



PLA Board of Directors Meeting
June 25, 2022
ALA Annual Conference, Washington D.C.
Marriott Marquis, Georgetown University Suite
Board Lunch
12:00 Noon – 1:00pm Eastern

Board Meeting
1:00pm – 5:00pm Eastern

Topic: PLA Board of Directors Meeting - Virtual Component
Time: Jun 25, 2022 12:45 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://ala-events.zoom.us/j/96564619538?pwd=aitPckxKSTIDV2NRVloxc1ViZVhqQT09>

Meeting ID: 965 6461 9538

Passcode: 364572

One tap mobile

+13126266799,,96564619538# US (Chicago)

+12678310333,,96564619538# US (Philadelphia)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 267 831 0333 US (Philadelphia)

+1 301 715 8592 US (Washington DC)

+1 213 338 8477 US (Los Angeles)

+1 253 215 8782 US (Tacoma)

+1 206 337 9723 US (Seattle)

Meeting ID: 965 6461 9538

Find your local number: <https://ala-events.zoom.us/j/96564619538?pwd=aitPckxKSTIDV2NRVloxc1ViZVhqQT09>

Agenda

1. **Welcome and Introductions**, *Melanie Huggins, PLA President*
2. **EDISJ work**, *Maria McCauley, PLA President-elect*

3. **Action Item:** Adoption of the agenda

Additional items may be added to the agenda prior to the adoption of the agenda. Items may also be removed from the consent agenda and moved to a discussion item. The PLA Board's adoption of the consent agenda constitutes approval of those items on consent that have not

been removed for discussion. PLA policies related to Board service, the strategic plan and Board roster have been included in ALA Connect as reference materials. These are not agenda items.

<u>Consent Agenda</u>	<u>Document Number</u>
-----------------------	------------------------

- | | | |
|----|--|------------|
| 4. | Organizational Excellence and Governance | |
| | a. May 2022 Board Meeting Minutes | 2022.33 |
| | b. PLA President's Report to ALA Council and EB | 2022.34 |
| | c. TAG resolutions and PLA Councilors' recommendations | 2022.35a-c |
| 5. | PLA Initiatives Combined Report..... | 2022.36 |
| 6. | PLA Operations Combined Report..... | 2022.37 |

<u>Action/Discussion/Decision Items</u>	<u>Document Number</u>
---	------------------------

- | | | |
|-----|---|-------------|
| 7. | Reflections, Huggins, all | no document |
| 8. | PLA President Update, Huggins..... | no document |
| 9. | PLA President-elect Update, McCauley | no document |
| 10. | PLA Executive Director Update, Mary Davis Fournier | no document |
| 11. | Executive Board Liasion Update, Larry Neal..... | no document |
| 12. | Fiscal Officer Report, Clara Bohrer, Davis Fournier, all | |
| | a. FY22 as of January 2022 Budget Reports..... | 2022.38a-d |
| | b. FY22 as of January 2022 Narrative | 2022.39 |
| | c. Budget and Finance Committee Meeting with ALA Treasurer..... | 2022.40a-c |
| | d. Priorities for Fiscal Officer/Budget & Finance Committee in FY23 | no document |
| 13. | Strategic Plan Refresh, 2023-2026 Fournier, Mary Hirsh, all ACTION | 2022.41a-b |
| 14. | Cultural Proficiencies for Racial Equity Framework, Amita Lonial,
Christina Fuller-Gregory | 2022.42a-b |
| 15. | IFLA Public Libraries Section Update, Ramiro Salazar | 2022.43 |
| 16. | Sunsetting/Transition of the Social Worker Task Force, Larra Clark ACTION | 2022.44 |
| 17. | Welcome new PLA Board Members, all | no document |
| 18. | Service Recognition of Board Members | no document |
| | a. Outgoing board member thanks: Michelle Jeske, Toby Greenwalt,
and Amita Lonial | |
| | b. Leadership transition: President Melanie Huggins passes baton to incoming
PLA President Maria Taesil Hudson McCauley (effective July 1, 2022) | |

19. New Business, *all*.....no document



**PLA Board of Directors Meeting
Virtual Meeting – 1:00-4:00 pm Central, May 6, 2022**

- Present:** Melanie Huggins, President; Michelle Jeske, Past President; Dr. Maria Taesil Hudson McCauley, President-elect; Directors-at-large: Erica Freudenberger, Toby Greenwalt, Amita Lonial, Candice Wing-yee Mack, Dara Schmidt; Stephanie Chase, ALA Division Councilor; Clara Bohrer, Fiscal Officer
- Absent:** Brandy McNeil
- Guest:** Larry Neal, ALA Executive Board
- PLA Staff:** Mary Davis Fournier, Executive Director; Mary Hirsh, Deputy Director; Kathleen Hughes, Manager, Publications; Melissa Faubel Johnson, Meeting and Special Events Planner; Samantha Lopez, Manager, Marketing and Membership Angela Maycock, Manager, Continuing Education

Revised Agenda*

***NOTE:** The items highlighted in yellow below were updated on May 5, 2022.

1. **Welcome and Introductions**, *Melanie Huggins, PLA President*
2. **EDISJ work**, *Maria McCauley, PLA President-elect*
 - Board members reported their personal feelings as well as work they are doing in support of their organization's EDI goals
 - The Board encouraged PLA to consider more scholarships to engage more members from diverse backgrounds, and at different places in careers
 - McCauley reminded the board the regular EDISJ reflection exercise is an opportunity for all of members to practice growing their own EDISJ aperture.
3. **Action Item:** Adoption of the agenda
The agenda was adopted as presented

Consent Agenda

Document Number

1. *Organizational Excellence and Governance*
 - a. Draft April 2022 Board Minutes..... 2022.27

Action/Discussion/Decision Items	Document Number
----------------------------------	-----------------

- | | |
|--|----------|
| 2. PLA President Update, <i>Melanie Huggins</i>no document
President Huggins thanked the board for engaging with Operating Agreement Work Group co-chairs in April. Since the last meeting, Huggins participated on a panel with the North Carolina Library Association, focuses on sustaining partnerships. She also participated on a Florida Library Association panel discussing library innovation. Huggins will attend the upcoming ULC Lessons from the Field meeting in Cleveland. She submitted her final Public Library column, about Brittney K. Barnett and justice involved patrons. | |
| 3. PLA President-elect Update, <i>Maria McCauley</i>no document
McCauley has met with PLA executive director Mary Davis Fournier in preparation for assuming presidency. She is participating in virtual conference hosted out of Iran, pre-recorded with help from ALA and PLA. McCauley continues her work on ebook policy with digital equity group organized by PPA. She is working on similar issues in Massachusetts. | |
| 4. PLA Liaison to ALA Executive Board Update, <i>Larry Neal</i> 2022.27a
Neal directed the group the liaison report in the board packet, summarizing the actions and highlights from executive board meetings. There have been many questions about councilors registering for conferences, the executive of board feels that it is important to demonstrate support for organization. ALA is experimenting with hybrid modes, but it is a challenge to carry off all hybrid meetings. We are still working through new modes and models. <ul style="list-style-type: none">- It was suggested that Council consider a model PLA has adopted with small and rural libraries to support involvement of people who may not be able to afford or come from a place with institutional support. Neal agreed it was a good idea at both Council and the Executive Board. The focus on geography feels appropriate and he like to see something like this as a council discussion.- Chase feels it is poor timing to require registration for virtual meetings while pandemic is ongoing, and council make up is up for discussion. These are important meetings which should have as many people there to vote as possible. | 2022.27a |
| 5. PLA Executive Director Report, <i>Mary Davis Fournier</i>no document <ul style="list-style-type: none">- Davis Fournier expressed pride over the successful PLA Conference and thanked the board for being such visible ambassadors to both attendees and exhibitors.- PLA will welcome 5 new staff over the next month. Hiring managers are working on a cross training support plan and creating onboarding for new hires. | |

- Work related to the strategic plan refresh is advancing, and Fournier plans to present the refresh for approval at June meeting.
- The ATT minigrants application is open through June 10.
- Staff are regrouping on IF activities, following work in the spring.
- The Justice at Work online training is now available. The EDISJ committee was thanked for providing content feedback to position this as a relevant resource.
- Fournier is working on the FY23 budget. The next internal deadline is May 20, then the budget will go to B&F committee. ALA is requiring a \$330,000 discretionary cut across all units and approximately \$50,000 from PLA.
- Staff return to office will not be contemplated before September 2022.
- There have been a lot of staff departures, especially in CMO. All units have been asked to promote conference on social media, Fournier encouraged the board to amplify.
- The PLA Board schedule for annual is posted in Connect group. Most PLA meetings will be at the Marriott and the board meeting will be hybrid.
- PLA is working to schedule online meeting with public library councilors prior to annual.

6. FY21 Final Close Financial Update, *Clara Bohrer*

- a. FY21 Financial Narrative Report as of August 2021 2022.28
- b. FY21 Budget Report as of August 2021 2022.29a-d
- Bohrer has been working closed with Fournier and thanked her for her diligence in getting information in a timely manner
- In FY 21, PLA was budgeted to spend down \$500,000. Due to ongoing pandemic shifts, only spent down \$158,000. The bottom line is that our members saw value for their membership dollars in the pandemic year.
- The balance sheet report has been reformatted to make it easier to read.
- PLA retains a healthy fund balance, at least in theory.

7. FY22 First Quarter Financial Update, *Bohrer*

- a. FY22 Financial Narrative Report as of November 2021 2022.30
- b. FY22 Budget Report as of November 2021..... 2022.31a-d
- This report only covers first quarter of FY22. Accounting is working on a schedule, unsure of when we will see more current numbers
- Budget revenue set at \$835,000. Very little of conference revenue is reflected in Q1 report so reported status should not cause concern.

Bohrer and Staff were thanked for providing such thorough reports.

Endowment interest in an emerging conversation. Each year, PLA has the option to take the interest and spend on a program or roll back into endowment. This decision rests with board, as long as ALA policy is followed. Fournier and Bohrer had discussed transferring endowment interest into Friends budget for scholarships, or other programmatic priorities.

According to BARC, first draft ALA FY23 budget was \$4 million out of alignment. ALA is demanding that PLA and other division put interest in operating funds to cover the deficits. This decision was taken out of the PLA board's hands, where it should be located. There is language in operating agreement about "meaningful consultation", and PLA wants to be good partners. Bohrer plans to bring this up at the Operating Agreement work group meeting. She would like the Executive Board to understand this represents a change in practice.

The issue is the stakeholder management and relationships. Change in practice and policy should have been undertaken in consultation with divisions. Chase supported of sending a letter to the executive board. Jeske agreed.

Neal encouraged the PLA board to formally respond. There is new leadership and an emphasis on transparency at the executive board.

There were questions about how this will impact operations at PLA. Staff are still working on that analysis, should not impact positions.

PLA ED was encouraged to approach other divisions to issue joint letter. Motion to draft letter moved by Schmidt, seconded by Chase. The motioned passed. Goal to submit letter to ALA EB in advance of the May 17 executive board meeting.

The PLA Board will vote on FY23 budget in June, opportunity for additional action. Bohrer wants to revisit budget review schedule to happen in January so we can be more proactive and align meetings to reporting.

8. PLA 2022 Conference Report, *Fournier, Melissa Johnson, Lian Drago, Angela Maycock* 2022.32
- Fournier commended PLA staff, particularly Melissa Johnson, Lian Drago, Angela Maycock, Steven Hofmann, Kathleen Hughes, Samantha Lopez, and Megan Stewart for the countless hours of work that went into making conference a success
 - Revenue looks to be on track. The story is the success virtual conference, which grew exponentially.
 - We have not received expense or revenue information yet, hope to have it from ALA finance for June meeting.
 - In the evaluation, MDF called attention to number of attendees who had attendance supported by their library.
 - It was suggested that PLA board members be engaged in exploring the local landscape to make attendees feel welcomed at future conferences.
 - How To stage was a huge draw. ALA is looking to replicate at Annual.

Board members had questions about measuring impacts and understanding. The group also discussed the varied experiences and values of attendees and the important of making space for divergent views. It was suggested that PLA staff revise the review rubric to include a more detailed EDISJ approach for 2024. The Cultural Proficiencies Framework could be helpful in this work.
PLA staff is very open to learning and improvement to get to intended results and outcomes.

The PLA staff was again thanked for their work in a successful conference.

9. ALA Annual Conference, *Fournier*no document
Fournier pointed the Board the draft high level meeting schedule in the packet.

10. New Business, *all*no document
Chase brought up some governance activities. At a March special meeting, Council voted to use “Advisory”. Items that TAG brings to a vote in June, will be using “Advisory”. The change process will take multiple votes to change.
Councilors have indicated they like knowing PLA positions so there is value in meeting with Councilors in advance of Annual to reiterate stated positions and encourage public library councilors to speak up. Staff will draft talking points to aid this. Chase reported the Body as whole seems ready to move toward change.

With no other new business, the meeting was adjourned at 4:00pm central

2021–2022 ALA CD#28.5
2022 ALA Annual Conference

PLA President's Report

Melanie Huggins, 2021–2022

The Public Library Association (PLA) envisions a future where public libraries serve at the intersection of vibrant communities and a strong democracy. Our association continues to work to strengthen public libraries and their contribution to communities by staying dedicated to our strategic goals of organizational excellence, transformation, leadership, advocacy and awareness, and equity, diversity, inclusion, and social justice.

As the PLA board and staff look back on another busy year, we continue to be in awe of public libraries' ability to respond to their communities' evolving needs with speed, compassion, and creativity. Whether navigating long-term COVID-related concerns like health, safety, and equity of access, or fighting to protect the freedom to read during a massive increase in unpopular, politically-motivated book bans, public library professionals continue to manage an ever-expanding range of complex and sensitive challenges with professionalism and resilience.

Public libraries have met each successive challenge with a renewed commitment to some of our most deeply held values, including equitable access to information and services, diversity, intellectual freedom, and lifelong learning. PLA was able to highlight these accomplishments when hosting the first major in-person public library event since the pandemic—the PLA 2022 Conference. As we look ahead to navigating these uncertain times, we are hopeful that, together with the American Library Association (ALA), we will continue to grow and shape possibility for our members and the communities they serve.

Table of Contents

• Organizational Excellence	2
• Transformation	3
• Conferences and Professional Development	4
• Advocacy and Awareness	6
• Publications and Media	8
• Equity, Diversity, Inclusion, and Social Justice	10
• Looking Ahead	12

Organizational Excellence

PLA 2022 Election

In April, the PLA membership [elected Sonia Alcántara-Antoine](#), director of the Baltimore County (Md.) Public Library, to the office of 2022–2023 PLA president. Alcántara-Antoine will serve a three-year term beginning this June. Alcántara-Antoine has served extensively in PLA, the ALA, and the Urban Libraries Council (ULC). Highlights include serving as a coach for PLA's Leadership Academy, as a member of PLA's National Conference Program Subcommittee, as an ALA Councilor-at-Large, and as a member of ULC's Antiracism and Digital Equity action teams. She also has served proudly in the Maryland Library Association and Virginia Library Association. Also elected to the PLA board, as directors-at-large, were [Michael Colford](#), director of library services of the Boston (Ma.) Public Library, and [Mary Ellen Icaza](#), CEO/executive director of the Stark Library (Canton, Ohio). PLA thanks all the candidates who stood for election, as well as all the members who voted. Special thanks to the [2022 Nominating Committee](#), chaired by Ramiro Salazar, for an outstanding slate of candidates.

EDISJ Exercises for PLA Board

This year, the PLA board implemented a new process for prioritizing equity, diversity, inclusion, and social justice (EDISJ). PLA president-elect Dr. Maria Taesil Hudson McCauley has been leading the PLA board in EDISJ exercises at the beginning of each meeting. These exercises are designed to evoke thoughtful reflection and ideas sharing related to EDISJ work in public libraries, putting EDISJ at the forefront of the discussion and the minds of board members. Example exercises include: Volunteering to read the EDISJ goal and objectives from PLA's Strategic Plan; In thinking about our EDISJ commitment, where would you like more intention placed? What is a related wish?

PLA Staff

In 2021, PLA welcomed Mahogany Meeks as a full-time program coordinator dedicated to PLA's growing research capabilities and data-driven librarianship efforts. Meeks' hiring is an important step toward the association's planned expansion of this vital work capturing and interpreting national public library data. In 2022, PLA opened two additional coordinator-level positions, a communications associate position and program coordinator for continuing education, as well as two program manager-level positions. Despite these exciting additions, the PLA team faced a second consecutive year with critical positions unfilled, due to staff turnover and an ALA hiring freeze affecting most positions.

Transformation

Digital Literacy

In 2021, PLA and AT&T joined forces to improve digital literacy and promote broadband adoption among families and communities. Through [the collaboration](#), PLA and AT&T developed a curated collection of courses intended to support those newly connected to the internet as they navigate home schooling, distance learning, remote employment, and other essential activities affected by the pandemic.

Based on content from PLA's [DigitalLearn.org](https://www.digitallearn.org) training site, digital literacy courses were updated to address searching, navigating a website, using passwords, and avoiding scams. New content was also created to focus on using mobile devices and video conferencing. The online courses and training materials were launched in March 2022 and are available to everyone. The courses are being offered in person at public libraries, community centers, AT&T Connected Learning Centers, and other learning spaces. All courses and related materials are available in English and Spanish.

