


ALA FORWARD TOGETHER



A REIMAGINED ALA

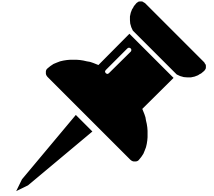


#ALAFowardTogether

January 14, 2020

Lessa Kanani'opua Pelayo-Lozada & Kenny Garcia

Steering Committee on Organizational Effectiveness (SCOE) Members



Plan for today

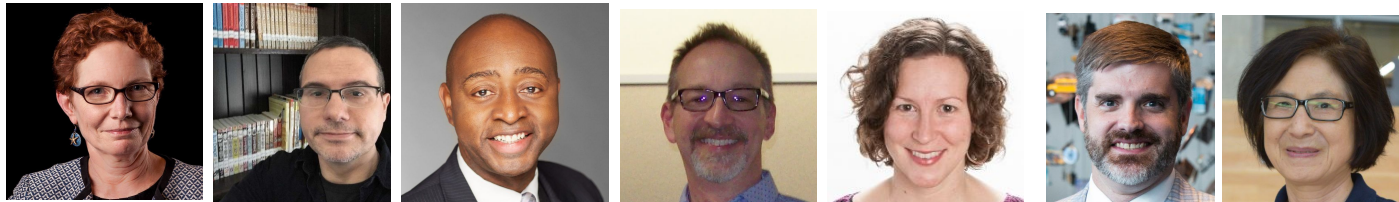
1. How We Got Here
2. Overview of *Forward Together* recommendations
3. Member Process: How It All Fits Together
4. SCOE moving forward
5. Q&A

1.

How We Got Here

Recommendations for a reimagined ALA
Governance model

The Committee





ALA of the future must....

- Enable consistent, strategic, and effective member engagement
- Enable organization-wide planning
- Be financially sustainable
- Enable sustainable, long-term change



ALA of the future must....

- Allow stakeholders to have confidence in decisions made when they are not in the room
- Deliver high-value support and impact for members
- Pursue environmental sustainability in its activities
- Center equity, diversity, and inclusion



We heard you

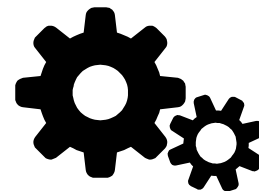
- 8 in-person public sessions
- 7 virtual webinars and feedback sessions
- Over 40 meetings with groups across ALA
- ALA Connect Space (now at over 500 members)

2.

Forward Together

Recommendations for a reimagined American
Library Association governance model

Board of Directors



Future Composition of the Board of Directors of the American Library Association:

17 volunteer members and 1 staff member

- 4 elected by membership: president, president elect, immediate past president, treasurer
- 8 elected by membership: at-large members
- 5 appointed by the Board for unique skills and perspectives not represented by elected members
- 1 staff (executive director, ex-officio, non-voting)

Term Length: 3 years, staggered

Sub-committees of the Board: Executive and Board Effectiveness (Endowment Trustees discussed in Member Engagement Opportunities)

Current Composition of the Executive Board of the American Library Association:

12 volunteer members and 1 staff member

- 4 elected by membership: president, president elect, immediate past president, treasurer
- 8 elected by Council from current Councilors*
- 1 staff (executive director, ex officio, non-voting)

Term Length: 3 years, staggered

Committees of the Board: Executive, Board Effectiveness, Finance and Audit, Endowment Trustees

**At-large members of Council are elected by ALA membership. Councilors representing a specific division or round table are elected by their members and Chapter Councilors are elected by their chapter's members.*

Standing Committees of the BOD

Future Standing Committees of the ALA BOD:

- 6 committees:
 - Finance and Audit
 - Nominating
 - Leadership Development
 - Association Policy
 - Public Policy and Advocacy
 - Social Justice
- 15 members per committee:
 - 10 elected by ALA members
 - 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee
- 1 ALA staff member each
- Each standing committee will also hold regular in-person and virtual committee membership meetings (except the Nominating Committee).
- Standing committees will work in conjunction with advisory groups, working groups, and communities of practice

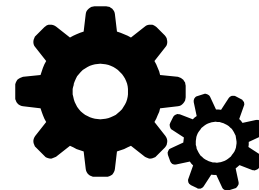
Current ALA comparison:

- There is no direct correlation to current ALA structure. The future standing committees are comparable to:
 - some of the Committees of Council such as Policy Monitoring and Committee on Committees;
 - some of the Committees of the Association such as Nominating, Appointments, and Constitution and Bylaws;
 - some of the functions of ALA Council such as policy development.
- The number of members per committee varies as does their member composition. Most committees are appointed by the Committee on Committees or the Appointment Committee, but some Committees of Council such as Policy Monitoring may only be comprised of Councilors.
- 1 Executive Board liaison each
- 1 ALA staff member each

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Leadership Assemblies



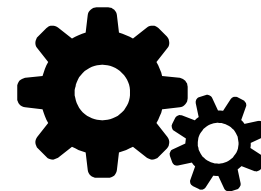
Future leadership assemblies:

1. Chapter Leadership Assembly
(50-80 members)
2. Round Table Leadership Assembly
(21 members)
3. Division Leadership Assembly
(9 members)
4. Affiliates Leadership Assembly
(30 members)

Current leadership assemblies:

There is currently no direct correlation for the proposed leadership assemblies, but they seek to be direct, open lines of influence to the Board of Directors. Leadership assemblies maintain the functions and strengths of several existing groups such as ALA Council, the Chapter Leaders Forum and the Round Table Coordinating Assembly.

