are some of the things that we can do to take some of the good ideas here and put them into practice?

- **Response:**
 - In terms of the operating agreement, that is going to be part of the fiscal analysis. The division leaders are going to work on that this summer, and SCOE has heard some feedback also that one of the recommendations might be to include some member oversight into making sure that the operating agreement is revisited more than once every 30 or so years. So SCOE will take that recommendation to current BARC because that's something that we might be able to implement now.
 - As far as the divisions and round tables, the recommendations are much lighter than at Midwinter, and that's deliberate because SCOE heard at Midwinter and over our discussions that it didn't have the expertise necessary to address some of the concerns and the ways that the round tables and divisions may be able to change themselves. What is suggested the beginning of an alignment for them to mirror what works - what will work in big ALA so that when a new member comes to any part of the Association, they can follow the same path towards leadership and towards making whatever change they want to see.
 - The recommendation to be more clear about that the recommendations radically changing the Constitution will be taken. Mr. Meffert also noted that identifying what requires a Constitutional or by-laws change versus operational will be part of the analysis phase prior to final recommendations.
 - Should recommendations go through Council and be approved two times and membership votes it down, then it will be back to the drawing board, to take what members did like and keep going.

- **Question:** Clarification on the text "It will be critical to utilize new digital tools to streamline the identification and selection of participants to any volunteer group." does that actually mean all participants and every volunteer group? And if you could expand a little bit maybe on what features that those digital tools might have, that would be helpful.
Response: This could include looking at AI or other tools that other organizations use, which are only part of potential technological tools.

- **Comment:** Non-members should be surveyed to provide feedback on why they are no longer members.

- **Comment:** There should be assembly representation on the Board, which could be three of the five members who are on the board for strategy.

- **Comment:** There is not enough assembly engagement with SCOE currently.

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- **Comment:** This plan is moving in the right direction, 60-70% of the way there
- **Comment:** It is appreciated that in the preliminary recommendation you've given us the divisions and the round tables the space to invent ourselves in collaboration
- **Question:** looking at the structure the Finance and Audit Committee how did SCOE end up with 15 members?
Response: Mr. Meffert noted that from working with organizations, his organization has learned there's no right or wrong number for that. He also noted that they will be seeking input from other groups. Ms. Pelayo-Lozado also emphasized that it is through input from other groups that individuals will be identifies for groups like Finance & Audit.
- **Comment:** It should be stated as part of these recommendations that there is an elimination of conference participation as a requirement for participation in the new governance structure. It is a barrier for a segment of membership and should be removed. There should be development of a virtual governance system.
- **Question:** How would policy or committee work be accomplished in the new structure. For example, how would something like the five interpretations from the Intellectual Freedom Committee that were brought to Council for approval, how would they have been addressed under the new structure
Response: In this case, an intellectual freedom advisory community who would be the starting point for discussion.
- **Comment:** The proposed structure works on the idea that all the members of the Executive Board are people who are always working at ideal, optimum human benevolence, but there is not a mechanism for inviting in other perspectives or expertise. Even with a sizable Council, there are voices that are not represented and this structure could potentially worsen that.
- **Question:** The five individuals who would be named to the Executive Board by the elected Executive Board members, would those be librarians, ALA members, or would they be individuals from outside disciplines and industries?
Response: It would be possible to have non-members appointed, but with the expectation they would become members. These appointments were created with the idea that there may be expertise needed that is not available in our membership.
- **Comment:** The proposed structure of distributed governance is good, and we should honestly acknowledge that Council is a big barrier. This structure will help to eliminate that barrier.
- **Comment:** The Social Responsibilities Round Table has the following concerns: One, we oppose an elected Council. We oppose the top-down standard of round tables' fees and organizational structures. Those changes should be decided by the round tables amongst themselves. Three, we oppose any governance structure that disenfranchises round tables. We are concerned that these leadership assemblies won't have teeth. This is a much smaller representative body or bodies for our very large association. This can't help but mean that some voices and some viewpoints will be lost. Additionally, currently round tables are restricted in terms of statements they can make and must often go through this very body for approval. In the proposed plan, we would seem to have even less voice and, as a result, our ability to advocate for statements we are passionate about would be even more limited. SRRT urges the Committee to rethink the severe reduction of elected representation of members in this plan
Response: Mr. Meffert noted that SCOE looks forward to further discussion of these concerns.