Following the release of the new courses, PLA launched the [PLA Digital Literacy Workshop Incentive, supported by AT&T](#), which provides up to \$7,000 worth of funding to public libraries to conduct digital literacy training in their communities. Applications closed June 10, 2022, and recipients will be selected by PLA in August.

Data-driven Librarianship

In alignment with ALA's pivot strategy of Data, Research, and Design, PLA has partnered with the Association of College & Research Libraries (ACRL) to launch [Benchmark: Library Metrics and Trends](#), the newest tool for data-driven planning and advocacy in libraries. Benchmark provides libraries with data visualizations that allow them to compare their inputs and outputs to peer and nationwide data, filling a gap in U.S. libraries' ability to understand their own performance as it relates to their peers. PLA will also use Benchmark to release annual surveys on a rotating roster of topics, replacing the Public Library Data Service (PLDS) surveys, reducing redundancy in data collection, and capturing information that complements the annual Public Libraries Survey (PLS).

All public libraries have free access to Benchmark that allows them to perform key functions, including completing surveys, viewing prior survey responses, and viewing summary pages with select data metrics and visualizations. Libraries may also subscribe to Benchmark to access additional features, such as a custom report builder that includes historic metrics dating back to 2002. Subscription pricing, an FAQ, and an on-demand webinar that reviews how Benchmark can support your library in everyday decision making is available on the [PLA website](#).

The first survey conducted through Benchmark was the [2021 Public Library and Staff Diversity Survey](#). The survey collected data about staff salaries and hours, roles within the library, staff representation, hiring and retention strategies, and equity, diversity, and inclusion goals and activities. The results, which will be published later in 2022, will provide nationally representative data to inform and engage elected officials, the media, and funders to increase awareness of and support for library workers. They will also help PLA respond to requests for up-to-date, nationally-valid data about staffing and diversity from public library staff.

Prior to launching Benchmark, PLA published a summary report on findings from the 2020 Public Library Technology Survey. The survey gathered information from public library directors at the administrative entity level about their libraries' public access technology infrastructure, technology-related programming, and technology-related funding streams. While significant differences exist among city, suburban, and town/rural libraries, survey results show how libraries of all sizes continue to serve as hubs for digital equity in their communities. Key findings are available in the [full survey report summary](#). A companion [snapshot of public library technology lending](#) provides the most recent and representative data related to U.S. public library circulation of technology to library patrons. Data from the 2020 survey has also been added to the Benchmark portal.

Health insurance education and outreach

2021 marked the third year during which PLA [partnered with Community Catalyst and the Robert Wood Johnson Foundation](#) to help libraries inform their communities about health insurance enrollment under the Affordable Care Act. In response to the COVID-19 Public Health Emergency, President Biden issued an [Executive order](#) opening a new COVID [Special Enrollment Period](#) (SEP) for individuals and families for federal Marketplace coverage with an additional [three month extension](#). PLA's work in 2021 focused on helping libraries promote the COVID-19 SEP for federal marketplace coverage and promoting Medicaid all year long.

Conferences and Professional Development

PLA 2022 Conference

Due to ongoing health and safety concerns relating to the spread of COVID-19, 2021 brought continued uncertainty regarding in-person gatherings, especially large events like professional conferences. With the [PLA 2022 Conference](#) on the horizon, the PLA staff worked closely with its board to determine the best way to move forward with the information available. Together, staff and elected leaders decided to forge ahead with in-person and virtual options for its national conference, set to be the [first major in-person library conference since 2020](#).

The PLA 2022 Conference was held March 23–25 in Portland, OR, and [convened more than 6,000 library professionals](#) in person and virtually. As a precaution against COVID-19, proof of vaccination or negative test before was required to participate in the in-person conference. With

more than 100 programs, the conference highlighted and shared innovative and responsive best practices for public library programs and services that addressed evolving community needs—ranging from managing censorship attempts to enabling access to telehealth, entrepreneurship, and other vital resources for diverse communities.

The event provided an economic boost to Portland's economy, as attendees picked up more than 8,760 total guestroom nights and took advantage of local businesses, restaurants, and bars. According to Travel Portland, the event provided substantial revenue to Portland businesses, with an economic impact of an estimated \$4.4 million in revenue.

The conference brought back its popular career center, which offered attendees one-on-one appointments for résumé review, interview coaching, and mentoring. It also hosted a career fair for job seekers and hiring libraries. A collaboration between PLA and My People's Market offered attendees the unique opportunity to shop locally within the exhibits hall and support Portland business owners of color. The beloved How-To Stage taught attendees new skills such as how to play the ukulele and how to be an ally.

The general session speakers drew in a packed auditorium and featured: *New York Times* best-selling author, podcast host, and professional troublemaker Luvvie Ajayi Jones; author and lawyer Brittany K. Barnett; *Jeopardy!* champion Amy Schneider; and actor, writer, producer, and former associate director of the White House Office of Public Engagement Kal Penn. Additional authors and audiobook narrators included Clothilde Ewing, Willy Vlautin, Brian Selznick, Jordan Ifueko, Sonia Manzano, and Alex Gino.

The next national conference will take place April 3–6, 2024, in Columbus, OH. The PLA 2022 Virtual Conference broke registration records with over 1,000 public library professionals signing up. PLA doubled the amount of programming and special events provided previously, but staff will continue to explore expanding the virtual conference to accommodate the needs of this virtual growing audience.

ALA Annual Conference

Through its call for proposals process, PLA's Annual Conference 2022 Program Subcommittee selected [14 educational sessions](#) for presentation at the 2022 ALA Annual Conference. PLA resumed its annual Members Welcome Breakfast, a complementary event for PLA members to network, socialize, and hear from White House Correspondent April Ryan.

Advancing Family Engagement in Libraries

Based on PLA's [Family Engagement framework](#), [Advancing Family Engagement in Libraries](#) is an eight-session series that enables public library professionals to expand their current family engagement programming, refine related strategies, and plan for new programs and services. Each session is led by experienced facilitators from the PLA Committee on Family Engagement. During the series, participants engage in small-group work and facilitated discussions with their

peers, complete work outside of virtual sessions, and submit a final project for their library. Two cohorts participated in this series in 2021; sessions for the second cohort concluded in March 2022, reaching 100 learners from 56 libraries. PLA will continue to assess how to utilize the resources and training materials developed for this series in future continuing education offerings.

PLA webinars and workforce development series

PLA continued to build on its established success with online learning this year. Five webinars selected by member reviewers from proposal submissions reached nearly 500 participants, while an additional 18 free webinars on PLA priority topics attracted over 6,000 participants.

PLA also partnered with Libswork, a national networking group on workforce and small business development in libraries, to host the [Public Libraries: Partners in Workforce Development](#) six-part webinar series. This free series provided practical tools and resources for libraries to plan, deliver, partner, and advocate for workforce development services to advance equitable economic opportunity. Topics covered included: [Boosting Youth Workforce Readiness](#); [Bridging Workers' Digital Skills Gaps through Libraries](#); [Supporting Patrons to Obtain In-Demand Credentials That Boost Employability and Career Mobility](#); [Strengthen Patron Workforce Opportunities with Labor Market Information](#); [Partnering to Meet Community Workforce Needs](#); and [Supporting Formerly Incarcerated Individuals with a Fresh Start @ Your Library](#).

Advocacy and Awareness

Defending the freedom to read

In response to 2021's dramatic increase in book challenges in libraries, the PLA board joined with ALA's executive board and the boards of directors for ALA's seven other divisions to [release a joint statement](#). The statement condemns coordinated attempts at censorship and removal of library materials that focus on the experiences of, or are written by, LGBTQIA+, Black, or other BIPOC individuals. ALA and its divisions also condemn attempts at intimidation and threats targeting library workers, educators, and board members, and commit to continuing to defend the constitutional rights of all individuals of all ages to use the resources and services of libraries.

In early March 2022, PLA hosted a virtual town hall, [Facing the Challenge: Intellectual Freedom in Libraries](#), which drew over 1,400 registrants. During this event, speakers participated in facilitated conversations that explored effective responses to the coordinated attempts at censorship currently sweeping the nation.

At the PLA 2022 Conference, PLA hosted an [Intellectual Freedom Forum](#), which offered attendees the opportunity to share resources and build connections in support of intellectual freedom. Sessions included "Ask a Lawyer," peer-sharing roundtable discussions, and one-on-

one consultation appointments with staff from ALA's [Office for Intellectual Freedom](#). The Virtual Conference audience had the option to participate in a live virtual town hall program, Standing Up for Intellectual Freedom, or view the recording of Facing the Challenge: Intellectual Freedom in Libraries.

Four public librarian honorees win I Love My Librarian Award

In January, ALA announced the 10 winners of this year's [I Love My Librarian Award](#), nominated by patrons for their expertise, dedication, and profound impact in their communities. Out of more than 1,300 nominations, this year's public librarian honorees included: 1) [Yuliana Aceves](#), community programming librarian, Arlington (TX) Public Library; 2) [Renee Greenlee](#), children and family services librarian, Marion (IA) Public Library; 3) [John Paul Mahofski](#), correctional librarian, Eastern Correctional Institution in Westover, MD; and 4) [Tammi Moe](#), director, Octavia Fellin Public Library in Gallup, NM. Honorees receive a \$5,000 cash prize, a \$750 donation to their library, and complimentary registration to [ALA's 2022 LibLearnX](#).

Emergency Connectivity Fund

Established as part of the American Rescue Plan Act of 2021, the Federal Communications Commission's (FCC) Emergency Connectivity Fund (ECF) program offers \$7.17 billion in funding for libraries to purchase connected devices and broadband internet connections for off-site use by patrons, students, teachers, and staff who otherwise lack internet access. The ECF presents an unprecedented funding opportunity for libraries to expand broadband equity to those who need it most beyond the confines of library walls.

The first round of applications for ECF funding were accepted June 29–August 13, 2021. In collaboration with PLA, ALA promoted this opportunity and [created an ECF webpage](#) with a toolkit including five scenarios with step-by-step guidance modeled on examples collected from libraries across the country.

ALA led library advocacy efforts for emergency funding as part of the American Rescue Plan Act, which includes the ECF and other library-eligible funding opportunities. During the ECF design process, ALA urged the FCC to develop ECF program rules that protect library patron privacy and minimize barriers to library participation. PLA is proud of these advocacy successes and has urged its members to apply for ECF funding in 2022.

Publications and Media

Publications from PLA's Social Worker Task Force

In early 2022, ALA Editions, in collaboration with PLA, published [*A Trauma-Informed Framework for Supporting Patrons: The PLA Workbook of Best Practices*](#). This workbook was written by [PLA's Social Worker Task Force](#) and provides a collection of powerful tools to add to any public library's customer service toolbox. It includes prompts, exercises, and best practices that shed light on how trauma can affect people, helping libraries build confidence in their ability to support patrons. In the [Public Libraries Online](#) article, "[Guidance for Social Work Positions at the Library](#)," task force members share considerations that public library systems should review before determining if a social work program could be a good fit for the library and community.

Research-based strategic planning support

In September, PLA released a new book, [*Strategic Planning for Public Libraries*](#), addressing the key areas of strategic planning that public library professionals care about most. This instructional publication provides a framework that libraries of all sizes can use as a basis for their strategic planning. The content is supported by research conducted across more than 200 public library professionals and in-depth interviews with more than 20 library directors and leaders throughout the country. *Strategic Planning for Public Libraries* is available as an eBook or print/eBook bundle. Each purchase also comes with downloadable, supplemental materials, including reusable templates, worksheets, and real-life examples to help guide the reader through the strategic planning process.

Tackling issues in the media

PLA president Melanie Huggins has been busy this year with press and media requests to talk about key issues facing libraries, including eBook access, social work, book bans, and the PLA 2022 Conference. In December, Huggins joined Brewster Kahle, founder of Open Library and The Internet Archive, and John Bracken, executive director of Digital Public Library of America, for a panel discussion on NPR's *1A*, hosted by Jenn White. In this episode, "[The Future of the Public Library](#)," Huggins discusses how public libraries have pivoted during the pandemic, including eBook access and licensing and digital equity.

In January, Huggins spoke about the rise in number of libraries [partnering with and hiring social workers](#), and the many barriers that come with it. Shortly after, Huggins was busy promoting the excitement around 4,000+ public library professionals gathering in Portland for the PLA 2022 Conference. In Portland's [KGW8 coverage of the conference](#), Huggins notes, "We love being in Portland, the way that Portland has this really great grassroots community and this heart for activism is a really great match for what public libraries do."

Most recently, Huggins responded to the rise in book bans within her own state. In [“SC public library leaders fight proposal banning sexual books from children’s sections,”](#) Huggins is one of many public library leaders speaking out to defend the freedom to read. In an email blast sent out April 28, Huggins urged readers to contact their local House member “by phone, social media, or email, or any way you can” to ask them to keep [the budget clause that aims to prevent children from picking up sexually explicit books in their local library without their parents’ consent] out of the final budget to “protect the freedom to read for all South Carolinians.”

Public Libraries Magazine, website, and podcast

Public Libraries Magazine is published bimonthly and sent to nearly 9,000 PLA members and almost 500 subscribers. In 2020, to be more sustainable and in response to supply-line issues caused by the pandemic, *Public Libraries* introduced digital issues. In the 2021 volume year, three digital issues were planned (September/October, May/June, and July/August) and two digital issues are scheduled for the 2022 volume year. In FY2021 PLA saw a cost savings of approximately \$54,000 because three issues were digital, and we expect a cost savings of \$28,000 for FY2022.

During the past twelve months, *Public Libraries* has addressed trending and challenging topics for public librarians through themed issues, listed below:

Issue	Topic
May/June 2021	Partnerships
July/August 2021	Antiracism/Social Justice
September/October 2021	Library Safety
November/December 2021	Staff Training
January/February 2022	Legal Issues
March/April 2022	2 Years Since Covid-19 Pandemic Began
May/June 2022	Service to the Justice-Involved

In January, *Public Libraries* Magazine [announced the winners of its 2022 Feature Article Contest](#). Feature-length articles published in 2021 were eligible to compete for two cash prizes. The articles were evaluated by members of the Public Libraries Advisory Committee and the winner of the Feature Article Contest receives \$500. The committee also identified a winner for the Honorable Mention Award, which includes a \$300 cash prize.

First prize was awarded to Katie Horner, head of circulation and reference, Lake Bluff (IL) Public Library, for her article “[We Can Do Better – Best \(and Worst\) Practices for Manager Responding to Sexual Harassment Claims](#),” which was published in the September/October 2021 issue of *Public Libraries*. The honorable mention prize was awarded to Tamar Kirschner, library technology program lead and instructor, job skills for library careers: access and technical services in libraries, Diablo Valley College, Pleasant Hill, CA, for her feature article, “[We All Win—Training and Advancement for Non-MLIS Library Workers](#)” which was published in the November/December 2021 issue.

Like the print iteration, Public Libraries Online focuses on issues and topics that matter to public libraries and public librarianship. Updated several times per week, the site features selections from the print magazine and unique content. PL Online has approximately 35,000 individual users per month. The top three published posts from the past year were:

- [Are We Reaching the End of Library DVD Collections?](#)
- [Gaining Patron Cooperation on Mask Wearing](#)
- [Why Do We Think Library Services Are Free?](#)

In 2016, PLA started *FYI: The Public Libraries Podcast* as another way to explore a variety of library-world topics in-depth. To date, PLA has recorded 58 podcasts and have accumulated over 11,000 subscribers. The most popular episodes from this past year were:

- FYI 49 – [Digital Author Events with Stesha Brandon](#) (2,218 plays)
- FYI 50 – [PLA Benchmark and Library Staff Diversity Survey](#) (1,324 plays)
- FYI 53 – [A Trauma-Informed Framework for Supporting Library Patrons](#) (1,155 plays)

Equity, Diversity, Inclusion & Social Justice

PLA 2022 Conference Scholarships

PLA awarded 30 scholarships for public library professionals and students to attend the PLA 2022 Conference. As part of PLA’s commitment to equity, diversity and inclusion in the library profession, scholarships were distributed among three categories: Early-career Library Staff Scholarships, Non-Salaried or Unemployed Library Staff Scholarships, and Library School Student Scholarships. Each scholarship included complimentary conference registration, one year of ALA and PLA membership, and a \$500 stipend for travel and housing. PLA was very excited to offer these opportunities to attendees who otherwise would not have been able to participate in the conference.

“As a future librarian of color, I want to ensure that I have the most up to date information on how to best reach out more vulnerable communities. My work as Outreach Coordinator allows me to have a say in new projects that target specific communities

that might not be engaging with library resources, and I have already seen from online webinars that other library systems have amazing initiatives and ideas. Being able to hear about new projects would be helpful, as would connecting with other librarians from different systems, in achieving my goal of creating a truly welcoming and equitable library.” – Early-Career Library Staff Scholarship recipient

PLA hosted fourth Inclusive Internship Initiative

[PLA's Inclusive Internship Initiative](#) (III) welcomed 40 host libraries for its fourth summer of introducing high school students from diverse backgrounds to careers in librarianship, providing mentor and leadership opportunities for library staff, and helping host libraries reach new audiences by engaging local young people in outreach and program planning. The 2021 cohort participated virtually due to the ongoing COVID-19 pandemic.

In alignment with PLA's strategic goal of Equity, Diversity, Inclusion and Social Justice, III was created as a pathway program to increase diversity in public librarianship. Since its inception, 198 high school students at 119 libraries in 44 states have participated. III is supported by the Institute of Museum and Library Services.