Member Engagement Opportunities



Future Member Engagement Opportunities:

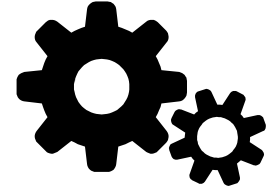
- Communities of Interest
- Working Groups
- Advisory Groups
- Standing Committees of the Board of Directors
- Endowment Trustees
- Committee on Accreditation*

*Name to be changed to reflect unique role within the association upon findings of working group

Current Member Engagement Opportunities:

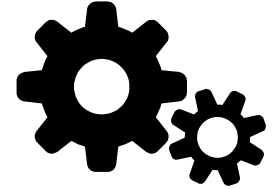
- Standing Committees of the Association
- Standing Committees of Council
- Task Forces and Working Groups appointed for special projects
- Endowment Trustees

Divisions of ALA

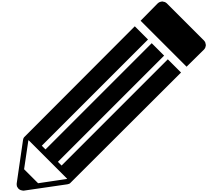


- Conduct regular reviews of each Division in consultation with the ALA executive director
- Review the Operating Agreement
 - Replace individual Division bylaws with a shared policies and procedures document
 - Align dues and dues structures across the Divisions
 - Schedule a regular review of the operating agreement
- Align member engagement structures in the divisions and throughout ALA (Sections have special consideration)
- Empower ALA staff to investigate and recommend best practices for efficient elections

Round Tables of ALA

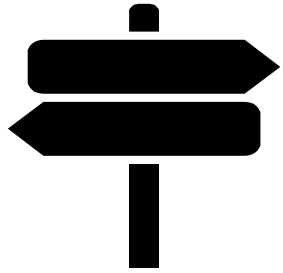


- Utilize ALA Connect for archival history and elections
- Replace individual Round Table bylaws with a shared policies and procedures document
- Align dues and dues structures across the Round Tables
- Increase the minimum number of dues-paying members needed to create a round table to one percent of ALA's membership unless identified as a strategic priority by the Board of Directors



Other recommendations

- Conduct a regular review to make incremental change
- Design a robust virtual member orientation to welcome new members, explain engagement opportunities, and provide a refresher for current members
- Develop an ALA-wide clearinghouse for volunteer opportunities, with volunteer forms to be accepted on ongoing basis



Where's Council?

3.

Member Process

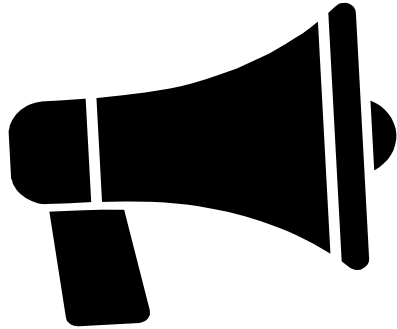
How it all works together



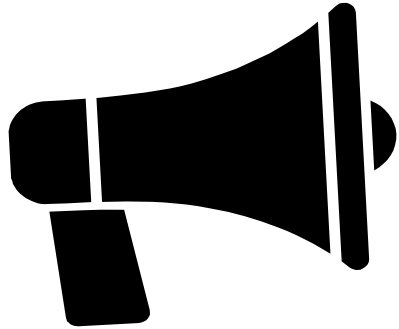
The New Member



The Passionate Member



Raising Issues for Discussion or Action



Moving Legislative and Public Policy Advocacy

4.

SCOE Moving Forward

Next Steps

Current Plan*



Analysis

COO and ALA Constitution and Bylaws are reviewing the impact on current Constitution and Bylaws and organizational structure and will report to the ALA Executive Board at their Spring 2020 meeting

Phase 2

A new working group(s) will be established in Spring 2020 to carry on the work

Revised timeline

Council presentation: Jan 2020

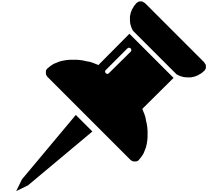
Council vote 1: Jan 2021

Council vote 2: June 2021

Membership vote: Spring 2022

*All plans subject to change per the iterative process

Opportunities for Engagement



Forward Together Website forwardtogether.ala.org

Virtual Webinar Thursday, February 13, 2020, 1:00pm Central

Midwinter Discussions

Saturday, January 25

10:30 AM – 11:30 AM | Forward Together Conversation – PCC, Room 108-B

12:00 PM – 1:00 PM | Forward Together & Division Discussion – PCC, Room 112-AB

4:30 PM – 5:30 PM | Forward Together: EDI Discussion – PCC, Room 112-AB

Sunday, January 26

1:00 PM – 2:00 PM – Forward Together & Round Table Discussion – PCC, Room 108-B

4:00 PM – 5:00 PM – Forward Together & Chapters Discussion – PCC, Room 108-A

Monday, January 27

10:00 AM – 11:00 AM – Forward Together Conversation – PCC, Room 112-AB

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5.

Questions?

Thanks!

Questions? Comments?

Website forwardtogether.ala.org

ALA Connect <https://bit.ly/2GqPgpC>

Email lessalozada@gmail.com

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