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- **Comment:** There is a concern about division consolidation, and that divisions will be pushed into that. There is also concern about the changes in dues for members, as divisions rely on the extra dues and could impact already limited funding.
Response: One of the things that came out of the Avenue M membership survey was a call from members to simplify our dues structures. So SCOE will ask Avenue M to test out multiple membership models so we can put a number to each of them. SCOE is also committed to having the discussion of division consolidation together to figure out what is possible and what is not.
- **Comment:** The communication structure shows communication going to the Executive Board, but not communication going out to the membership. There are concerns about communication and engagement of members, which is already a problem. A crosswalk would be beneficial to ensure that no voice is left unheard. Also, the new Executive Director will have to implement this structure without having a voice in it, which is a concern.
- **Comment:** There is also a concern, especially from academic librarians, with how this structure limits participation. The proposed structure should also look at ways to involve state chapters, which already feel a disconnect to ALA.
Response: The intent behind the assemblies is to bring leaders together to identify strategic priorities and how we work on issues together, which would bring in chapter leaders for that discussion.
- **Question:** Could there be some clarification on how diverse candidates would be sought for the Executive Board to ensure it is a good representation of all of ALA.
Response: The Nominating and Leadership Development committee will ensure that this is taken into account.
- **Comment:** The new structure seems very efficient, but not necessarily more effective. There are also concerns with this structure being siloed, and there is some value in Council that allows paths to cross. Also, looking at the Finance and Audit Committee and the Policy Development Committee, there are some skills that are really important in that, yet it is an elected committee in this model. At the same time that the Nominating Committee could be the most powerful committee listed up there, yet it's an appointed committee. There are concerns with how powerful that committee is and perhaps the appointed versus elected should be reversed.
Response: SCOE is considering that as a test rather than a final recommendation, and the group is looking for that kind of feedback from people.
- **Comment:** More thought should be put into explicitly addressing EDI in the document.
Response: Mr. Meffert noted that EDI was an implicit part of SCOE's discussions, but it would be more explicit in the report.
- **Comment:** It would be beneficial to see some analysis of the roles where Council clearly contributes in terms of diversity of opinion, so that we don't want us to miss the diversity of viewpoints and perspectives. Was there conversation just with the Board, or did our membership collectively have opportunity for conversations on this outside of today?
Response: It is important to SCOE to ensure that a diversity of voices and perspectives are represented. SCOE did gather information through phone surveys with membership, online forums, membership surveys, and kitchen table conversations. There will also be some virtual opportunities coming up, as well as a public space in Connect.

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- **Comment:** It is important to ensure there is communication between groups to break up the siloed effect, and this could be accomplished through the volunteer engagement, committees, task forces, and advisory communities could accomplish this. Perhaps there are monies that could be devoted to that or events at conferences.
- **Comment:** For the five positions on Executive Board that are appointed based on expertise, some could be based on type of library and geography.
Response: Mr. Meffert noted that was what SCOE has discussed in designing those positions.
- **Comment:** The new structure may help the Executive Board be representative of the whole landscape, rather than thinking of being representative of one type of librarian or organization.
- **Comment:** There should be some indication if division, round table, and chapter assemblies will work together or as separate. Much of their issues are often similar, which is something to consider.
- **Comment:** The five appointed members of the Board could be non-voting but who provide information. Also, there is some concern that now approximately fifteen members will be doing what the current council of 186 does, and that a siloed approach to the supporting groups may not be the most effective.

Council **APPROVED** extension of the meeting by five minutes in order to complete the agenda.

Discussion of SCOE's preliminary recommendations continued:

- **Comment:** There will need to be significant discussion about how these siloed groups will communicate. Additionally, a more digestible report should be provided to members and nonmembers who do not attend conference.

Ms. Garcia-Febo resumed the agenda. She acknowledged all Executive Board members and Councilors whose terms expire at the adjournment of this conference:

ALA EB Member Dr. Karen E. Downing
ALA EB Member Andrew K. Pace
ALA Treasurer Susan H. Hildreth
ALA Immediate Past President Jim Neal
Dr. Ishmail Abdullahi
Sonia Alcantara-Antoine
Oscar Baeza
Matt Beckstrom
Jayne Beline
Gladys Smiley Bell
Jennifer Boettcher
Melissa Cardenas-Dow
Kathy Carroll
Amber Creger
Ana Elisa DeCampos Salles
Aaron Dobbs
Cynthia E. Dottin