Justice at Work in Public Libraries training

In 2020, the pandemic caused PLA to pause its in-person training, [Social Justice and Public Libraries: Equity Starts with Us](#), facilitated by coach and trainer Mia Henry. Since then, PLA's Committee on Equity, Diversity, Inclusion, and Social Justice worked with Henry to develop a new virtual course for public libraries. In March 2022, PLA helped promote the launch of Freedom Lifted's [Justice at Work in Public Libraries](#), which teaches libraries to move from surface talk about diversity and inclusion to real, honest conversations about justice and develop action plans that advance equity. As a thought partner, PLA receives a portion of the proceeds from this training.

Cultural Proficiencies for Racial Equity Framework

In September 2019, PLA, along with ALA's Office for Diversity, Literacy and Outreach Services (ODLOS); ACRL; and the Association of Research Libraries (ARL) announced the formation of the [Building Cultural Proficiencies for Racial Equity Framework](#) Task Force. The task force was charged to create a framework for cultural proficiencies in racial equity that can be used in public and academic libraries through: scanning the environment, including review of relevant documents to identify literature and similar statements and frameworks related to racial equity; drafting the framework; seeking comment from stakeholders and the library community on the draft; and revising as needed. In the first quarter of 2022, PLA helped spread the word about the open call for feedback on the framework and the informational webinar for public libraries.

Looking Ahead

PLA is hopeful about the year ahead. With four new staff members joining the team this summer, PLA looks forward to growing our capacity and continuing to move our strategic goals forward. Dr. Maria Taesil Hudson McCauley will assume the PLA Presidency on July 1, 2022. As the first Asian-American president of PLA, McCauley looks forward to using her new role to [inspire a diverse group of individuals](#) to work in public libraries, to grow professionally, and to consider administrative and association leadership roles. She will work to further PLA's equity, inclusion, and antiracism work and offer solidarity for her Asian, Black, Indigenous, and Latinx colleagues.

This summer, PLA will be working closely with our partners at AT&T to award funding to public libraries through the [PLA Digital Literacy Workshop Incentive, supported by AT&T](#), and highlight the important role libraries play in closing the digital divide.

In the wake of COVID and national social justice work, the PLA board is also revisiting and refreshing its strategic plan. The refreshed plan will strengthen PLA's commitment to EDISJ, both as an area for member professional development and internal operations. During the coming year, members can expect to see popular PLA programs and services aligned to the plan and new offerings in priority goal areas. Look for updates and a rollout of our refreshed strategic plan in the coming months.

TO: PLA Board of Directors
RE: Meeting with Public Library Councilors
DATE: June 14, 2022
SUBMITTED Mary Hirsh, PLA Deputy Director

ACTION REQUESTED/INFORMATION/REPORT: Information

PLA invited councilors from public libraries to a virtual meeting on June 7. This was in keeping with recent past practice to engage councilors prior to Midwinter and Annual meetings as a way to share PLA perspective on key issues coming before Council. The June meeting covered Transforming ALA Governance (TAG) and the Operating Agreement Work Group (OAWG). Melanie Huggins, Stephanie Chase and Clara Bohrer spoke on behalf of PLA, with staff moderating.

PLA reiterated the position to stated at Annual in June 2021 regarding TAG. PLA supports:

- Direct elections to the ALA Board of Directors
- A smaller, purely advisory Council
- Improved two-way communication to tap broad expertise
- Changes that have understood and responsible fiscal impact

While the Operating Agreement is not up for a vote at Annual, it is on the agenda for an update and discussion. PLA reiterated its support for a revised Operating Agreement that emphasizes:

- One ALA to support financial stability
- Simplified financial reporting
- Aligning financial, budget and strategic planning to Pivot Plan
- ALA resourced to cover shared infrastructure costs, support mission work
- Preserve Division and RT autonomy
- Encourage innovation

At the request of Councilors, PLA developed a set of talking points for use in Council meetings.

Stephanie Chase and Erica Freudenberger will keep the Board updated on Council actions. Clara Bohrer will do the same for any activity on the Operating Agreement Work Group.



PublicLibrary
ASSOCIATION

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022.35b

Public Library Councilors

June 7, 2022

Today's Agenda

- Welcome: PLA President Melanie Huggins
- PLA Values: Melanie Huggins
- TAG Update: PLA Chapter Councilor Stephanie Chase
- Operating Agreement Update: PLA Fiscal Officer Clara Bohrer
- Recap: Stephanie Chase
- Discussion: Moderated by PLA Deputy Director Mary Hirsh

In These Change Processes, PLA Values:

- Transparency
- Accountability
- Inclusiveness
- Flexibility
- Communication
- Innovation
- Sustainability
- Evaluation

TAG: Transforming ALA Governance

- Stephanie Chase, PLA Councilor
- TAG discussion and action on **Council 1 Agenda: June 25, 2022**

SCOE—Forward Together—TAG

SCOE: *2018*

To gather data and input from members, which informed...

Forward Together: *2019-2021*

Recommendations and report, leading to resolutions brought to Council at Annual 2021, which was handed over to a smaller group...

TAG: *Current*

Synthesize work of SCOE and FT into models to transform governance

Put forth resolutions describing potential evolutions

Resolutions from Jan and March 2022

- ALA Governing Body
 - This is the Executive Board
 - The smaller governing body
- Body of Knowledge
 - This is Council
 - The larger body
 - Should be large enough for good conversation but small enough to "enable meaningful engagement"
- Organizational Structure
 - With the vote in March, TAG will bring the Body of Knowledge group forward for the Council I vote as an advisory body

TAG Concepts Approved by Council

- How Governance Should Function
 - The Governing Board must set governance priorities with input from members and affiliate units and regularly report back on its work and progress
 - This input should be collected through a structured process, which TAG calls TAP (“Taking ALA Pulse”)
 - The Governing Board must regularly consult the Body of Knowledge/Advisory group; the Body of Knowledge/Advisory group is responsible for ensuring a place for transparent discussion of complex issues
- The Culture of Governance
 - Recommendations from the Body of Knowledge/Advisory group are made by consensus and passed to the Governing Board
 - All groups should receive information and resources necessary for discussion well in advance of the discussion
 - The agenda for the Body of Knowledge/Advisory group are made by committee (as opposed to the prior practice of being made by the ALA President)
 - Members of these governance bodies “wear two hats” — that they may advocate for the groups who elected them, but are not representative. All members must listen with an open mind

TAG: Core Values and Position

PLA believes significant change is needed for ALA and PLA to grow and best serve the field together. In undertaking this work, we value:

- **Equity** and improving diverse member **engagement**, including virtual participation and maximizing **direct election** to ALA governance bodies
- **Streamlining and simplifying** processes to improve organizational agility
- **Fiscal responsibility**, specifically **understanding and communicating** financial impacts of all proposed changes
- **Accountability** for implementing changes and providing services

Next Steps: TAG

TAG discussion and action on **Council 1 Agenda: June 25, 2022**

The PLA Board seeks your support for:

- Direct elections to Board of Directors
- Council becomes a smaller body that advises, instead of setting policy
- Fosters two-way communication to tap broad expertise
- Has responsible fiscal impact

The PLA Board supports you:

- Talking points to use at upcoming meetings

Operating Agreement Work Group

- Clara Bohrer, PLA Fiscal Officer and OAWG member
- OAWG Report at Council III, June 27 (not anticipating Action)

Operating Agreement

Defines the Relationship Between ALA and its Divisions

- PLA Board has actively engaged in monitoring the Operating Agreement Work Group: Supports concept of ONE ALA, while valuing autonomy and authority to best meet needs of public libraries
- Related set of values articulated in Operating Agreement
 - Unity
 - Diversity
 - Authority
 - Autonomy
 - Collaboration and Cooperation

OAWG Goals

- The PLA Board supports the overall OAWG goals of:
 - One ALA to support financial stability
 - Simplified financial reporting
 - Align financial, budget and strategic planning to Pivot Plan
 - ALA resourced to cover shared infrastructure costs, support mission work
 - Preserve Division and RT autonomy
 - Encourage innovation

PLA Board Action and Response

- Supports proposal to remove application of indirect costs
- Asks for a well-defined and documented budget process
 - Transparent, iterative, inclusive, accountable
 - 2-year cycle
 - Continued ownership of budgeting process for divisions
 - Process to request funds for new programs/innovations
 - Process to ensure sustainability for all divisions and responsibly address unsustainability
 - Ability to transfer revenue over expenses to endowment
 - Open and consistent communication

Ensuring Innovation through the OA

- Ability to maintain PLA funds within the ALA endowment
 - Fundraise for endowment
 - Transfer revenue over expenses
 - Utilize interest as determined by PLA Board, with advisement of PLA B&F committee
- Ability to seek external funding to support projects
 - Seek grant funds to support new projects
- Internal accountability
 - Inter-ALA service level accountability to reduce duplication and improve efficiencies

To Recap: Change Process Values

- Streamline and simplify
 - Enable engagement opportunities
 - Clarify processes and procedures
- Transparency
 - Financial impacts and decisions
- Equity
 - Participation
 - Authority and autonomy
- Accountability

The PLA Board Encourages You To:

- Use your voice at Council meetings
- Consider articulated values when discussing and voting
- Ask questions, share ideas, express concerns

Open Discussion

- Please ask your questions in the chat
- Raise your hand to come off mute



PublicLibrary
ASSOCIATION

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022.35b

THANK YOU FOR ALL YOU DO FOR
ALA!

Transforming ALA Governance—Tips and talking points from PLA leaders

Some helpful tips

- Your voice, ideas, and questions are important to the conversation – and the future of the association.
- As you know—there are no stupid questions! And you are almost certainly not the only person with the question(s) you have. Please don't be afraid to ask, even if you think it is silly. You are likely speaking for more than yourself by doing so—not only other Councilors, but the members that you all represent.
- It is okay to get in line to speak before your thoughts are fully formed. In fact, long-time Council members recommend it to ensure your voice is included before the discussion ends. Use your wait time at the mic to refine your talking points.
- Be clear, concise, and confident.

Key Messages

- I appreciate the opportunity to speak to these vital ALA governance questions and to recognize the hard work of the Transforming ALA Governance Task Force. Thank you.
- After years of conversation and thoughtful proposals, *now* is the time to reduce complexity and improve agility for the ALA to best serve its members, the library profession, and the communities and campuses library workers serve.
- I vote in favor of direct elections to the ALA Board of Directors and shifting ALA Council to an advisory body with a smaller membership. I am in favor of a larger and more representative ALA Board of Directors setting policy with consistent communications and advice from the ALA Advisory Group. ((NOTE: add specific reference to action item numbers/titles, as needed))
- I support these important changes because they will improve equity and diverse member engagement, including virtual participation; streamline processes; reduce financial impacts; and improve ALA's ability to act quickly and effectively in a time of great change.
- It is critical that the ALA Governing Board set priorities with input from members and affiliate units and regularly report back on its work and progress. And the Advisory Group, in turn, is responsible for ensuring a place for transparent discussion of complex issues. Working together, and with direct elections of the Governing Board, ALA governance will be more accountable and in stronger position to lead.
- ALA needs a forum for discussion and deliberation (via Advisory Group) to inform and engage with the board of directors as they set policy. The TAG recommendations will help to create the functional structure and processes needed for a vibrant 21st century membership body.

Draft script

RECOGNIZE PRESIDING MEMBER, LIKELY ALA PRESIDENT WONG.

My name is **NAME**, and I am the Councilor for **GROUP NAME** (e.g., state, round table, or I am an At-Large Councilor). I rarely speak at Council meetings, but I want to speak today in favor of accepting TAG's recommendations. We know significant change is needed for ALA to grow and best serve the field. TAG, SCOE and the Forward Together working groups before it have all worked diligently to listen and

synthesize what they hear from ALA members like me, and now is the time to act. I support direct elections to the ALA Board of Directors and shifting ALA Council to an advisory body with a smaller membership. I am in favor of a larger and more representative ALA Board of Directors setting policy with consistent communications and advice from the ALA Advisory Group. These changes will improve equity and diverse member engagement, including virtual participation; streamline processes; reduce financial impacts; and improve ALA's ability to act quickly and effectively in a time of great change.

Possible open-ended questions to help clarify proposals

- What are the fiscal implications of this proposal?
- How does this proposal simplify processes to improve member participation and transparency?
- How does this proposal improve flexibility and agility for the association to best serve the profession in a rapidly changing world?

Background/context

- Transforming ALA Governance (TAG) discussion and action are scheduled for Council I, June 25. Background on Forward Together is here: <https://forwardtogether.ala.org/>
- The PLA Board seeks your support for:
 - Direct elections to Board of Directors
 - Council becomes a smaller body that advises, instead of setting policy
 - Fosters two-way communication to tap broad expertise
 - Has responsible fiscal impact
- Operating Agreement Working Group (OAWG) report is scheduled for Council III, June 27. No action is expected. More information on OAWG is here: <https://operatingagreement.ala.org/>
- For both TAG and the OAWG, PLA holds the following change process values and asks all public library members to weigh decisions and seek resolution with these guideposts:
 - Streamline and simplify
 - Enable engagement opportunities
 - Clarify processes and procedures
 - Transparency
 - Financial impacts and decisions
 - Equity
 - Participation
 - Authority and autonomy
 - Accountability

TO: PLA Board of Directors
RE: PLA Initiatives Combined Report
DATE: June 17, 2022

ACTION REQUESTED/INFORMATION/REPORT: Information
ACTION REQUESTED BY: N/A
DRAFT OF MOTION: N/A

PLA AT ALA ANNUAL CONFERENCE

Submitted by Angela Maycock, Manager of Continuing Education

PLA is excited to offer the following fourteen educational programs (selected by the PLA Annual Conference Program Subcommittee) during the 2022 ALA Annual Conference in Washington, DC:

- Branching Out: Pushing Our Libraries to More Deeply Connect With Communities of Color
- Break Through an Organizational Legacy Structure that is No Longer Working
- Building Organizational Capacity for Community-Led Programs in Public Libraries
- Building the Library's Digital Lifeline: Expanding Digital Equity and Access in Philadelphia
- Connecting to Diverse Communities for Health Literacy
- Deaf Culture: Libraries Connect - A Library Strategy for Inclusive Deaf Community Engagement
- Diversifying Your Library Services Through Sensory Spaces
- Ethnographic Design: Creating Culturally Centered Library Spaces
- Everybody Wants a New Library: Planning, Funding, and Constructing Inspiring Spaces
- Hidden Heroes: Social Justice Through Local History & Community Engagement
- IMLS Library Grants that Go the Distance: Projects that Span the LSTA-NLG Continuum
- Library Outreach Programming for Expectant Parents and Parents of Newborns
- Marketing Your Small Library: A Little Investment Can Go a Long Way
- Patron Response Framework: Responding with Empathy, Kindness, and Love to Difficult Situations

In addition, PLA will offer the following News You Can Use and Discussion Group sessions:

- Benchmark: Data-Driven Planning and Advocacy for Public Libraries
- Get Loud for Libraries: Advocacy and Partnerships
- Legal Issues in Public Libraries Discussion Forum

We will also be resuming our celebratory Member Breakfast on Saturday, June 25, where PLA members can enjoy a complimentary breakfast, reconnect with friends and colleagues, and be inspired by our keynote speaker, White House Correspondent April Ryan.

Please visit www.ala.org/pla/education/conferences/alaannual for full details – including dates, times, and locations – for all PLA events at the 2022 ALA Annual Conference.

PLA ONLINE LEARNING

Submitted by Angela Maycock, Manager of Continuing Education

Since our last CE update to the Board in December 2021, PLA has offered the following free webinars:

Title	Date	Registration	Attendance
Informing Parents and Families About Recommended COVID-19 Vaccines for Children	May 25	182	67
PLA Digital Literacy Workshop Incentive Office Hour (AT&T)	May 19	674	315
Fighting Fake News through Public Libraries	April 27	619	236
Facing the Challenge: Intellectual Freedom in Libraries	February 24	1465	712
ALA/ARL Cultural Proficiencies for Racial Equity: A Framework Update	February 23	227	98
Data Storytelling: Advocating for the Library and Community (Census Data Literacy)	February 22	772	366
Love Library Data: Project Outcome 101	February 16	768	368
Introducing: Strategic Planning for Public Libraries	January 20	812	446
	TOTAL	5,519	2,608

PLA also offered the following two paid webinars:

Title	Date	Registration	Attendance
Providing Immigration Help with Community Partnerships	May 4	56	49
State-Wide Collaborative Virtual Programming with Illinois Libraries Presents	June 8	15	14

These two paid webinars generated \$5,451 in total revenue.

PLA's most recent call for webinar proposals closed May 31. The PLA Continuing Education Advisory Group is currently reviewing the 37 proposals received by the deadline, and those accepted will be scheduled as webinars for September 2022 – January 2023.