Tyler Dzuba
Jennifer L. Ferriss
Erica Findley
Linda Marie Golian-Lui
Mario Gonzalez
Mel Gooch
Terri Grief
Rochelle Hartman
April Hathcock
Samantha Helmick
Holly Hibner
Pat Hogan
Maria Hudson-McCauley
Steven Hunt
Jennifer Jamison
Sara Kelly Johns
Danielle Jones
Jessica Jupitus

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Kimberly Bray Knight
LeRoy LaFleur
Rob Leshner

Jack Martin
Jennifer McCain
Rebecca Miller
Kari Mitchell
Louis Muñoz Jr.
Muzhgan Israfil Nazarova
Denise Novak
JP Porcaro
Lauren Pressley

Lisa Rice
Rachel G. Rubin
Ellen Ruffin
Edward Sanchez
Jamillah Scott-Branch
Jules Shore
William E. (Bill) Sudduth III
Ann Symons
Samantha Thomason
Stephanie D. Tolson
Annie Wu
Jingfeng Xia

ANNOUNCEMENTS AND ADJOURNMENT. Executive Director Mary Ghikas made two brief announcements:

- Immediate Past President Jim Neal announced the Lois Ann Gregory-Wood Fellows Program. Please note the application form will open on July 8, and applications must be received by September 30. If you have questions, you should contact Jim Neal, who is chair of the Selection Committee, or Kimberly Redd at ALA.
- Registration numbers as of close of business yesterday are at 21,345. This compares with 17,600 in New Orleans and 22,591 in Chicago. Out of the 21,345, 14,543 are paid registrations. The remainder is exhibitor registration, which is also paid, but a different budget stream. We were budgeted to earn \$2,767,200. We are at \$3,020,298. While we are about a quarter million dollars ahead of our registration budget, we will see in a couple months where we stand after expenses and other budget streams are calculated.

Ms. Garcia-Febo noted that the Council Secretariat discovered that print instructions on the ballot may have been unclear. To ensure fairness, the current ballots are voided and all Council members are encouraged to recast their ballots. New ballots are ready, and ballot hours will be from 11:30 a.m. and to 4:30 p.m. today. Election results will be announced at Council III.

Councilor Diane Chen announced that in response to the Sunday conversation on Equity, Diversity, and Inclusion through Social Justice, we are shaking up our seating on Tuesday during Council III. The Youth Council Caucus is comprised of ALA councilors who are members of AASL, ALSC, and YALSA. The group exists to ensure youth issues are adequately addressed in ALA Council. We'll group around Virginia Moore, who was a teacher ten years and a school librarian since 1965 and has served on ALA Council for 32 years! Anyone can join on Connect, and she invited all of you interested in Youth Council Caucus and youth issues to join us Tuesday front and center.

Councilor Susan Jennings noted that Council Forum 3 will be held in this room with microphones from 5:30-6:30 pm today.

The ALA Council II was adjourned upon the completion of the agenda.

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ALA COUNCIL III

**Tuesday, June 25, 2019: 7:45 am - 9:45 am
Washington Convention Center, Ballroom A
Washington, DC**

The third meeting of the ALA Council during the 2019 Annual Conference was convened at 7:45am on Tuesday, June 25, 2019, Washington Convention Center, Ballroom A.

Ms. Garcia-Febo noted the she and President-Elect Brown will be leaving this meeting early, at which point Immediate Past President Jim Neal will continue presiding.

QUORUM. A quorum was established at the beginning of each meeting.

ESTABLISHING THE AGENDA, ALA CD #8.7. By **CONSENT**, the ALA Council adopted the ALA Council III Agenda, ALA CD #8.7. Ms. Garcia-Febo noted that three items have been added to new business:

- Resolution on Library Service for Children in Detention at Migrant Detention Centers;
- Resolution on eBook Pricing for Libraries
- An update on ALCTS, LITA, and LLAMA, and the proposed new division.

MEMORIALS, ALA M #7-14 & TRIBUTES, ALA T #4-6. ALA Policy A.4.2.3 provides that memorials, tributes, and testimonials will be presented at the beginning of the last session of Council.

Council **ADOPTED** the following Memorials:

- Dr. Donald B. Cleveland
- Nicolette Warisse Sosulski
- Anne J. Hofmann
- Patricia Meyer Battin
- Dr. Catherine Patricia Riesenman,
- Dr. Lucille Cole Thomas.

Council **ADOPTED** the following Tributes:

- Dr. Ann Carlson Weeks
- Christine Lind Hage
- and Prue Adler.