PROJECT OUTCOME

Submitted by Sara Goek, Project Manager

688 new users signed to Project Outcome between Nov. 1, 2021 and June 7, 2022. The PLA and ACRL continue to work together to maximize impact and share updates with users. In February, PLA and ACRL hosted a joint webinar to introduce new users to Project Outcome. It drew 758 registrants and 368 live attendees. PLA staff also presented a hands-on and well-attended preconference at PLA 2022 and led a

program at the Metropolitan Libraries Conference at the request of the IFLA Metropolitan Libraries Section Chair Carolyn Anthony. “Measuring Public Library Contributions to the Sustainable Development Goals (SDGs)” dovetails with current work to incorporate SDGs into library outcome measurement practices. Unfortunately, in May the Project Outcome website experienced an extended outage due to unforeseen problems with the server configuration and the failure of the vendor contracted for server maintenance to resolve. The site has been restored, but work remains to stabilize the platform. PLA staff, with support from ALA IT staff, are exploring options for replacing the current vendor right now. This is a top priority to avoid further service interruptions.

BENCHMARK & TOPICAL SURVEYS

Submitted by Sara Goek, Project Manager

Benchmark: Library Metrics and Trends (librarybenchmark.org) launched in October 2021. It provides both a platform for administration of our annual topical surveys as well as dashboards where users can access and visualize data for peer comparisons. All libraries have free access that allows them to complete surveys, see their past survey responses, access resources, and view a summary page with selected visualizations. Subscribers have access to additional features including a robust set of interactive data dashboards, a custom report builder, and the ability to create custom peer groups. We currently have 54 active subscribers and our efforts in summer 2022 will focus on marketing and promoting subscriptions. Outreach and education to the field to date includes a launch webinar, a program at PLA 2022, a joint webinar with IMLS to the Chief Officers of State Library Agencies, a program at the Maryland/Delaware library conference, and a program at ALA Annual Conference 2022. We are also currently working with our development contractor, Proximo, to make updates and improvements to the site.

In fall 2021, PLA ran the second in our series of three new annual topical surveys, which replace the PLDS and have been developed in conjunction with the Measurement, Evaluation, and Assessment Committee. The 2021 survey on Public Library Staff & Diversity focused on library staffing, hiring and retention practices, and EDI activities and goals. Overall, we had an 8.5% response rate, which was not as high as hoped, but is likely due to the compounding factors of the pandemic and new survey model and platform. We anticipate seeing response rates rise this year. Data analysis is currently underway, and we plan to add data to the platform in late July/early August and publish a summary report of findings before September 2022.

The 2022 survey is titled Library Services for Strong Communities and asks about the library’s programs, services, partnerships, and facilities that are geared towards meeting needs and fostering resilient communities. The survey will launch in September 2022 and remain open for approximately three months.

SOCIAL WORKER TASK FORCE

Submitted by Kathleen Hughes, Manager Publications

The Social Worker Task Force continues its important work. Highlights this year:

The SWTF wrote and published “A Trauma-Informed Framework for Supporting Patrons.” The book has sold 600 copies since its release in late March. In addition to drafting the book, the group planned and taught a PLA 2022 preconference program entitled “Social Work-Inspired Best Practices to Support Patrons.” The preconference was extremely popular (sold out) and received excellent reviews in the conference evaluation.

DigitalLearn.Org

Submitted by Mary Hirsh, Deputy Director, Programs

In partnership with AT&T, PLA continues to expand DigitalLearn content and access. In late May, PLA announced the availability of new and updated digital literacy courses and training materials developed as part of PLA’s collaboration with AT&T to bring digital literacy training to families. In addition, PLA launched the Digital Literacy Workshop Incentive Program, supported by AT&T, which will provide resources and funding opportunities (of up to \$7,000 per library) for public libraries to use the new materials to lead local digital literacy workshops. The curated collection of courses—available in English and Spanish—help newly connected families to build skills and confidence using technology and are now freely available on PLA’s digital literacy training site, DigitalLearn.org. Through the collaboration with AT&T, we have been able to add and update courses, improve training materials, and add more Spanish translations. The courses address essential skills such as getting started with email, navigating websites and commonly used apps, operating search engines, online safety, video conferencing, and more.

As a second piece to this project, PLA is working with AT&T digital citizenship content aimed at creating good online habits for tweens and teens. This digital citizenship piece is led by Common Sense Media (CSM) and will result in five new modules (Introduction, Connecting with Balance, Connecting with Kindness, Connecting with Vigilance, and Connecting with Purpose). Members of PLA’s Family Engagement Committee have provided feedback on all scripts. The modules will become available later this summer. PLA will host them on digitallearn.org and develop library-facing materials to aid with implementation.

Family Engagement Learning Cohort

Submitted by Mary Hirsh, Deputy Director, Programs

PLA concluded its third cohort of the Family Engagement Learning series in March 2022. One hundred participants from 55 libraries completed 8 sessions and contributed an idea for a family engagement project to implement. While the live virtual training model was very successful, PLA sees opportunity to revamp the project design. Later this year, we plan to explore who to best repackage existing content to take advantage of the new ALA E-Learning platform. This would enable us to meet the needs of more learners more efficiently. PLA will keep the board informed as these plans evolve.

TO: PLA Board of Directors
RE: PLA Operations Combined Report
DATE: June 17, 2022

ACTION REQUESTED/INFORMATION/REPORT: Information
ACTION REQUESTED BY: N/A
DRAFT OF MOTION: N/A

MEMBERSHIP

Submitted by Samantha Lopez, Manager, Marketing & Membership

ALA membership counts ended January 50,459 and have been growing slightly since the beginning of the year. This is a 3% decline from FY21 and a 12% decline from FY20. This was a projected decline due to the challenges of the pandemic. The table below shows PLA membership stats comparing September 2021 to January 2022. Even fiscal years represent PLA Conference years, where we typically see a rise in membership. PLA 2022 Conference registration opened in October 2021.

Month	FY22	FY21	FY20	FY19
January	8,431	8,489	9,843	9,341
September	7,319	9,162	8,261	8,977
Change	+1,112	(-673)	+1,582	+364

Out of 1,143 respondents, the PLA 2022 post-conference survey showed that:

- **60%** of attendees joined PLA for the conference discount
- **54%** of attendees would pay for a 2-year membership in a conference year if it were available; **41%** were unsure
- **33%** of attendees were unsure if they will renew their membership in 2023; **8%** will not renew
- Of those who are not planning to renew (220), **45%** cannot afford to and **32%** do not see the value of being a member in non-conference years

TECHNOLOGY

Submitted by Steven Hofmann, Manager, Web Communications

ALA currently uses the Drupal version 7 web content management system to maintain the ALA unit and division microsites for the main ala.org web presence. Microsites, like PLA's website, have their own look and structure and there are 30 of them in ALA's Drupal version 7 implementation. The Drupal 7 web content management system will become unsupported in November 2023. In order to address this, ALA's web content management system will be upgraded to Drupal 9 along with a website redesign of

the microsites properties. The goal of this project is to have a more agile, revenue generating, modern, and accessible website. It will be asset rich, authoritative, and iterative (constantly improving). Marketability will also be improved, and ALA plans to use the website to increase membership. The project team will be soliciting member input throughout the redesign phase of the project..

The large ALA divisions were asked to identify a representative for the internal work team, and PLA will be represented by Steven Hofmann, our Manager of Web Communications.

PUBLICATIONS

Submitted by Kathleen Hughes, Manager, Publications

Public Libraries Magazine is published bimonthly and sent to 9,000 PLA members plus almost 500 subscribers.

In 2020-2021, to be more sustainable and in response to supply-line issues caused by the pandemic, *Public Libraries* introduced digital issues. Two issues in the 2020 volume year were available only in the digital format. In the 2021 volume year, three issues were (Sept/Oct, May/June, and July/August). In 2020 we had a cost savings of \$28,000 and in FY 2021 we will see cost savings of approximately \$54,000 because of moving to digital for those issues. In FY 2022 the cost savings will be approximately \$28,000.

During the past twelve months, *Public Libraries* magazine has addressed trending and challenging topics for public librarians through themed issues, listed below:

Issue	Theme
May/June 2021	Partnerships
July/August 2021	Antiracism/Social Justice
September/October 2021	Library Safety
November/December 2021	Staff Training
January/February 2022	Legal Issues in Public Libraries
March/April 2022	Two Years of Covid-19
May/June 2022	Library Services to the Justice-Involved

Two feature articles were chosen to receive the *Public Libraries* Advisory Committee's Feature Article Award for the 2021 Volume Year. First prize of \$500 was awarded to Katie Horner, Head of Circulation & Reference, Lake Bluff (Ill.) Public Library, for her article "[We Can Do Better – Best \(and Worst\) Practices for Manager Responding to Sexual Harassment Claims](#)," which was published in the September/October 2021 issue of *Public Libraries*. Honorable mention prize of \$300 was awarded to Tamar Kirschner, Library Technology Program Lead and Instructor, Job Skills for Library Careers: Access & Technical Services in Libraries, Diablo Valley College, Pleasant Hill, Calif., for her feature article, "[We All Win—Training and Advancement for Non-MLIS Library Workers](#)" which appeared in the November/December 2021 issue.

All feature articles written by public library workers and published in 2021 were evaluated. Both winners were chosen by members of the [Public Libraries Advisory Subcommittee](#)

Like the print iteration, [PLOnline](#) focuses on issues and topics that matter to public libraries and public librarianship. Updated several times per week, the site features selections from the print magazine and unique content. A look at PL Online stats shows:

May 2021-May 2022 Individual users: 414,344/ approximately 35,000 per month.

Top three most-viewed articles published over the past year:

[Are We Reaching the End of Library DVD Collections?](#)

[Gaining Patron Cooperation on Mask Wearing](#)

[Why Do We Think Library Services Are Free?](#)

In 2016, PLA started [FYI: The Public Libraries Podcast](#) as another way to explore a variety of library-world topics in-depth. To date, we have recorded 58 podcasts.

FYI Podcast Stats – May 2021 – May 2022

10,969 plays over the course of the year.

Top 3 Episodes

FYI 49-[Digital Author Events with Stesha Brandon](#) (posted June 1, 2021)

FYI 50 [PLA Benchmarks and Library Staff Diversity Survey](#) (posted December 16, 2021)

FYI 53 [A Trauma-Informed Framework for Supporting Patrons](#) (posted in March 2022).

Current subscribers (via RSS Feed, Apple, and other Podcast Services): 11,274

Podcasts were accessed 2,421 times directly from PL Online.

Products + Publications

This year PLA released two publications:

2022 Early Literacy Tips Calendar

Publication Date: October 2021.

Based on Every Child Ready to Read practices of reading, writing, singing, talking, playing (and now counting), each download contains twelve months of learning activities, book lists, nursery rhymes, and more. On one side is a calendar with a fun skills-building activity for each day and the other contains supplementary content like nursery rhymes, early literacy tips, song lyrics, or suggested reading material. The calendar pages are also customizable with each containing a designated spot to add to the

library's logo and contact information. Thanks to REFORMA, this year the calendar is also available in Spanish.

A Trauma-Informed Framework for Supporting Patrons: The PLA Workbook of Best Practices written by the PLA Social Worker Task Force

Publication date: March 2022.

Offering practical guidance and support, this workbook will spark curiosity and reflection on how everyday library interactions intersect with trauma and adversity. Whether it is navigating a crisis or witnessing a community member struggling with tough times, coming face to face with trauma and adversity can be uncomfortable. But in striving to learn more about challenging behaviors, and how we can better interact with library patrons and our coworkers, we can come to see that people are complex and not simply "problems." This workbook from the PLA Social Worker Task Force (SWTF) provides a collection of powerful tools to add to your customer service toolbox. It is filled with prompts, exercises, and best practices that shed light on how trauma can affect people, helping you build confidence in your ability to support your library's patrons. Readers will:

- delve into what trauma is and how it impacts library work;
- be introduced to a framework for utilizing a trauma-informed lens in your interactions;
- practice exercises to spur personal reflection on common concerns bound up with library work and the policies relating to these issues; and
- gain hand-on tools and techniques, including strategies for de-escalation and guidance on the impacts of involving law-enforcement and banning patrons.

Readers will also explore various scenarios which provide the opportunity to integrate what they have learned and practice responding through a trauma-informed lens, including

- Mental Health Challenges
- Sleeping at the Library
- Strong Personal Odor
- Personal Belongings
- Suspected Intoxication/Under the Influence
- Substance Use
- Threatening Verbal and Nonverbal Behavior
- Unsheltered Teens
- Adult Self-Neglect
- Child Abuse or Assault
- Solicitation or Panhandling
- Stealing
- Child Unattended After Closing

PLA ADDS STAFF CAPACITY

Submitted by Mary Davis Fournier, PLA Executive Director

Over the first half of 2022, PLA was pleased to welcome five new staff members.

Mahogany Meeks transitioned from a temporary to permanent position as a Project Coordinator for data and research and has provided critical support for the Benchmark launch, as well as the PLA 2022 conference, in her time in this role. Mahogany brings great customer service and office experience from previous work at BPA (Bullying Prevention and Awareness) 365, interning with AT&T, and seasonal retail work. She earned her B.A. in psychology from Eastern Illinois University in August 2020 and plans to continue her psych studies in the future.

Katina Jones recently joined PLA as Program Manager for Evaluation and Assessment. She will support Project Outcome, Benchmark, and our other data and evaluation work. Katina comes to us from Mid-Continent Public Library in Missouri where she was the Statistical Research Analyst. She served as a member of PLA's Measurement, Evaluation, and Assessment Committee for the last four years. She also previously worked as a State Data Coordinator, administering the IMLS Public Libraries Survey among libraries in Missouri. Katina's extensive experience working with public library data and evaluation practices make her a very valuable addition to our team.

Mary-Clare Bietila joined as Program Manager for Programming Initiatives. Mary-Clare has deep experience developing programs for the University of Chicago, Columbia College and healthcare companies and non-profits. Originally from Virginia, she has an M.ED in teaching. She goes by Mary-Clare to cut down on some of the Multiple Mary Madness.

Alison Armstead, our new Continuing Education Coordinator is an experienced event and project manager. She has undertaken complex projects and managed events of all sizes for Alpha Kappa Alpha Sorority, University of Chicago, and most recently National Louis University. She is also currently in the home stretch of finishing her Master of Arts degree in Grant Writing Management & Evaluation from Concordia University Chicago.

And finally, Eliana Tang Kleiman joined the team as a Communications Associate. Ellie first became interested in libraries while working on their senior research project at Brandeis University. Ellie's research was in the library's Archives & Special Collections Department where she created a digital timeline and published archival research and writing content on the Brandeis Black Space Portal, recovering 50 years' worth of Asian American & Pacific Islander history at Brandeis. Ellie has strong non-profit and digital content experience, coming to us from the HANA Center, a non-profit service and advocacy organization that serves Chicago's Korean, Asian American, and multi-ethnic immigrant communities.

**Public Library Association
FY22 (2021-2022) Financial Report**

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022.38a

Balance Sheet for the period ending Jan. 2022 (FY22)

FY21 (final)				FY22 (as of Jan. 2022)			
Operating Fund	Annual Budget	Actual	Variance	Annual Budget	Budget as of Jan. 2022	Actual	Variance as of Jan. 2022
Opening Fund Balance		\$ 4,664,935		\$ 4,506,979			
Revenue	\$ 771,600	\$ 748,667	\$ (22,933)	\$ 3,916,000	\$ 270,000	\$ 309,110	\$ 39,110
Expenses	\$ (1,244,656)	\$ (877,950)	\$ 366,706	\$ (2,275,983)	\$ (587,453)	\$ (459,838)	\$ 127,615
Overhead & Taxes	\$ (55,545)	\$ (28,673)	\$ 26,872	\$ (788,269)	\$ (8,458)	\$ (10,176)	\$ (1,718)
Transfer to Endowment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fiscal Year Results	\$ (528,601)	\$ (157,956)	\$ 370,645	\$ 851,748	\$ (325,911)	\$ (160,904)	\$ 165,007
Closing Fund Balance (end FY21)		\$ 4,506,979		\$ 5,358,727			
Grants				Grants			
Revenue - Grants	\$ 1,234,646	\$ 1,768,065	\$ 533,419	\$ 1,498,405	\$ 623,081	\$ 517,264	\$ (105,817)
Expenses - Grants	\$ (1,132,672)	\$ (1,598,246)	\$ (465,574)	\$ (1,339,126)	\$ (546,858)	\$ (479,927)	\$ 66,931
Overhead & Taxes - Grants	\$ (102,028)	\$ (169,819)	\$ (67,791)	\$ (159,279)	\$ (65,067)	\$ (37,337)	\$ 27,730
Total	\$ (54)	\$ -	\$ 54	\$ -	\$ 11,156	\$ -	\$ (11,156)
Long Tem Investment				Long Term Investment			
	Actual FY21 Close				Actual Jan. 2022/FY22		
Beginning Net Assets FY21	\$ 1,761,881			Beginning Net Assets FY21	\$ 2,142,877		
Interest/Dividends FY21	\$ 53,133			Interest/Dividends FY21	\$ 51,393		
Expenses FY21	\$ (11,557)			Expenses FY21	\$ (5,340)		
Realized Gains	\$ 145,528			Realized Gains	\$ 77,575		
Unrealized Gains	\$ 193,892			Unrealized Gains	\$ (170,808)		
Ending Net Assets FY21	\$ 2,142,877			Ending Net Assets FY21	\$ 2,095,697		

Notes:

The Gates Legacy Grant, awarded in 2016 (\$10,805,701), closed FY21 with a balance of \$7,523,357. The \$948,944 budgeted in FY22 will bring its balance to \$6,574,413.

As noted in the FY22Q1 financial report, the Beginning Long Term Investment Net Assets appear as \$2,142,877 in FY21 close, but as \$1,761,881 in the FY22Q1 and January financial Performance Reports. Per K. Brown, ALA Senior Financial Analyst, this figure will correct to \$2,142,877, in FY22Q3 financials.

**Public Library Association
FY22 (2021-2022) Financial Report**

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022. 38b

Public Library Association

Statement of Revenues and Expenses - General Fund and Conference
For the period ending Jan. 2022

REVENUES	Full Year	YTD		YTD	Variance	Full Year
	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%	FY22 Budget
1. Administration (0000)	\$ -	\$ -	\$ -	\$ -		\$ -
2. Service to Members (3000)	\$ 519,997	\$ 217,760	\$ 194,792	\$ 22,968	12%	\$ 467,500
3. Regional CE, Bootcamp (3007)	\$ (50)	\$ -	\$ -	\$ -		\$ -
4. PLA Leadership (3011)	\$ -	\$ -	\$ -	\$ -		\$ -
5. PLA Partners (3020)	\$ 10,152	\$ 600	\$ 7,500	\$ (6,900)	-92%	\$ 18,000
6. ALA Precons/MW Institute (3026)	\$ -	\$ -	\$ -	\$ -		\$ -
7. Public Libraries (3030)	\$ 26,937	\$ 10,518	\$ 18,750	\$ (8,232)	-44%	\$ 45,000
8. Web Based CE (3040)	\$ 71,240	\$ 10,587	\$ 15,625	\$ (5,038)	-32%	\$ 37,500
9. Publications (3058)	\$ 25,645	\$ 24	\$ 8,333	\$ (8,309)	-100%	\$ 20,000
10. Family Engagement (3072)	\$ 18,600	\$ 29,550	\$ -	\$ 29,550		\$ 18,000
11. Equity, Diversity and Inclusion (3073)	\$ 42,765	\$ -	\$ 10,417	\$ (10,417)	-100%	\$ 25,000
12. Preschool Literacy (3120)	\$ 28,596	\$ 13,593	\$ 2,083	\$ 11,510	553%	\$ 5,000
13. PO Regional Training (3171)	\$ 2,550	\$ -	\$ -	\$ -		\$ -
14. PLDS (3172)	\$ -	\$ 11,478	\$ -	\$ 11,478		\$ -
15. Digital Learn (3188)	\$ -	\$ 15,000	\$ 12,500	\$ 2,500	20%	\$ 30,000
Error - Certif Pub Lib Admin (3189)	\$ -	\$ -	\$ -	\$ -		\$ -
17a. Cost Share IMLS Early Literacy (3181)	\$ -	\$ -	\$ -	\$ -		\$ -
717b. Cost Share IMLS Incl Internships (3185)	\$ -	\$ -	\$ -	\$ -		\$ -
TOTAL REVENUES - PROGRAMS	\$ 746,432	\$ 309,110	\$ 270,000	\$ 39,110	14%	\$ 666,000

	Full Year	YTD		YTD	Variance	Full Year
	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%	FY22 Budget
16. National Conferences						
A. NC General Program (3061)	\$ 1,335	\$ -	\$ -	\$ -		\$ 1,512,500
B. NC Exhibits (3062)	\$ -	\$ -	\$ -	\$ -		\$ 1,462,500
C. NC Promotion (3063)	\$ 900	\$ -	\$ -	\$ -		\$ 30,000
D. NC Registration (3064)	\$ -	\$ -	\$ -	\$ -		\$ -
E. NC Opening/Closing Session (3065)	\$ -	\$ -	\$ -	\$ -		\$ -
F. NC Programs (3066)	\$ -	\$ -	\$ -	\$ -		\$ -
G. NC Meal Events (3069)	\$ -	\$ -	\$ -	\$ -		\$ 50,000
H. NC Preconference (3070)	\$ -	\$ -	\$ -	\$ -		\$ 115,000
I. NC Future Planning (3145)	\$ -	\$ -	\$ -	\$ -		\$ -
J. PLA Virtual Conference (3173)	\$ -	\$ -	\$ -	\$ -		\$ 80,000
TOTAL REVENUES - CONFERENCE	\$ 2,235	\$ -	\$ -	\$ -	0%	\$ 3,250,000

	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%	FY22 Budget
TOTAL REVENUES	\$ 748,667	\$ 309,110	\$ 270,000	\$ 39,110	-14%	\$ 3,916,000

**Public Library Association
FY22 (2021-2022) Financial Report**

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022. 38b

EXPENSES	Full Year	YTD				Variance	Full Year
	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%		FY22 Budget
1. Administration (0000)	\$ (625,499)	\$ (240,221)	\$ (304,457)	\$ 64,236	21%		\$ (755,039)
2. Service to Members (3000)	\$ (19,982)	\$ (8,754)	\$ (23,396)	\$ 14,642	63%		\$ (94,150)
3. Regional CE, Bootcamp (3007)	\$ (1,668)	\$ -	\$ -	\$ -			\$ -
4. PLA Leadership (3011)	\$ -	\$ -	\$ -	\$ -			\$ -
5. PLA Partners (3020)	\$ (156)	\$ (17)	\$ (725)	\$ 708	98%		\$ (18,650)
6. ALA Precons/MW Institute (3026)	\$ -	\$ -	\$ -	\$ -			\$ -
7. Public Libraries (3030)	\$ (73,144)	\$ (35,458)	\$ (46,854)	\$ 11,396	24%		\$ (112,450)
8. Web Based CE (3040)	\$ 70,216	\$ (16,276)	\$ (4,084)	\$ (12,192)	-299%		\$ (9,800)
9. Publications (3058)	\$ (12,128)	\$ (15,426)	\$ (3,417)	\$ (12,009)	-351%		\$ (8,200)
10. Family Engagement (3072)	\$ (12,342)	\$ (3,922)	\$ (1,250)	\$ (2,672)	-214%		\$ (7,770)
11. Equity, Diversity and Inclusion (3073)	\$ (13,155)	\$ -	\$ (4,843)	\$ 4,843	100%		\$ (11,625)
12. Preschool Literacy (3120)	\$ (5,220)	\$ (5,536)	\$ -	\$ (5,536)			\$ -
13. PO Regional Training (3171)	\$ (4,706)	\$ -	\$ -	\$ -			\$ -
14. PLDS (3172)	\$ 6,695	\$ (1,556)	\$ -	\$ (1,556)			\$ -
15. Digital Learn (3188)	\$ (83,026)	\$ (27)	\$ (16,667)	\$ 16,640	100%		\$ (40,000)
Error - Certif Pub Lib Admin (3189)	\$ -	\$ -	\$ -	\$ -			\$ -
17a. Cost Share IMLS Early Literacy (3181)	\$ -	\$ -	\$ -	\$ -			\$ -
17b. Cost Share IMLS Incl Internships (3185)	\$ (10,213)	\$ (8,516)	\$ -	\$ (8,516)			\$ -
TOTAL EXPENSES - PROGRAMS	\$ (784,328)	\$ (335,709)	\$ (405,693)	\$ 69,984	17%		\$ (1,057,684)

	Full Year	YTD				Variance	Full Year
	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%		FY22 Budget
16. National Conferences							
A. NC General Program (3061)	\$ 7,761	\$ (59,059)	\$ (38,854)	\$ (20,205)	-52%		\$ (612,862)
B. NC Exhibits (3062)	\$ (5,340)	\$ (49,314)	\$ (113,750)	\$ 64,436	57%		\$ (784,556)
C. NC Promotion (3063)	\$ (153)	\$ (18,813)	\$ (14,406)	\$ (4,407)	-31%		\$ (34,575)
D. NC Registration (3064)	\$ -	\$ -	\$ (708)	\$ 708	100%		\$ (16,700)
E. NC Opening/Closing Session (3065)	\$ (75,000)	\$ -	\$ -	\$ -			\$ (255,000)
F. NC Programs (3066)	\$ -	\$ -	\$ -	\$ -			\$ (105,000)
G. NC Meal Events (3069)	\$ -	\$ -	\$ -	\$ -			\$ (46,000)
H. NC Preconference (3070)	\$ -	\$ -	\$ (5,833)	\$ 5,833	100%		\$ (76,975)
I. NC Future Planning (3145)	\$ (49,563)	\$ (7,119)	\$ (16,667)	\$ 9,548	57%		\$ (40,000)
J. PLA Virtual Conference (3173)	\$ -	\$ -	\$ -	\$ -			\$ (34,900)
TOTAL EXPENSES - CONFERENCE	\$ (122,295)	\$ (134,305)	\$ (190,218)	\$ 55,913	29%		\$ (2,006,568)

	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%	FY22 Budget
TOTAL EXPENSES	\$ (906,623)	\$ (470,014)	\$ (595,911)	\$ 125,897	21%	\$ (3,064,252)

	FY21 Actual	FY22 Actual	FY22 Budget	Variance	%	Full Year
						FY22 Budget
OPERATING NET REVENUES	\$ (157,956)	\$ (160,904)	\$ (325,911)	\$ 165,007	51%	\$ 851,748

Public Library Association
FY22 (2021-2022) Financial Report

Operating Budget Projects	FY21 Final			FY22 Budget	FY22 (as of Jan. 2022)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
<u>1. Administration (0000)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (704,927)	\$ (625,499)	\$ 79,428	\$ (755,039)	\$ (304,457)	\$ (240,221)	\$ 64,236
Net	\$ (704,927)	\$ (625,499)	\$ 79,428	\$ (755,039)	\$ (304,457)	\$ (240,221)	\$ 64,236
<u>2. Service to Members (3000)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dues	\$ 387,200	\$ 519,997	\$ 132,797	\$ 467,500	\$ 194,792	\$ 217,760	\$ 22,968
Expenses	\$ (109,350)	\$ (19,982)	\$ 89,368	\$ (94,150)	\$ (23,396)	\$ (8,754)	\$ 14,642
Net	\$ 277,850	\$ 500,015	\$ 222,165	\$ 373,350	\$ 171,396	\$ 209,006	\$ 37,610
<u>3. Regional CE, Bootcamp (3007)</u>							
Registration	\$ 40,000	\$ (50)	\$ (40,050)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (29,900)	\$ (1,668)	\$ 28,232	\$ -	\$ -	\$ -	\$ -
OH & Tax	\$ (10,600)	\$ -	\$ 10,600	\$ -	\$ -	\$ -	\$ -
Net	\$ (500)	\$ (1,718)	\$ (1,218)	\$ -	\$ -	\$ -	\$ -
<u>4. PLA Leadership (3011)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>5. PLA Partners (3020)</u>							
Revenue	\$ 14,000	\$ 10,152	\$ (3,848)	\$ 18,000	\$ 7,500	\$ 600	\$ (6,900)
Expenses	\$ (14,300)	\$ (156)	\$ 14,144	\$ (18,650)	\$ (725)	\$ (17)	\$ 708
Net	\$ (300)	\$ 9,996	\$ 10,296	\$ (650)	\$ 6,775	\$ 583	\$ (6,192)
<u>6. ALA Precons/MW Institute (3026)</u>							
Revenue	\$ 18,000	\$ -	\$ (18,000)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (7,350)	\$ -	\$ 7,350	\$ -	\$ -	\$ -	\$ -
OH	\$ (6,792)	\$ -	\$ 6,792	\$ -	\$ -	\$ -	\$ -
Net	\$ 3,858	\$ -	\$ (3,858)	\$ -	\$ -	\$ -	\$ -
<u>7. Public Libraries (3030)</u>							
Revenue	\$ 51,500	\$ 26,937	\$ (24,563)	\$ 45,000	\$ 18,750	\$ 10,518	\$ (8,232)
Expenses	\$ (123,226)	\$ (69,476)	\$ 53,750	\$ (109,450)	\$ (45,604)	\$ (33,926)	\$ 11,678

Public Library Association
FY22 (2021-2022) Financial Report

Operating Budget Projects	FY21 Final			FY22 Budget	FY22 (as of Jan. 2022)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
OH	\$ (6,800)	\$ (3,668)	\$ 3,132	\$ (3,000)	\$ (1,250)	\$ (1,532)	\$ (282)
Tax	\$ (547)	\$ -	\$ 547	\$ -	\$ -	\$ -	\$ -
Net	\$ (79,073)	\$ (46,207)	\$ 32,866	\$ (67,450)	\$ (28,104)	\$ (24,940)	\$ 3,164
8. Web Based CE (3040)							
Revenue	\$ 52,000	\$ 71,240	\$ 19,240	\$ 37,500	\$ 15,625	\$ 10,587	\$ (5,038)
Expenses	\$ (5,500)	\$ 79,655	\$ 85,155	\$ (5,800)	\$ (2,417)	\$ (14,873)	\$ (12,456)
OH & Taxes	\$ (6,625)	\$ (9,439)	\$ (2,814)	\$ (4,000)	\$ (1,667)	\$ (1,403)	\$ 264
Net	\$ 39,875	\$ 141,456	\$ 101,581	\$ 27,700	\$ 11,541	\$ (5,689)	\$ (17,230)
9. Publications (3058)							
Revenue	\$ 6,400	\$ 25,645	\$ 19,245	\$ 20,000	\$ 8,333	\$ 24	\$ (8,309)
Expenses	\$ (6,100)	\$ (8,843)	\$ (2,743)	\$ (5,500)	\$ (2,292)	\$ (15,423)	\$ (13,131)
OH & Taxes	\$ (795)	\$ (3,285)	\$ (2,490)	\$ (2,700)	\$ (1,125)	\$ (3)	\$ 1,122
Net	\$ (495)	\$ 13,517	\$ 14,012	\$ 11,800	\$ 4,916	\$ (15,402)	\$ (20,318)
10. Family Engagement (3072)							
Revenue	\$ 36,000	\$ 18,600	\$ (17,400)	\$ 18,000	\$ -	\$ 29,550	\$ 29,550
Expenses	\$ (12,425)	\$ (9,877)	\$ 2,548	\$ (3,000)	\$ (1,250)	\$ (7)	\$ 1,243
OH & Taxes	\$ (9,540)	\$ (2,465)	\$ 7,075	\$ (4,770)	\$ -	\$ (3,915)	\$ (3,915)
Net	\$ 14,035	\$ 6,258	\$ (7,777)	\$ 10,230	\$ (1,250)	\$ 25,628	\$ 26,878
11. Equity, Diversity and Inclusion (3073)							
Revenue	\$ 110,000	\$ 42,765	\$ (67,235)	\$ 25,000	\$ 10,417	\$ -	\$ (10,417)
Expenses	\$ (71,078)	\$ (7,489)	\$ 63,589	\$ (5,000)	\$ (2,083)	\$ -	\$ 2,083
OH & Taxes	\$ (13,250)	\$ (5,666)	\$ 7,584	\$ (6,625)	\$ (2,760)	\$ -	\$ 2,760
Net	\$ 25,672	\$ 29,610	\$ 3,938	\$ 13,375	\$ 5,574	\$ -	\$ (5,574)
12. Preschool Literacy (3120)							
Revenue	\$ 4,500	\$ 28,596	\$ 24,096	\$ 5,000	\$ 2,083	\$ 13,593	\$ 11,510
Expenses	\$ (1,400)	\$ (1,431)	\$ (31)	\$ -	\$ -	\$ (3,734)	\$ (3,734)
OH & Taxes	\$ (596)	\$ (3,789)	\$ (3,193)	\$ -	\$ -	\$ (1,802)	\$ (1,802)
Net	\$ 2,504	\$ 23,376	\$ 20,872	\$ 5,000	\$ 2,083	\$ 8,057	\$ 5,974
13. PO Regional Training (3171)							
Revenue	\$ 7,000	\$ 2,550	\$ (4,450)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (2,600)	\$ (4,699)	\$ (2,099)	\$ -	\$ -	\$ -	\$ -

Public Library Association
FY22 (2021-2022) Financial Report

Operating Budget Projects	FY21 Final			FY22 Budget	FY22 (as of Jan. 2022)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
OH & Taxes	\$ -	\$ (7)	\$ (7)	\$ -	\$ -	\$ -	\$ -
Net	\$ 4,400	\$ (2,156)	\$ (6,556)	\$ -	\$ -	\$ -	\$ -
14. PLDS (3172)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 11,478	\$ 11,478
Expenses	\$ -	\$ 6,695	\$ 6,695	\$ -	\$ -	\$ (35)	\$ (35)
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,521)	\$ (1,521)
Net	\$ -	\$ 6,695	\$ 6,695	\$ -	\$ -	\$ 9,922	\$ 9,922
15. Digital Learn (3188)							
Revenue	\$ 45,000	\$ -	\$ (45,000)	\$ 30,000	\$ 12,500	\$ 15,000	\$ 2,500
Expenses	\$ (62,000)	\$ (83,026)	\$ (21,026)	\$ (40,000)	\$ (16,667)	\$ (27)	\$ 16,640
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (17,000)	\$ (83,026)	\$ (66,026)	\$ (10,000)	\$ (4,167)	\$ 14,973	\$ 19,140
16. National Conferences							
A. NC General Program (3061)							
Revenue	\$ -	\$ 1,335	\$ 1,335	\$ 1,512,500	\$ -	\$ -	\$ -
Expenses	\$ -	\$ 8,115	\$ 8,115	\$ (212,050)	\$ (38,854)	\$ (59,059)	\$ (20,205)
OH & Taxes	\$ -	\$ (354)	\$ (354)	\$ (400,812)	\$ -	\$ -	\$ -
Net	\$ -	\$ 9,096	\$ 9,096	\$ 899,638	\$ (38,854)	\$ (59,059)	\$ (20,205)
B. NC Exhibits (3062)							
Revenue	\$ -	\$ -	\$ -	\$ 1,462,500	\$ -	\$ -	\$ -
Expenses	\$ -	\$ (5,340)	\$ (5,340)	\$ (463,244)	\$ (113,750)	\$ (49,314)	\$ 64,436
OH & Taxes	\$ -	\$ -	\$ -	\$ (321,312)	\$ -	\$ -	\$ -
Net	\$ -	\$ (5,340)	\$ (5,340)	\$ 677,944	\$ (113,750)	\$ (49,314)	\$ 64,436
C. NC Promotion (3063)							
Revenue	\$ -	\$ 900	\$ 900	\$ 30,000	\$ -	\$ -	\$ -
Expenses	\$ -	\$ (153)	\$ (153)	\$ (30,600)	\$ (12,750)	\$ (18,813)	\$ (6,063)
OH & Taxes	\$ -	\$ -	\$ -	\$ (3,975)	\$ (1,656)	\$ -	\$ 1,656
Net	\$ -	\$ 747	\$ 747	\$ (4,575)	\$ (14,406)	\$ (18,813)	\$ (4,407)
D. NC Registration (3064)							
Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (16,700)	\$ (708)	\$ -	\$ 708