TREASURER'S REPORT ON FY2020 PROGRAMMATIC PRIORITIES, ALA CD #13.3. Treasurer Hildreth noted that she will review the FY2020 Annual Estimates of Income. She also thanked Treasurer-Elect Maggie Farrell for help with the framework for the FY2020 budget.

Ms. Hildreth reported the following:

- In 2011-2012, because of the Neal Shuman acquisition, ALA had net deficit years, but there was improvement in 2013-2015, followed by some difficulty in 2016-2018.
- In 2019, ALA proactively anticipated a net expense budget beginning our three-year investment strategy and anticipate ending 2019 at about a \$3.6-million deficit.
 - \$2.4 million of that is planned for ALA strategic investments. They are going along well, and they are not

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exceeding our estimates. ALA operations did exceed a little more than anticipated, particularly AV expenses from Midwinter in January and February.

- Propose that our FY 20 budget has \$2.9 million anticipated deficit, including primarily our continuation of our strategic investments.

This budget was reviewed in detail in the spring at the BARC, Finance and Audit and Executive Board meetings, and yesterday at the Executive Board meeting, the Board did recommend for your approval the Annual Estimates of Income:

The FY 2020 budget in terms of operating funds includes:

- Total estimated revenue of \$49.4 million, with estimated \$28.1 million in the general fund, which continues planned strategic investments in development, advocacy, and IT of about \$2.4 million.
- Planned expenses of \$31 million.
- Planned deficit of \$2.9 million. It is challenging to see those deficits, but ALA is being as proactive and careful as we can, and hopefully by 2023-24 we can begin to see those numbers changing and get closer to the black, if not in the black.
- Anticipated \$4.2 million from grants and awards, and the endowment is, at this point at \$700,000 anticipated interest from the endowment.
- No funds in this budget reflect the potential sale of the headquarters building. If that does happen, most of the proceeds of that sale will go into the endowment and ultimately result in a higher interest level from the endowment.
- ALA is in the second year of a three-year program to invest in key supplemental areas, including:
 - \$276,000 of strategic investments in Development, including additional positions and a pilot of a customer relations management system.
 - \$60,000 in support of advocacy's National Public Policy Corps.
 - \$8.8 million in IT investments.
 - BARC is developing metrics and benchmarks for these investments to recommend to the Executive Board.

Ms. Hildreth noted that ALA is working to establish a path to sustainability, which includes operating in the black during on-conference years, as multiple-conference years always creates more revenue. This includes working to leverage capital.

Ms. Hildreth reverred councilors to the Annual Estimates of Income document, which is what Councilors will act on today. Annual Estimates of Income at \$85.7 million include:

- General fund is about \$28.1 million.
- Divisions are about \$15.8 million
- The budget is \$49.4 million.
- Total assets are \$79.7 million
- Liabilities are about \$43 million
- Net assets are about \$36 million

Ms. Garcia-Febo opened the floor for questions:

Question: With the endowment income every year, nonprofit best practices are between a 4% and a 5% draw, and that draw seems very conservative. Can more information be provided?

Ms. Hildreth noted that ALA's draw is usually based on a prior period, a number of months and years. So ALA is fairly conservative, using the 4% to 5% draw consistently. The endowment trustees have been very progressive and strategic

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in deploying investments. It has been strategic with the investing, conservative with the proceeds.

Question: In the Planning and Budget Assembly, there was an interesting discussion about a \$2.4 million FY 19 planned deficit and then an unplanned deficit below that of \$1.2 million. Is there more information about where that's coming from?

Ms. Hildreth noted that \$1.2 million or unanticipated deficit has some key major factors, and the first is the AV costs in Midwinter, as well as lower publishing revenues and division revenues.

Ms. Hildreth moved for Council to approve of the fiscal year 2020 Annual Estimates of Income.

Council **APPROVED** ALA CD #13.3.

Ms. Garcia-Febo thanked Ms. Hildreth for her service as ALA Treasurer and presented her with a citation reading "For distinguished service as ALA Treasurer 2016-2019."