Public Library Association
FY22 (2021-2022) Financial Report

Operating Budget Projects	FY21 Final			FY22 Budget		FY22 (as of Jan. 2022)		
Subproject	Budget	Actual	Variance	full year		Budget	Actual	Variance
OH & Taxes	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ (16,700)		\$ (708)	\$ -	\$ 708
E. NC Opening/Closing Session (3065)								
Revenues	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Expenses	\$ -	\$ (75,000)	\$ (75,000)	\$ (255,000)		\$ -	\$ -	\$ -
Net	\$ -	\$ (75,000)	\$ (75,000)	\$ (255,000)		\$ -	\$ -	\$ -
F. NC Programs (3066)								
Revenues	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (105,000)		\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ (105,000)		\$ -	\$ -	\$ -
G. NC Meal Events (3069)								
Revenues	\$ -	\$ -	\$ -	\$ 50,000		\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (46,000)		\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ 4,000		\$ -	\$ -	\$ -
H. NC Preconference (3070)								
Revenues	\$ -	\$ -	\$ -	\$ 115,000		\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (46,500)		\$ (5,833)	\$ -	\$ 5,833
OH & Taxes	\$ -	\$ -	\$ -	\$ (30,475)		\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ 38,025		\$ (5,833)	\$ -	\$ 5,833
I. NC Promotion/Planning (3145)								
Revenue	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Expenses	\$ (94,500)	\$ (49,563)	\$ 44,937	\$ (40,000)		\$ (16,667)	\$ (7,119)	\$ 9,548
OH & Taxes	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -
Net	\$ (94,500)	\$ (49,563)	\$ 44,937	\$ (40,000)		\$ (16,667)	\$ (7,119)	\$ 9,548
J. PLA Virtual Conference (3173)								
Revenue	\$ -	\$ -	\$ -	\$ 80,000		\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (24,300)		\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ (10,600)		\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ 45,100		\$ -	\$ -	\$ -
17. Grant Cost Shares								

Public Library Association
FY22 (2021-2022) Financial Report

Operating Budget Projects	FY21 Final			FY22 Budget	FY22 (as of Jan. 2022)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
A. Early Literacy Cost Share (3181)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Inclusive Internship Cost Share (3185)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ (10,213)	\$ (10,213)	\$ -	\$ -	\$ (8,516)	\$ (8,516)
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ (10,213)	\$ (10,213)	\$ -	\$ -	\$ (8,516)	\$ (8,516)
TOTAL OPERATING	FY21 Final	Actual	Variance	FY22 Budget	FY22 (as of Jan. 2022)		
	Budget	Actual	Variance	full year	Budget	Actual	Variance
Revenue	\$ 771,600	\$ 748,667	\$ (22,933)	\$ 3,916,000	\$ 270,000	\$ 309,110	\$ 39,110
Expenses	\$ (1,244,656)	\$ (877,950)	\$ 366,706	\$ (2,275,983)	\$ (587,453)	\$ (459,838)	\$ 127,615
OH & Taxes	\$ (55,545)	\$ (28,673)	\$ 26,872	\$ (788,269)	\$ (8,458)	\$ (10,176)	\$ (1,718)
Net	\$ (528,601)	\$ (157,956)	\$ 370,645	\$ 851,748	\$ (325,911)	\$ (160,904)	\$ 165,007

**Public Library Association
FY22 (2021-2022) Financial Report**

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022. 38d

**Year-to-Date Report - GRANTS (Budgeted to Zero Out)
FY22 as of January 2022**

				TOTAL SPENT															
Project		TOTAL GRANT		Grant Life to FY21	BALANCE			FY22 Budget	FY22 (as of Jan. 2022)						BALANCES				
Subproject				through FY21	Close of FY21			full year	Budget	Actual	Variance		Post Jan. 2022						
<u>Health Insurance Enrollment (3150)</u>																			
Sep 2018 to July 2021 (FY19-FY21)																			
	Revenue	\$	316,859	\$	77,769	\$	-	\$	125,000	\$	52,083	\$	827	\$	(51,256)	\$	(827)		
	Expenses	\$	(294,087)	\$	(71,773)	\$	-	\$	(120,192)	\$	(50,080)	\$	(827)	\$	49,253	\$	827		
	OH & Taxes	\$	(22,772)	\$	(5,996)	\$	-	\$	(4,808)	\$	(2,003)	\$	-	\$	2,003	\$	-		
	Net	\$	(0)	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-		
<u>Microsoft Philanthropies (3160)</u>																			
Feb 2019 to mid-2021 (FY19-FY21)																			
	Revenue	\$	608,416	\$	149,583			\$	125,000	\$	52,083	\$	1,039	\$	(51,044)	\$	(1,039)		
	Expenses	\$	(546,705)	\$	(136,542)			\$	(111,607)	\$	(46,503)	\$	(1,039)	\$	45,464	\$	1,039		
	OH & Taxes	\$	(61,711)	\$	(13,041)			\$	(13,393)	\$	(5,580)	\$	-	\$	5,580	\$	-		
	Net	\$	0	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-		
<u>AT&T Digital Literacy (3162)</u>																			
Apr 2021 to end of 2022 (FY21-FY23)																			
	Revenue	\$	690,019	\$	145,788	\$	544,231	\$	299,461	\$	124,775	\$	115,013	\$	(9,762)	\$	429,218		
	Expenses	\$	(648,917)	\$	(113,442)	\$	(535,475)	\$	(260,401)	\$	(108,500)	\$	(115,013)	\$	(6,513)	\$	(420,462)		
	OH & Taxes	\$	(41,102)	\$	(32,346)	\$	(8,756)	\$	(39,060)	\$	(16,275)	\$	-	\$	16,275	\$	(8,756)		
	Net	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-		
<u>IMLS-Family Engagement (3082)</u>																			
Sep 2020 to Aug 2021 (FY21)																			
	Revenue	\$	99,949	\$	83,201			\$	-	\$	-	\$	208	\$	208	\$	(208)		
	Expenses	\$	(86,156)	\$	(76,387)			\$	-	\$	-	\$	(208)	\$	(208)	\$	208		
	OH & Taxes	\$	(13,793)	\$	(6,814)			\$	-	\$	-	\$	-	\$	-	\$	-		
	Net	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-		
<u>Gates Legacy Grant (3175)</u>																			
Jun 2016 to May 2026 (FY16-FY26)																			
	Interest Income			\$	-							\$	46,116			\$	46,116		
	Revenue	\$	10,805,701	\$	3,282,344	\$	7,523,357	\$	948,944	\$	394,140	\$	376,859	\$	(17,281)	\$	7,146,498		
	Expenses	\$	(9,635,947)	\$	(2,930,664)	\$	(6,705,283)	\$	(846,926)	\$	(341,775)	\$	(339,522)	\$	2,253	\$	(6,365,761)		
	OH & Taxes	\$	(1,169,754)	\$	(351,680)	\$	(818,074)	\$	(102,018)	\$	(41,209)	\$	(37,337)	\$	3,872	\$	(780,737)		
	Net	\$	-	\$	-	\$	-	\$	-	\$	11,156	\$	-	\$	(11,156)	\$	-		
<u>Gates African Leadership Training (3176)</u>																			
Oct 2016 to Oct 2019 (FY17-FY20)																			
	Interest Income			\$	-							\$	-			\$	-		
	Revenue	\$	1,000,000	\$	-			\$	-	\$	-	\$	-	\$	-	\$	-		
	Expenses	\$	(892,857)	\$	-			\$	-	\$	-	\$	-	\$	-	\$	-		
	OH & Taxes	\$	(107,143)	\$	-			\$	-	\$	-	\$	-	\$	-	\$	-		
	Net	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-		
Gates Gen Ops Supplement (3177)																			

**Public Library Association
FY22 (2021-2022) Financial Report**

PLA Board of Directors
Annual Conference 2022 Meeting
Document no.: 2022. 38d

Project		TOTAL GRANT	TOTAL SPENT	BALANCE	FY22 Budget	FY22 (as of Jan. 2022)			BALANCES
Subproject			Grant Life to FY21	Close of FY21	full year	Budget	Actual	Variance	Post Jan. 2022
<i>Sep 2017 through no end date</i>									
	Revenue	\$ 2,900,000	\$ 117,521		\$ -	\$ -	\$ -	\$ -	\$ -
	Expenses	\$ (2,552,000)	\$ (117,521)		\$ -	\$ -	\$ -	\$ -	\$ -
	OH & Taxes	\$ (348,000)	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -
	Net	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -
<i>Knight Short Edition (3178)</i>									
<i>Jan 2018-date TBD (FY18-FY21)</i>									
	Revenue	\$ 250,000	\$ 13,036		\$ -	\$ -	\$ -	\$ -	\$ -
	Expenses	\$ (250,000)	\$ (13,036)		\$ -	\$ -	\$ -	\$ -	\$ -
	OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<i>IMLS Inclusive Internships (3184)</i>									
<i>Mar 2017 - Dec 2021 (FY17-FY22)</i>									
	Revenue	\$ 1,538,574	\$ 174,787		\$ -	\$ -	\$ 23,318	\$ 23,318	\$ (23,318)
	Expenses	\$ (1,502,120)	\$ (170,275)		\$ -	\$ -	\$ (23,318)	\$ (23,318)	\$ 23,318
	OH & Taxes	\$ (36,454)	\$ (4,512)		\$ -	\$ -	\$ -	\$ -	\$ -
	Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL GRANTS		TOTAL GRANT	TOTAL SPENT	BALANCE	FY22 Budget	FY22 (as of Jan. 2022)			BALANCES
			through FY21	Close of FY21	full year	Budget	Actual	Variance	Post Jan. 2022
	Revenue	\$ 18,209,518	\$ 4,044,029	\$ 8,067,588	\$ 1,498,405	\$ 623,081	\$ 517,264	\$ (105,817)	\$ 7,550,324
	Expenses	\$ (16,408,789)	\$ (3,629,640)	\$ (7,240,758)	\$ (1,339,126)	\$ (546,858)	\$ (479,927)	\$ 66,931	\$ (6,760,831)
	OH & Taxes	\$ (1,800,729)	\$ (414,389)	\$ (826,830)	\$ (159,279)	\$ (65,067)	\$ (37,337)	\$ 27,730	\$ (789,493)
	Net	\$ 0	\$ -	\$ -	\$ -	\$ 11,156	\$ -	\$ (11,156)	\$ -
	Interest			\$141,469			\$ -		\$ 46,116

**Public Library Association
FY22 January 2022 Financial Narrative**

FY22 Operating Budget as of January 2022

GENERAL FUND (12-401) Including Conference	January 2022 YTD Budget	January 2022 YTD Actual	January 2022 Variance
Total Revenues	\$270,000	\$309,110	\$39,110
Total Expenses before OH and tax	(\$587,453)	(\$459,838)	\$127,615
Overhead and Tax	(\$8,458)	(\$10,176)	(\$1,718)
	YTD Budget	YTD Actual	Variance
Net Revenue (Expense)	(\$325,911)	(\$160,904)	\$165,007
FY22 Beginning Net Asset Balance			
\$4,506,979			
LONG TERM INVESTMENT		FY22 January 2022 Actual	
Beginning Balance FY22		\$2,142,877	
Interest/Dividends FY22		\$51,393	
Expenses FY22		(\$5,340)	
Realized Gains		\$77,575	
Unrealized Gains		(\$170,808)	
Ending Net Assets FY22		\$2,095,697	

Operating Budget: As of January 2022, PLA has actual expenses of \$459,838 compared to budgeted expenses of \$587,453, coming in 20% under budget. Although FY22 is a conference year (with a budgeted net of \$851,748) January is budgeted to a deficit. Conference revenue will be realized largely in FY22 Q3. The results are generally due to staff attrition, timing of conference expenses, and stronger than publication sales.

- Spending on administrative costs (staff, board management) is below budget (21% variance), due to open positions.
- Dues revenue is 12% ahead of budget, with \$217,670 collected against a budget of \$194,792. Dues expenses, mostly promotional, are behind due to delayed conference registration opening.

- PLA Web CE revenue lagged behind budget. Due to staffing shortages, PLA suspended production of new paid Web CE in order to focus on the production of the PLA 2022 National Conference, including the expanded Virtual Conference.
- PLA publications comprise three budgets:
 - *Public Libraries* magazine: Continuing with the pandemic practice of publishing a number of *Public Libraries* editions digitally rather than in print contributes to its lower than budgeted expenses of \$33,926 (over a budgeted \$45,604).
 - Every Child Ready to Read (ECRR) revenue budgeted at \$2K, came in at \$13,593. The dramatic upswing in revenue was due to large state library agency purchases; This gain, minus expenses (\$3,734) and overhead on sales (\$1,082), places the PLA-ALSC product on firm ground, netting \$5,974 to date.
 - PLA publications (products available through the ALA online store) are notably overbudget with only \$24 in recorded sales (against a budgeted \$8K), and \$15K incurred in the design and printing of *Strategic Planning for Public Libraries*. Pandemic-related delays in the release of both the strategic planning title and the PLA Early Literacy Calendar mean that sales revenue will be realized later in the year.
- By January 2022, PLA had budgeted to spend \$190,218 on conference expenses, including conference promotion, site visits, vendor deposits and speaker fees. Pandemic related delays (travel restrictions presenting site visits, venue, and speaker negotiations, etc....) are the primary reason for the 30% lower than budgeted expenses of only \$134,305. Most conference expenses and revenues will be realized by mid/late FY22.

Long Term Investments: Beginning Long Term Investment (LTI) Net Assets appear as \$2,142,877 in FY22 close, but as \$1,761,881 in the FY22Q1 Performance Reports, and the January 2022 financials. Per K. Brown, ALA Senior Financial Analyst, this figure will correct to the \$2,142,877 beginning balance by the FY22 Q3 report.

Grant Budgets:

GRANT FUNDS (47&48)	FY22 January Budget	FY22 January YTD Actual	FY22 January Variance
Total Revenues	\$623,081	\$517,264	(\$105,817)
Total Expenses before OH and tax	(\$546,858)	(\$479,927)	\$66,931
Overhead	(\$65,067)	(\$37,337)	\$27,730
	YTD Budget	YTD Actual	Variance
Net Revenue (Expense)	\$11,156	(\$0)	(\$11,156)

As of January 2022, PLA had spent \$479,927 in grant funds compared to a budgeted amount of \$546,858, running 13% under budget for a difference of \$66,931. This variance is due to timing of payments within the AT&T grant budget. Spending in the grant projects *which were included in the FY22 budget* (Gates funds) is on budget: a total of \$339,522 been spent against a budget

of \$341,775. These funds mostly support about half of PLA's staff salary and benefits but also include continued support of Project Outcome and the Benchmark data platform that has replaced PLDS. The \$11,156 net revenue shown is due to timing for allocation of overhead.



**PLA Budget and Finance Committee Meeting
Virtual Meeting-10:30 – 12:30 CT, June 16, 2022**

Meeting Minutes

Attendees: Clara Bohrer, PLA Fiscal Officer, PLA Budget and Finance Committee Members
Tim Miller, Steve Potter, Melanie Huggins, Karen Danczak-Lyons, Mary Hastler, Chris
Jowaisas, Kelly LaRocca, Maria McCauley and Cindy Fesemyer, PLA Executive Director
Mary Davis Fournier, PLA Deputy Director Mary Hirsh
Guests: ALA Treasurer Maggie Farrell and ALA CFO Dina Tsourdinis

I. ALA Request for FY23 Regarding Endowment Interest

PLA Fiscal Officer Clara Bohrer set context for the conversation with a recap of where PLA is in the FY23 budget process:

- At this time, the PLA Budget and Finance committee has not reviewed or recommended a FY23 budget. The PLA board has therefore not yet seen or approved a FY23 budget.
- PLA executive director Mary Davis Fournier submitted preliminary numbers as part of the ALA budget process. The goal was to have PLA B&F committee review in June for approval at June PLA Board meeting, which is long-standing PLA budget practice.
- In order to fully consider the ALA Request for FY23 Regarding Endowment Payout, the PLA budget will move to review by the Budget & Finance committee at a special meeting in August, with approval requested from the PLA Board at a special meeting in August or September 2022. In essence this is a very preliminary budget.
- Bohrer cautioned Farrell and Tsourdinis that the PLA budget may change, based on the review and approval by PLA member leaders. This means that when the PLA FY23 budget is approved, it may not reflect the numbers shown in ALA's endowment payout request letter because the PLA Board has still to confirm that our programmatic priorities are met by the budget.

PLA is sensitive to ALA budget needs and understands the entire organizations is working toward financial stability. Fiscal Officer Bohrer also noted that progress towards sustainability is being made.

Treasurer Farrell was invited to respond to questions from the committee sent in advance of today's meeting. Farrell provided context regarding the ALA budget cycle and process:

- Governance and budget calendars are out of alignment.
- Divisions with conferences operate on two-year cycle, which introduces other inconsistencies in practice related to carrying deficits.
- Operating Agreement Work Group (OAWG) has not solved these problems but are identifying the need for the development of a new budget process.
- Any changes will need to be designed and implemented internally, with member-leader oversight.

Farrell stressed that there are conflicting policies related to the endowment: The ALA bylaws give authority over the endowment to the ALA Executive Board. The Endowment Trustees policy handbook and the Operating Agreement give authority over the endowment to divisions.

PLA's first written question asked if the current FY23 endowment request sets a precedent, and whether PLA has control over its endowment funds.

Farrell responded that she does not know; acknowledged it is unusual but said that it is permissible under the bylaws. PLA's control over its endowment and its disbursement is a point of tension between division and ALA. ALA is one legal entity with one endowment. There is not a clear yes/no answer to this question. Farrell believes clearer communication between division directors, ALA Executive Director and ALA CFO would improve practices and implementation.

PLA B&F Committee Member Cindy Fesemyer indicated she heard the final answer to the question as no, that PLA does not have control of its endowment. Fesemyer observed that if PLA does not control its endowment, then there are implications for growing the endowment. Specifically, PLA needs to have a compelling reason that resonates with members, to ask public librarians to give money to PLA endowment. This is something we should work on together. Confident there can be a balance, but needs conversations with a number of stakeholders

Farrell commented that ALA finances and cash flow have been challenged in the past but have turned around thanks to PPP loans, sale of 50 East Huron and other loans. A recent focus on contributed revenue has help stabilize operations. Farrell acknowledged the association is still not where it needs to be financially.

PLA B&F Committee Member Mary Hastler noted that it appears ALA is meeting the organizational budget, not increasing their own revenue streams but by taking from the divisions that have worked extremely hard for years to increase their revenue streams. She expressed need for clearer, long-term direction that does not rely on one-time, unsustainable funding models while the association continues to lose members.

PLA B&F Committee Member Tim Miller expressed agreement and characterized division net asset balances and endowment gains as one time fund infusions. He asked where the motivation for PLA to work hard with no appreciable control over its revenue or investments.

Farrell observed that divisions have developed revenue streams, and that creativity in conferences has drawn people to PLA/ACRL.

Farrell suggested PLA invite Executive Director Hall or ALA President Wong to talk about the pivot plan and the new revenue streams to better understand ALA sustainability plans.

PLA B&F Committee Member Karen Danczak-Lyons requested that that Pivot Plan financial streams be added to BARC reports.

Farrell indicated that there will be an updated five-year plan at BARC. These documents have not been posted to the inventory yet.

Farrell shared: ALA ED Hall has secured cash to underwrite operations. \$4 million in cash has been contributed to the ~~to~~ the bottom line. The ALA Development office has a goal of \$4 million every year.

Danczak-Lyons suggested adding language to the Endowment policy to forbid using interest to cover operating gaps. Chicago Public Library the following language in its endowment policy: "Funds contributed will not supplant the obligations of the general fund and the operating plan."

ALA CFO Dina Tsourdinis thanked PLA for its transparency. She pointed the group to the five-year budget plan that projects ALA revenue covering expenses in 2026.

PLA President Elect Maria McCauley reflected that she understands that ALA makes the ultimate decision about transferring interest. But, even if this is within the Executive Board authority, clear communication, including specific requests, would create a more trusting environment.

Bohrer agreed, acknowledging that the Executive Board has the ability, if they so choose, to grant divisions the authority to spend the payout as they see fit. PLA has been very strategic with its payouts in past years. For example, PLA has used Endowment payout to develop Every Child Ready to Read, one of its most profitable products ever. That particular payout not only helped to move forward PLA's programmatic priorities but brought in significant revenue.

Discussion then moved on to submitted questions related to PLA's two-year budget cycle.

Tsourdinis clarified that all of ALA has to be on the same budget cycle. Moving to a two-year cycle requires a lot of investigation and change management.

Bohrer expressed the hope that as the CFO and Treasurer reflect on PLA's budget during the off-conference year in its 2-year cycle, they look at the revenue PLA brings in during the conference year.

Fesemyer stated that referring to PLA's off-conference year as a "deficit year" is problematic in light of the PLA 2-year budget, in which year one generates net revenues that exceed PLA operations expenses for year 2. Farrell expressed appreciation for the nuance and said that BARC refers to year two as a "spend-down" year. She said that ALA reporting has changed to encompass three years, so that like years can be compared. All agreed that there needs to be more timely access to current financial reports.

Farrell has encouraged the ALA ED and CFO and all division directors to engage early with consistent communication.

Tsourdinis recapped the budget process for FY23 to date:

- All division were invited to put in budgets without restrictions.
- After review, the CFO went back and asked for specific amounts in cuts per unit.
- Endowment transfers to unit operating budgets came in during second budget iteration.

She reflected that she did not know the endowment funds would be needed until then. She acknowledged the step of formal request was missed. She apologized for missing this step.

Bohrer remarked that for the next step, PLA member leaders will finalize, review, discuss and approve its budget over the summer. PLA budget numbers may not be accurate in documents shared at Annual. Tsourdinis reminded the group that the ALA budget is not final until October.

Tsourdinis said that if PLA approves the Endowment fund requests, it will not take place until March of 2024. The funds will remain in the endowment until then. She is in the process of looking at other vehicles for the funds, and if ALA achieves revenues above the budget, the funds may not be transferred.

She shared that the ALA general fund takes a distribution from the 21st Century Fund in the endowment to support operations every year.

Questions were asked about better aligning policies and practices.

Farrell indicated the Operating Agreement Working Group (OAWG) will send draft policy to COO to look at bylaws and constitution. She stated that OAWG can only call attention to the

issues, changes will have to be made in the bylaws. Farrell indicated that part of OAWG will include a budget review recommendation.

In conclusion, the CFO offered her availability to the committee and PLA ED on quarterly basis.

Farrell will brief BARC chair and EB on this conversation.

Farrell and Tsourdinis were thanked for making time to join the meeting.

II. FY22 Financial Update

There were no questions about the financials for FY22 ending November 2021.

There were no questions about the financials for FY22 ending January 2022.

To date, financial data beyond January 2022 is not available. The latest set of financials do not include most of the conference related expense and revenue. ALA has not yet provided a firm timeline as to when data from March 2022 will be available. Davis Fournier expressed that it is challenging to prepare the budget without knowing actual results from conference.

Committee members expressed frustration with ongoing delays, ongoing delays in reporting and that finance outsourcing issues continue to impact operations.

Bohrer suggested that Davis Fournier be given time to look over the preliminary budget data she submitted and make any necessary changes. The goal would be for the Budget and Finance Committee to meet in early August to review and recommend the budget to the PLA Board, who hopefully will meet shortly thereafter to review and approve it. This will allow time to make adjustments and recommendations so that ALA has PLA's budget data in time for final budget approval at the fall Executive Board meeting. Davis Fournier will work out an internal schedule with the CFO before setting this meeting. The committee agreed to this plan.

III. Budget & Finance Committee meeting schedule

PLA staff put together a working document to better align PLA budget process to ALA process for the FY24 budget year. Will also need to coordinate with PLA Board meeting dates.

Bohrer reported that staff are working on a fundraising plan that will be reviewed by our committee and ultimately approved by the PLA Board. Our committee will also be involved in developing a plan to transition off Gates Legacy Funds.

IV. ALA Update: Operating Agreement Work Group

This item was largely covered in the ALA Treasurer's presentation. The OAWG will be submitting a revised operating agreement policy with accompanying recommendations at Annual Conference.

The meeting was adjourned at 12:08 Central

225 N Michigan Avenue
Suite 1300
Chicago, Illinois 60601
USA

Telephone 312-944-6780
Fax 312-440-9374
Toll Free 800-545-2433
e-mail: ala@ala.org
www.ala.org

ALA American Library Association

6/5/22

Dear PLA Finance Committee Members,

I am writing to request that the PLA Finance Committee and Board of Directors approve the 5% allocation that the Endowment Trustees authorized during their February 2022 meeting to fund the Association during a globally financially challenging post-pandemic year.

The amount requested from PLA's Endowment portion amounted to \$73,779. The 5% allocation represents 5% of the 20-quarter rolling average fund balance for each sub-endowment fund. In addition, if approved, it will be posted to the books as an entry without funds being transferred out of the Endowment. The actual transfer of these funds out of the Endowment Fund will occur in March of 2024.

Our Fiscal Year (FY) 2023 budget process was inclusive and participatory without any constraints placed on our Budget Managers, allowing them to request funds and staffing resources needed for their programs and services in the first budget iteration. When we consolidated the results, the expenses exceeded the revenues by \$4,044,000. We also noted that several Divisions included the 5% allocation while others had not.

I want to note that an organization's Budget should be considered the financial plan for that specific year. Each year is a discrete budget year, incorporating zero-based budgeting practices.

Below is the PLA Summary Budget as of the first iteration, without the endowment allocation, and as of the second iteration with the endowment allocation.

Please note that the PLA Endowment allocation is necessary to close a portion of the gap between PLA revenues and expenses in the FY 23 budget. Please see the FY 23 PLA Revenue and Expense Budget summary below, which indicates that even with the inclusion of the \$73,779 Endowment, the PLA deficit is budgeted at \$416,704. If the allocation of the Endowment does not get approved, then PLA Division will need to find \$73,779 in operating budget reductions or increase in their revenues to offset this amount.

	1st Iteration *	2nd Iteration**
Revenues	\$ 725,641	\$ 771,448
Expenses	\$ 1,248,168	\$ 1,188,152
Net Surplus (Deficit)	\$ (522,527)	\$ (416,704)

* Without Endowment Allocation

** With Endowment Allocation

225 N Michigan Avenue
Suite 1300
Chicago, Illinois 60601
USA

Telephone 312-944-6780
Fax 312-440-9374
Toll Free 800-545-2433
e-mail: ala@ala.org
www.ala.org

ALA American Library Association

After careful review, we identified budget alignment strategies, including delaying onboarding of new employees, reducing discretionary costs, holding requests for new positions, cost-cutting by centralizing vendors, and reviewing all spending lines for savings opportunities. In addition, each Associate Executive Director and the ALA Executive Director were required to contribute an additional amount through cost-cutting measures and efficiencies. As a result, we were able to contain expenses and further, our inclusive approach encouraged all Budget Managers to participate in this effort to balance our FY 2023 Budget.

Even with all the above reductions, we still needed to utilize the 5% endowment allocation to make the Budget a break-even budget, as when we presented our first iteration of the Budget to the Executive Board for approval, they requested that we add a small surplus, which we were able to achieve. As you are aware, the Association has an excellent opportunity to raise its contributed revenue, and a healthy balanced budget is requested by many federal, local, and private donors. We are encouraged by the ability to unite around the goal of the financial recovery that the Association and its stakeholders have shown and feel that effort will support long-term sustainability even in the midst of this protracted pandemic.

Before the second iteration of our Budget is presented to our Board, we are respectfully requesting that you approve PLA's endowment allocation of \$73,779 as part of the efforts to create a financially healthy association and to continue to offer our products and services to Librarians and Libraries uninterrupted.

We look forward to working together with the PLA Board towards a prosperous financial future and achieving our financial goals through inclusion, transparency, and collaboration.

Thank you in advance for your consideration of this request. Please feel free to contact me with any questions.

Sincerely,

Dina Tsourdinis

Dina Tsourdinis, CPA, MSA
Chief Financial Officer

May 16, 2022

Dear ALA Executive Board members,

In mid-April 2022, the PLA and ACRL boards welcomed Operating Agreement Working Group (OAWG) Co-Chairs Maggie Farrell and Andrew Pace to discuss questions (see attached) regarding proposed Operating Agreement policy changes and the need for improved budget processes. In both meetings, there was wide agreement about the need for transparency and clarity related to ALA budget processes, for inclusive collaboration across ALA and its divisions, and for building trust and accountability. PLA and ACRL are committed to being constructive partners in advancing our shared goals of strengthening association finances to advance member programs and services now and into the future.

Subsequent to this meeting and following the April 2022 ALA Executive Board meeting, however, ALA divisions have been informed that the 5% Long-Term Investment interest (LTI) allocation approved by the ALA Board will be applied to the FY23 operating budget. In the past, Divisions had the discretion to direct their LTI allocation toward the operating budget or roll it back into the endowment. The PLA and ACRL Budget and Finance Committees, in consultation with staff, would present a recommendation to our respective Boards at the time the fiscal year budget is brought for approval, which has historically been in June of each year. For FY23, however, all divisions have been **compelled** to take the 5% into their operating budget.

The PLA and ACRL boards write today to ensure all Executive Board members are aware of this deviation from policy and practice. Current endowment policy states that: Divisions may establish endowments or add to existing Division endowments from any source including existing fund balances once the Division has reached a minimum fund balance as determined by the Division and approved in accordance with the budget review process and approved financial plan. The establishment of Division endowments will follow the guidelines outlined in ALA policy. ***The use of the interest from these Division endowments will be subject to Division Board approval and applicable ALA policy.***

The top-down directive recently delivered is a shift in practice. Division staff and leadership were not consulted nor made aware of these plans in advance of the 2023 preliminary budget being presented to and approved by BARC and the Executive Board at their spring meetings as part of a budget alignment strategy (documents #3.21 and 21a). The Operating Agreement states that Divisions should be consulted when there is a planned change in financial practice, so this recent action is disappointing and a breach of trust that undermines the good-faith OAWG efforts in support of collaboration, transparency, and accountability. ***The PLA and ACRL Boards ask that the ALA Board review this action and reinstate Division choice related to using endowment interest for the FY 23 budget.***

We are happy to answer any questions and look forward to your response. We also hope we can begin to concretely build toward the vision of collaboration we discussed with Maggie and Andrew in future Operating Agreement policy and budget practice. We believe the association is stronger when it leverages our collective knowledge and stewardship to improve sustainability and growth.

Sincerely,

A handwritten signature in cursive script, appearing to read "Melanie Huggins".

Melanie Huggins, President, and the PLA Board of Directors

A handwritten signature in cursive script, appearing to read "Julie Garrison".

Julie Garrison, President and the ACRL Board of Directors

CC: Tracie H. Hall, Executive Director, American Library Association, Mary Davis Fournier, Executive Director, Public Library Association, Robert Malone, Executive Director, Public Library Association, Sheryl Reyes, Director, Office of ALA Governance

Attachments: PLA OAWG Letter 3.5.22, OAWG ACRL Queries

TO: PLA Board of Directors
RE: PLA Strategic Plan Refresh
DATE: June 9, 2022
SUBMITTED Mary Davis Fournier, PLA Executive Director

ACTION REQUESTED/INFORMATION/REPORT: Motion to Approve

ACTION REQUESTED BY: Mary Davis Fournier

DRAFT OF MOTION: The PLA Board approves the Strategic Plan Refresh as presented, with a planning horizon of 2022 to 2026.

In 2020, PLA began a process to refresh its strategic plan, set to expire in 2022. A rigorous process including members surveys, stakeholder interviews and board work sessions resulted in a set of recommendations for the new incoming executive director. These recommendations, followed by a staff planning retreat, informed a second process to revise the plan, centering EDISJ.

PLA staff have worked with a consultant to coalesce the variety of inputs into a refreshed plan. This plan builds on the successes of the 2018 plan, and points toward a more inclusive future for PLA. PLA believes the plan, which emphasized equity and inclusion, providing relevant services to all library workers, and operating with trust and transparency, will continue to best position PLA to carry out its mission.

Four of the five goals are the same: EDISJ, Advocacy, Transformation, and Organizational Excellence. The fifth goal, Leadership has evolved into Professional Growth. The refreshed plan only articulates goals and objectives. Upon approval, staff will begin work on developing tactics, action plans, and metrics for monitoring progress.

PLA staff welcome questions and discussion and requests board approval of the refreshed strategic plan.



Strategic Plan EDISJ Refresh

PLA Board Meeting
June 25, 2022

1

Today's Goal

1. Review and approve Strategic Plan Refresh through 2026
 - a. Next revision would begin 2025
2. Understand direction and next steps
3. Clarify work currently underway



2

Notes on the Process

- Reviewed 2020-2021 outputs and recommendations
- November 2021 staff retreat: EDISJ Focus
- Applied EDISJ "lens" to each goal
- Revised and refreshed language and approach
 - Fewer, less project specific objectives
 - Consistent framework across goals
 - More deliberate connections between goals
 - Removed measurement language (i.e. increase, improve) from goal statements. Will show up in activities instead



3

Priority
Decision
Points

- Embed EDISJ
- Focus on all library workers as a path to grow membership
- Expand partnership potential



4

Reading the Goals Slides

This is the updated GOAL language for the five goals in the strategic plan as edited and agreed to by PLA executive staff and board members over the course of the refresh process.