ELECTION TELLER'S REPORT, ALA CD #12.3-12.4. Vivian Bordeaux, Chair, presented the following elections results:

For the Committee on Committees election, 115 ballots were requested, 114 ballots returned, and one void. The following four candidates were elected to a one-year term:

- Oscar Baeza
- Ana Elisa de Campos Sales
- Johana Orellana Cabrera
- Raymond Pun

For the Planning and Budget Assembly (Chapter Councilors and Councilors-At-Large) 115 ballots were requested, 111 ballots were cast, and 4 ballots were void. The following councilors were elected for 2019-2021:

- Kevin Reynolds
- Susan Jennings
- Paula Laurita
- Muzghan Nazarova
- Mario Gonzalez

COMMITTEE ON LEGISLATION, ALA CD #20.1. Mario Ascencio, Chair, reported on the activities of the Committee on Legislation (COL):

Public Policy & Advocacy Updates:

- This year's Fund Libraries campaign is off to a strong start. The House passed a bill to increase funding for Library Services and Technology Act (LSTA), the Innovative Approaches to Literacy (IAO) program; and other federal programs relative to libraries, with expectations that the Senate will begin work on the funding bills next month. Mr. Ascencio encouraged councilors to contact your senators and ask them to fund libraries. You can text the word LIBRARY to 52886.
- COL continues to work to create a pathway to continued increases in federal funding for libraries. COL's Task Force met at this conference and will continue to work to develop long-term strategies for future increases to IMLS funding.
- ALA's Public Policy and Advocacy team has produced several new resources for library advocates. Visit the ala.org/advocacy website to access them.

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- Mr. Ascencio noted ALA's Library guide for the 2020 census, available at ala.org/census. Information is also available at the site about libraries that are working with their communities to support a fair, accurate, and inclusive count.
- Concerning the Resolution on Palestinian Rights, COL met with the other committees to develop a strategy to review the resolution and present a report for Midwinter 2020. The committees will create a task force with various committee members, as well as inviting members from the Social Responsibility Round Table (SRRT.)
- COL recognizes the Tribute to Prue Adler, a colleague who worked closely with ALA on many policy issues and congratulates her on her retirement.

Mr. Ascencio acknowledged the contributions and great work of his COL colleagues, especially those members that have completed their terms: Carl Jay Bansback, Mary Hastler, Kenton Oliver, Jim Teiha, Eileen Palmer, and Pam Klipsch. He also acknowledged Executive Board Liaison to COL, Patty Wong, and the work of the ALA staff, the Public Policy and Advocacy team. He thanked staff liaison, Carrie Russell, and I am grateful to Gavin Baker, Alicia Dixon, Shawnda Hines, Emily Wagner, Megan Cusick, and Kathi Kromer. He also thanked President Garcia-Febo.

Michael Golrick, Councilor, asked Mr. Ascencio for more information on how individuals were chosen for the fly-in. He noted that some Chief officers of State Library Agencies expressed that they were not approached about the fly-in. Ms. Ghikas noted that the Washington office is going to look at the processes used to support the fly-in this year. There will be some tweaks before next year. Alan Inouye, Director of PPA, also noted that idea of the fly-in is to time it with the appropriations cycle and to target states and districts of members who are on the relevant subcommittee and committees, the Appropriations Committee and Subcommittee. Some state librarians were at the fly-in, and he can provide the list to Council later.

INTELLECTUAL FREEDOM COMMITTEE REPORT, ALA CD #19.12-19.20. Julia Warga, Chair, presented part two of her report. She provided an update of the committee's activities:

- This year, the committee has focused on revising interpretations of the Library Bill of Rights for the publication deadline of the 10th Edition of the Intellectual Freedom Manual.
- She referred councilors to the write report which provided many updates on initiatives and activities, such as challenges, Banned Books Week, and other issues.
- Regarding resolutions that came up during Conference, the Committee reviewed the Resolution on Library Service for Children in Detention at Migrant Detention Centers and voted to endorse in principle.
- The Committee has been tasked by Council to discuss and revise the Resolution in the Defense of Free Speech of the Supporters of the Movement for Palestinian Rights. As COL reported, the committee will participate in a joint task force to address the resolution and bring recommendations to Midwinter.

Ms. Warga took a point of privilege as one of three elected trustees, to mention the Leroy C. Merritt Humanitarian Fund. The Merritt Fund was established in 1970 as a special trust in memory of Dr. Leroy C. Merritt. The fund is devoted to the support, maintenance, medical care, and welfare of librarians who are denied employment rights or discriminated against on the basis of gender, sexual orientation, race, color, creed, religion, age, disability, or place of national origin or denied employment rights because of their defense of intellectual freedom. At this conference, the Merritt Fund Trustees revised the Merritt Fund's reception for a cause, which was hosted in the ALA President's suite on Sunday evening. The event raised money to support the fund. The Trustees hope to make this reception an annual event again. The reception was sponsored by the Intellectual Freedom Round Table. There are plans to have an event next summer because it will be the fund's 50th anniversary. She encouraged Councilors to join the Fund and inform your colleagues.

Ms. Warga thanked Ms. Garcia-Febo for the opportunity to serve the Association and Councilors for their participation

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and feedback during the Interpretation revision process. She also thanked members of the IFC, particularly the outgoing members: Emily Clasper, Peter Coyle, Elden Ray James, Johana Orellana Cabrera, Sarah Thornberry, and Paul Flag. She recognized the staff of the ALA Office for Intellectual Freedom, Deborah Caldwell-Stone, Kristen Pekoll, and Yumeka Brown, for all their hard work in assisting the committee throughout the year, especially Elli Diaz, who has served as the staff liaison.

Ms. Warga moved to adopt the following:

- ALA CD 19.3, the Education and Information Literacy: An Interpretation of the Library Bill of Rights.
- ALA CD 19.14, Economic Barriers to Information Access: An Interpretation of the Library Bill of Rights.
- ALA CD 19.15, User-Initiated Exhibits, Displays, and Bulletin Boards: An Interpretation of the Library Bill of Rights.
- ALA CD 19.16, Access to Digital Resources and Services: An Interpretation of the Library Bill of Rights.
- ALA CD 19.17, Evaluating Library Collections: An Interpretation of the Library Bill of Rights.
- ALA CD 19.18, Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights.
- ALA CD 19.19, Rating Systems: An Interpretation of the Library Bill of Rights.

Council **ADOPTED** ALA CD #19.3 –19.19

Ms. Lind Hage, Councilor, asked for appoint of order regarding the availability of changes to formal documents for viewing. Ms. Warga noted that the changes will be added within the next month or so and available online, as well as available in the Intellectual Freedom Manual which will be published next year.

Ms. Warga asked Sara Dallas, Chair of the Committee on Professional Ethics (COPE), to join her. The IFC and COPE jointly move to adopt ALA CD #24.3 “Intellectual Freedom Advocacy and Education.”

Council **ADOPTED** ALA CD #24.3

TASK FORCE ON ONLINE DELIBERATION AND VOTING, ALA CD #42. Ed Sanchez, Chair, thanked members of the Task Force for their hard work, as well as Sheryl Reyes and Marsha Burgess at ALA.

This Task Force was formed at Midwinter 2019 under the charge to explore options and to develop a procedure to facilitate online deliberation and voting for Council outside of our Annual and Midwinter Meetings, as well as removing any roadblocks to online participation in the ALA Constitution and Bylaws. The scope of this charge is narrow, but the Task Force encountered many challenges to that narrowness.

- To begin, the Task Force conducted both an external scan of nonprofit professional associations and internal scan of ALA units. As it turned out, none of these associations have online deliberation and voting in a way that is consistent with the structure of our Council meetings. Some conduct online deliberation through forums, similar to ALA Connect, and the details of those are in our report.
- In reaching out to Executive Board, ALA divisions, round tables, Council committees, and ALA committees, the Task Force hoped to determine how those units conduct online meetings and voting. Additionally, the Task Force reviewed the ALA Constitution, Bylaws, and handbook for any areas related to online deliberation and voting. Virtual deliberation and voting across ALA units is inconsistent in part because understanding of ALA policy on online deliberation and voting varies.
- Sections of the ALA Constitution, Bylaws, and Handbook covering deliberation and voting need to be updated to allow the online mode. The most significant area was Bylaws Article II: meetings, Section 5, votes by mail, which was addressed here in Council II through action items of the Constitution and Bylaws Committee, and the Task Forces thanks Steve Matthews and the members of the Constitution and Bylaws Committee for their work on

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those changes.

- Additionally, the Task Force worked with ALA Governance staff to conduct several demonstration sessions for various software products, including the existing SBS, myDirectVote software, which ALA currently uses for Spring Meetings and has a new module on real-time voting. The Task Force reviewed this but only envisions that this software could replace paper voting. However, the Task Force found it is not an appropriate replacement for paper ballots for other Council meetings or as an asynchronous replacement between in-person Council meetings. The Task Force reviewed the new voting and workspace features in ALA Connect, which was rolled out to the Task Force community space on Connect a couple of months ago. This software has the benefit of being accessible to all ALA units and groups within Connect as well as membership. The new features make informal asynchronous voting easier and we envision this being useful in smaller ALA units or committees, but again, it is not an appropriate replacement for any group with formal votes using Robert's Rules of Order, such as Council.
- Lastly, the Task Force considered the functionality of the Webex software used for the 9th annual virtual meeting. It integrates with the live captioning service that we have that we use here at Council, and it allows for document sharing and VoiceOver by presenters and includes the raise hand feature and messages to moderator, chat features to the panel and/or all participants, as well as mic sharing, and this year the Virtual Membership Meeting had over 400 synchronous participants.

Key Takeaways:

- The Task Force did not find a software solution that could fully emulate the real-time Council deliberation and voting according to Robert's Rules of Order, but found a number of issues and questions that would need to be resolved in the future if Council or another ALA unit would want to move to official online voting and deliberation.
- While looking for a model that would best serve Council, the Task force discussed synchronous versus asynchronous voting and deliberation, concluding that a strategy incorporating the best of both modes would be ideal. The Task Force believes that both synchronous and asynchronous voting may be appropriate in different situations, but which kind is appropriate for a given situation requires needs clarified. The Task Force also refers councilors to the written report, which outlines additional issues. The work of SCOE will also impact this work.

The Task Force makes the following recommendations:

- Change Title II Section 5 as a requisite first step to normalizing online voting under the current bylaws.
- Extend the working timeframe for the Task Force to gather information and feedback from Council, collaborate with other ALA units to envision processes for both synchronous and asynchronous deliberation and voting online, and a to further investigate technical and financial requirements for synchronous online deliberation and voting to support the ALA core values of equity, diversity, and inclusion, advocacy and member engagement.

Ms. Garcia-Febo opened the floor for questions or comments, which included the following:

Diane Chen, Councilor, thanked the Task Force for paying particular attention to accessibility issues.

Richard Huffine, Councilor, asked if the Task Force considering the requirement in governing documents for the the use of Robert's Rules of Order and if there are other options for governance that would facilitate online options. Mr. Sanchez noted that this is as question the Task Force would like to explore more and report back to Council.

Mr. Sanchez moved to extend the work of the Task Force until December 2020.

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Council **APPROVED** the extension recommendation in ALA CD #42.

Amy Steinbauer, Councilor, asked if the Task Force considered privacy issues of an online system. Mr. Sanchez noted that the Task Force did not explore systems outside of those already in place within ALA, so vetting for privacy did not occur, but the Task Force will consider this moving forward.

Ms. Garcia-Febo then noted that she will have to excuse herself from the meeting at this time, but she extended her heartfelt thanks to all for work during the conference and in the past year. She is also honored to have led ALA as the first Puerto-Rican American President. She invited Immediate Past President Jim Neal to continue as facilitator.

ELIMINATING LIBRARY FINES AS A FORM OF SOCIAL EQUITY WORKING GROUP, ALA CD #43. Peter Hepburn, Chair, noted that during Midwinter 2019 Council passed a resolution on Eliminating Monetary Library Fines as a Form of Social Inequity. The fourth resolved clause called for the establishment of a working group with a report to be delivered at Annual Conference.

The working group was convened in February. The members, Sarah Houghton, Mica Johnson, Eric Sues, Andy Woodworth, and Ed Garcia have been collaborating virtually.

Mr. Hepburn moved for an extension of the deadline for a final report to Council until August 31, 2019.

Council **APPROVED** the extension recommendation in ALA CD # 43.

COUNCIL FORUM WORKING GROUP, ALA CD #44. Susan Jennings, Chair, thanked everyone who participated in the group's survey. The group plans to convene a task force to look at the results of our survey and bring back recommendations to Council, likely by Midwinter 2020.

At this conference, there were three Council Forums. They were productive, and Ms. Jennings thanked those who participated. Ms. Jennings also thanked Sonia Alcantara-Antoine, Johana Orellana Cabrera, Wanda Brown, Em Claire Knowles, Karen G. Schneider, and Matthew Cizek for their work on Council Forum.

RESOLUTION ON LIBRARY SERVICE FOR CHILDREN IN DETENTION AT MIGRANT DETENTION CENTERS, ALA CD #52

Resolved, that the American Library Association

1. Denounces the existence of family and youth detention centers; 2
2. Denounces the ongoing deplorable conditions in family and youth detention centers;
3. Denounces the removal of educational and recreational programming, such as storytimes, from youth detention centers and calls for the reestablishment of these programs;
4. Urges libraries with detention centers in or near their service areas to reach out to and work with local authorities, schools, and governmental support agencies; 1 2015-2016
5. Strongly encourages libraries to perform outreach and provide access to materials for both education and entertainment in a variety of formats and media in as many languages as possible as appropriate for the populations being served;
6. Strongly encourages libraries and library workers to provide services to migrant families and reexamine their policies to resolve any barriers to access presented to the access to services.

Mr. Jules Shore, Councilor moving for adoption of the resolution, read the above clause and noted that after discussion at Council Forum the clause containing the phrase "concentration camps" has been removed. He also noted that this resolution began with REFORMA and Children in Crisis.

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Martin Gomez, Councilor, moved to amend the first resolved clause add that language at the end of "youth detention centers," so it would read: "Denounces the existence of family and youth detention centers for refugees who are seeking asylum." Discussion ensued on the floor, and Mr. Gomez withdrew the motion.

Oscar Baeza, Councilor, read the following statement from REFORMA:

Recreation and education are critical to the human development of children, especially immigrant children being held in detention by the U.S. Government. Cutting education and outdoor activities only serves to further traumatize an already fragile population of immigrant children. REFORMA wholeheartedly supports this resolution and hopes that through ALA's efforts we can reestablish the vital resources needed by the children in crisis.

It was noted that the following groups endorse the resolution in principle:

- Committee on Professional Ethics (COPE)
- Black Caucus
- ACRL

Eric Suess, Councilor, noted that the Committee on Legislation (COL) looked at an earlier version of the resolution and did not take action. However, this new draft address some of the concerns expressed by that group. He noted that COL would encourage, in regard to clause 4, that ALA work with all chapters not just border state chapters.

Council **ADOPTED** ALA CD #52

RESOLUTION ON EBOOK PRICING FOR LIBRARIES, ALA CD#53

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

1. Creates a joint working group of representatives from ALA, ULC, ASGCLA, COSLA, PLA, LITA, ALCTS, RUSA, and other members to be determined to address library concerns with publishers and content providers specifically:
 - a. to develop a variety of digital content license models that will allow libraries to provide content more effectively, allowing options to choose between one-at-a-time, metered, and other options to be made at point of sale;
 - b. to make all content available in print and for which digital variants have been created to make the digital content equally available to libraries without moratorium or embargo;
 - c. to explore all fair options for delivering content digitally in libraries;
 - d. to urge Congress to explore digital content pricing and licensing models to ensure democratic access to information
2. Develops an advocacy and public awareness campaign to provide accurate information about the true value of library purchasing of books to publishers.

Michael Golrick read the above and moved for adoption. He noted that this comes out of the consortia e-book content group. It is the feeling of that group that the ALA needs to take more aggressive action in helping our members and our member libraries to be able to provide this kind of content to our users. Mr. Golrick noted that consulted briefly and informally with the chair of BARC, who had indicated there would be some cost, but not major costs in implementing at least the first of the two resolved clauses.

It was requested that the Resolved clause be amended to include Special Libraries Association as a named member of the working group. Mr. Neal noted that this can be considered an editorial change and does not require a formal motion to amend.

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It was noted that LLAMA endorse the resolution, and the following groups, which did not have an opportunity to formally review and endorse, have generally wide support for the resolution: ACRL, PLA, RUSA.

Latrice Booker, Councilor, moved to amend the title of the Resolution to “Resolution on Digital Content Pricing.” Seeing no objections to renaming, Mr. Neal noted this would be treated as an editorial change.

Eric Sues, Councilor, moved to refer the Resolution to the Committee on Legislation (COL) and the Information Technology Advisory Committee (ITAC), citing budgetary implication and policy inconsistencies within the subclauses to Clause 1. The groups would provide a report at Midwinter 2020.

Council **DEFEATED** ALA CD #53 Referral

Council **ADOPTED** ALA CD #53 (with editorial changes)

ALCTS, LITA, LLAMA UPDATES ON PROPOSED NEW DIVISION. Tyler Dzuba, Councilor & Incoming President-Elect of LLAMA, noted that he is also representing Incoming President-Elects of ALCTS and LITA. The Boards of all three groups had a joint meeting the previous day, and there is a great deal of enthusiasm for the new division. He presented the proposed new name of the division: Core: Leadership, Infrastructure, Futures. The name is still to be vetted and refined.

ANNOUNCEMENTS AND ADJOURNMENT. Ms. Ghikas provided the final day’s registration numbers, noting that they are always audited post-conference. Registration stands at 21,460, compared with 17,599 in New Orleans and 22,702 in DC.

Mr. Sanchez reminded the group that those who signed up as a mentor or mentee will be contacted. Kevin Reynolds has the current list, and he encouraged anyone to reach out to Mr. Reynolds who still needs to sign up.

The Council III meeting adjourned at the completion of the agenda.