1. These are the OBJECTIVES that describe the goals using the general framework of: understanding needs, incubating ideas, and producing tools.
2. OBJECTIVE
3. OBJECTIVE

- TACTICS are not included in the strategic plan refresh deck but will be considered and built through later interactions with staff, board members, and other PLA stakeholders.



5

PLA Strategic Plan: 2018-2022


Transformation


Leadership


Advocacy


EDISJ


Organizational
Excellence

6

Refresh Goal: EDISJ

PLA centers equity, diversity, inclusion and social justice in working with and for libraries as places of equitable opportunity.

1. Create systems that center EDISJ as we strive to become a more open, inclusive, and accessible organization.
2. Provide the tools, trainings, and communications libraries need to most actively contribute to advancing EDISJ principles in their libraries and communities.
3. Actively participate and lead within ALA and with partners to move the field towards structural level changes that create more inclusive and welcoming library spaces, services, practices, and staffing models.



7

PLA/ALA Activities: EDISJ

- PLA EDISJ Committee
- Small/Rural Board Seat
- Justice at Work online training
- Trauma-Informed Framework publication
- Building Cultural Proficiencies for Racial Equity framework
- ALA Racial Equity Scorecard



8

Refresh Goal: Transformation

PLA works with and for public libraries as they evolve to become more responsive to and reflective of ever-changing community needs.

1. Provide training, networking, and resources that build equitable workplaces.
2. Provide platforms for libraries to share and test emerging best practices that lead to active inclusion, welcoming, and belonging.
3. Support libraries in advancing all literacies and expanding meaningful and relevant access that results in community wellbeing.



9

PLA Activities: Transformation

- Public Libraries Magazine
- PLOnline
- Digital literacy work
- Family Engagement Work
- Data and research



10

Refresh Goal: Organizational Excellence

PLA is the most trusted and innovative public library membership organization.

1. Apply principles of EDISJ and use an equity impact analysis in decision making.
2. Prioritize and align resources to increase membership and revenue.
3. Measure impact on the library field in order adapt to new trends and models in association organization and membership.
4. Seek and maintain a range of partnerships and funders to introduce and increase opportunities into the field.



11

PLA Activities: Organizational Excellence

- Restaffing: Onboarded 5 new colleagues by June 2022
- Maintaining rigorous budgeting and monitoring
- Contributing to ALA Pivot Plan with emphasis on growing membership (2% growth goal) and contributed revenue (also 2%)
- Ongoing assessment of activities



12

Refresh Goal: Professional Growth

PLA offers inclusive pipelines and pathways for the professional growth of all library workers.

1. Create more opportunities within PLA to support a growing cohort of library leaders with diverse experiences and backgrounds over the course of their careers.
2. Grow the knowledge, skills, and confidence of workers at all levels within local public libraries.
3. Support library workers and advocates in leading from the values of the library field.



13

PLA Activities: Leadership/Professional Growth

- Leadership Committee
- Annual Conference Programs
- Webinars
- Budgeted to relaunch Leadership Academy in 2023



14

Refresh Goal: Advocacy & Awareness

PLA is the national voice for championing public libraries as a public good¹

1. Support public libraries' efforts to communicate alignment of strategic priorities and core values in meeting community needs.
2. Build library staff capacity to collect and share impacts with local, regional, and state stakeholders and initiatives.
3. Amplify the broad national impact of public libraries by aggregating and sharing data and stories.
4. Collaborate with national level partners to support legislative efforts that advance library interests.



15

PLA/ALA Activities: Advocacy & Awareness

- Advocacy and Strategic Partnerships Committee
- Data projects and programs
- Coordination with PPA and OIF to address/respond to challenges
- Support for PLA member leaders as spokespeople



16

[illegible]

PLA Strategic Plan: 2022-2026



17

Next Steps

Important roles for Board and Staff

- **Board**
 - Approve!
 - Monitor progress
- **Staff**
 - Develop workplans and metrics in support of each goal and objective
 - Report on progress
 - Communicate to members and other stakeholders



18

TO: PLA Board

SUBJECT: Cultural Proficiencies for Racial Equity: Framework Approval

BOARD REQUEST: Board Action

ACTION REQUESTED BY: Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force

CONTACT PERSON: Christina Fuller-Gregory, Project Facilitator, Email: christinarfuller@gmail.com

DRAFT OF MOTION: On the recommendation of the Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force, the PLA Board approves the final draft of the *Cultural Proficiencies for Racial Equity: A Framework*.

DATE: June 25, 2022

BACKGROUND: The Cultural Proficiencies for Racial Equity framework has been developed as a tool both theoretical and practical in its orientation, as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations. Racism results in differential, inequitable, and devastating impacts on Black, Indigenous, and People of Color (BIPOC) in the library and information science (LIS) sector, the communities libraries serve, and beyond. The framework is not intended to be **liberatory practice** in itself,—an instrument or agent that will abolish racial inequity or a step-by-step guide—but, rather to provide the grounding needed to effect change in thinking, behavior, and **practice** that will lead to better outcomes for **racialized** and **minoritized** populations. Although the LIS sector cannot, on its own, solve the problem of racism in society, it can acknowledge the role it has played in contributing to and sustaining systems of inequity and oppression of communities of color, and own the responsibility for countering its effects, both historically and today.

To date, the Framework has been approved by PLA's Committee on Equity, Diversity, Inclusion and Social Justice, the ACRL Standards Committee, the ACRL Board of Directors.

ATTACHMENTS: *Cultural Proficiencies for Racial Equity: A Framework* PDF

Cultural Proficiencies for Racial Equity: A Framework

Contents:

Introduction

Frames

Frame 1: Addressing and Interrogating How White Supremacy, White Privilege and Racism Show Up in Libraries

1.1 Understanding Historical Inequities

1.2 Methodologies for Self-Assessment

1.3 Libraries and Racial Equity

1.4 The Language of Racial Equity and White Supremacy

1.5 The Competency Continuum

Frame 2: Accountability, Assessment, and Implementation

2.1 Antiracist Objectives & Strategies for Libraries

2.2 Hiring, Retention & Advancement

2.3 Strategic Planning

2.4 Policies, Procedures, and Norms

2.5 Sharing the Work: BIPOC Communities & Allies

2.6 Accountability in Racial Equity Work

2.7 Solidarity & Librarianship

2.8 Power relationships within the field

Frame 3: Building Cross-Sector Cultural Proficiency- Influencing and Affecting Change in Other Professional, Civic, Political Spheres.

3.1 Civic

3.2 Information

3.3 Corporations

Frame 4: Antiracist Leadership

4.1 The Interconnectedness of Libraries and the Larger Institutions of ALA/ARL

4.2 Role of the Member- Advancing Member Impact

Addendum 1: Background of the Framework

Addendum 2: Glossary & Resources for Further Reading

Introduction: This framework has been developed as a tool both theoretical and practical in its orientation, as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations. Racism results in differential, inequitable, and devastating impacts on Black, Indigenous, and People of Color (BIPOC) in the library and information science (LIS) sector, the communities libraries serve, and beyond. The framework is not intended to be **liberatory practice** in itself,--an instrument or agent that will abolish racial inequity or a step-by-step guide--but, rather to provide the grounding needed to effect change in thinking, behavior, and **practice** that will lead to better outcomes for **racialized** and **minoritized** populations. Therefore, while the framework offers examples of implementation, these are not meant to represent an exhaustive list. Although the LIS sector cannot, on its own, solve the problem of racism in society, it can acknowledge the role it has played in contributing to and sustaining systems of inequity and oppression of communities of color, and own the responsibility for countering its effects, both historically and today. And while we acknowledge the global impacts of racism, for the purposes of this framework, we will specifically address the impacts of racism in both the United States and Canada.

We acknowledge that Equity, Diversity, and Inclusion (EDI) -centered language is frequently evolving and rooted in identity to include intersecting identities.

The primary focus of this framework is on racial inequity, but it would be remiss to neglect the ways in which white supremacy works based on interlocking systems of oppression, such as sexism, ableism, homophobia, transphobia, and others. These systems work in tandem to create intricate layers of oppressive tactics; as such, in order to be fully committed to racial equity, it is necessary to understand the intersectionality of these systems and to address them while working to enhance racial equity in libraries.

The authors of this framework aim to use language that is as universal as possible, but EDI-centered language in particular is frequently evolving and rooted in identity. As such, disagreement on language usage is natural. In many ways, the language that is used in this framework reflects the unique positionalities of the people who are writing it as well as the contemporary moment in which it is written. This framework is intended to be a living document with language updates made as necessary- at a time and by individuals to be determined by the sponsoring organizations.

1. **Addressing and Interrogating How White Supremacy, White Privilege and Racism Show Up in Libraries.**

Engaging in antiracism is multifaceted. Understanding core ideas around racial equity is one of the first steps to laying a strong foundation for racial equity work and allows us to take individual actions into a holistic practice.

1.1 Understanding Historical Inequities

The phenomenon of racism is not new, but rather is rooted in an historical trajectory of oppression and discrimination (based on **racial/ethnic identity**) that has its roots in **imperialism** and **colonialism**, and which has been supported by policies, misleading science, laws, norms, and religion for centuries. In order to understand the degree to which **racism** and **white supremacy** are embedded in contemporary systems, it is necessary to understand how systems of inequity have created and sustained disadvantage for BIPOC populations while rewarding those who identify as majority, or “white” with often unrecognized, unearned advantages. This system of white supremacy is rooted in a fabricated hierarchy of human value based on race and manifests even within communities of color. Recognizing that institutions such as slavery and colonialism have played out differently within the US and Canada, the resulting inequities and their impacts are consistent across those borders and are evidenced by disparate outcomes for BIPOC populations as they navigate threats to their survival via social systems (healthcare, education, criminal justice, housing, etc.).

Framework Implementation Example: Employees and patrons of a public library system in Ontario participate in the [KAİROS Blanket Exercise](#) to gain greater understanding of the history of oppression and genocide experienced by Indigenous populations in Canada.

1.2 Methodologies for Self Assessment - Fundamental (Adjacent to Historical Inequities)

Including self-assessment in antiracist work is critical to the success of antiracist practice. Because society is built upon systems that work to minoritize many people, individuals have been conditioned to practice implicit, internalized forms of racism that we need to address. Including self-assessment allows us to identify power and privilege in the LIS profession.

Framework Implementation Example: Library staff can take any of the Implicit Association Tests (IAT) related to race/ethnicity provided by Project Implicit at Harvard University. Please note that the purpose of IAT is to measure associations, both positive and negative, toward specific groups and identities. It is *not* intended to predict behavioral bias. More information can be found on the IAT’s website listed in the resource section.

1.3 Libraries & Racial Equity

The history of Libraries and the LIS profession cannot be told without acknowledging and addressing an origin story that was built on a foundation of exclusion, not inclusion,

homogeneity, not diversity. Reverberations of these inequities must be acknowledged as BIPOC individuals continue to experience the residual harm of this past. Even as physical structures in the early 20th century were built to provide library services to People of Color, the “Separate but equal” doctrine was applied at whim in tandem with governmental policies of the time that segregated, excluded, and harmed these communities. As LIS workers, our foundational growth is strengthened by an ability to identify and acknowledge ways in which whiteness and white supremacy have impacted the field of librarianship. Beyond this, Libraries and LIS workers must actively engage in practices that address and redress these inequities.

Framework Implementation Example: Conduct a policy audit to gauge whether your library’s policies are having a differential impact on communities of color. While outside of the LIS field, the City of Seattle’s Race and Social Justice Initiative developed a [toolkit](#) that outlines a process for assessing whether a potential policy will have negative effects on BIPOC communities. The toolkit can be easily adapted for the LIS profession..

I.4 The Language of Racial Equity & White Supremacy

The process of learning, understanding, and thinking critically about EDI terminology creates a consistency around shared language. Developing a common understanding of core constructs such as racial identity, systemic racism, **structural racism, equity, inclusion, diversity,** and **social justice-** along with **internalized oppression** and **antiracism, is a necessary step in advancing racial equity.**

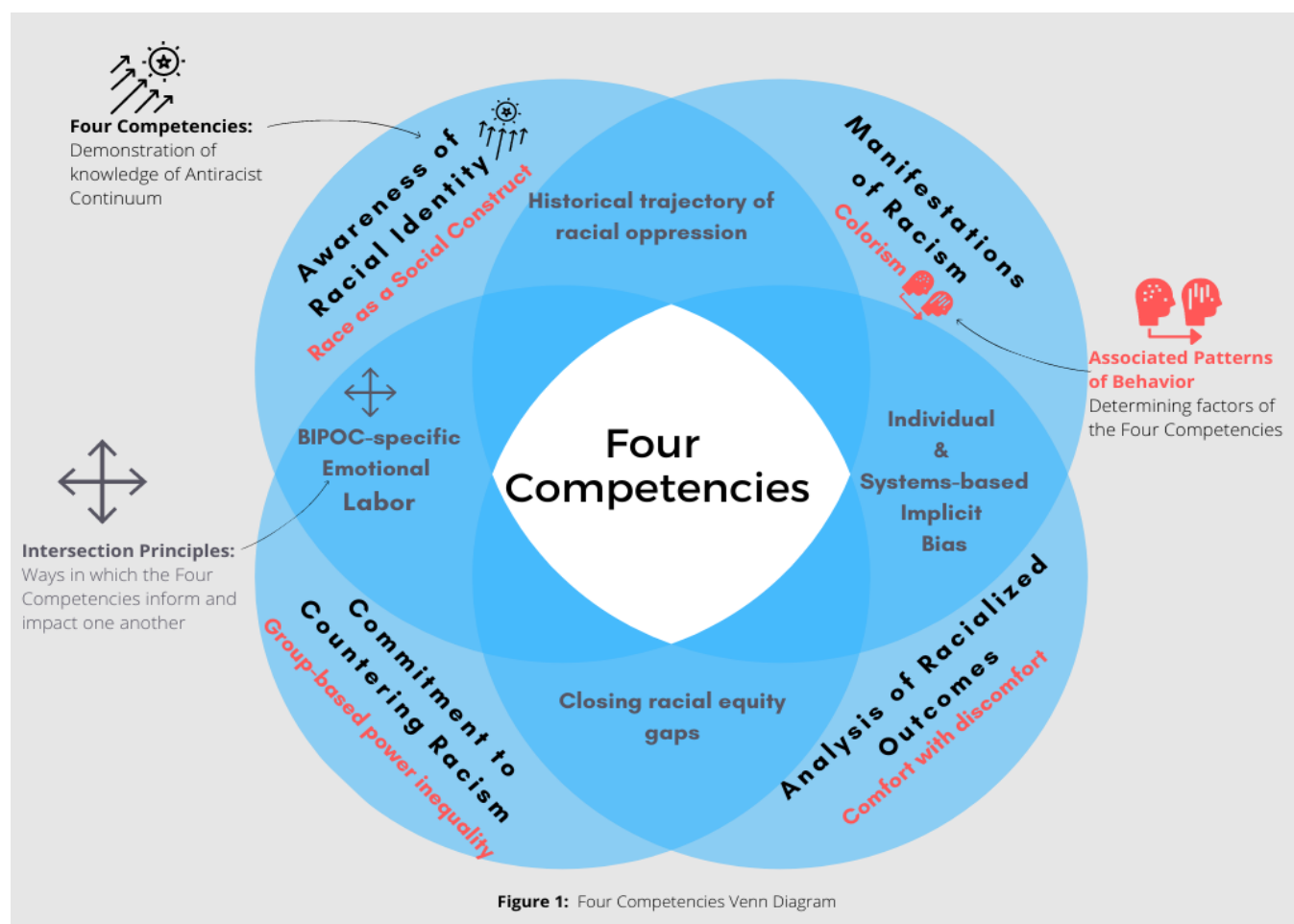
Framework Implementation Example: Host a forum in your library where employees research glossaries from anti-racist organizations to develop a list of terms and phrases related to racial equity and build consensus around those definitions for the community.

I.5. The Competency Continuum

Libraries should approach racial equity and other types of EDI work not as an end but as a practice, understanding that racial equity work is an iterative process during which we are re-learning, re-envisioning, and rebuilding. As understanding evolves and contexts and vocabulary change, libraries must reassess and revisit their practices to ensure they remain relevant, fulfill their objective, and do not cause harm. To this end libraries need to have a clear and realistic plan to evaluate cultural competencies* within their organizations and must demonstrate openness to critically look inward and make the necessary changes. Libraries must actively interrogate their practices at all levels (individual, interpersonal, organizational, structural), and continually explore how power is held and granted within their organizations to ensure an equitable distribution.

This process is reflected in the competency continuum illustrated in Figure 1, below. The diagram shows four broad categories for approaching the work moving from an awareness of

the concept of racial identity (its historical, social construction, its development as a strategy to divide cross-racial alliances who were organizing for labor solidarity in colonial times), to understanding the contemporary manifestations or realizations of racism (e.g. anti-Black racism, mass incarceration, Indigenous invisibility). From understanding of how racism shows up historically and contemporaneously, we move to analyze the profound impacts of racism on communities of color, e.g. in disparities in access to quality healthcare, the “achievement gap” in education, the lack of generational wealth for communities of color, or the lack of representation in the library sector. Once we fully understand these principles, we can begin to explore the strategies--the behavioral, policy, and systems changes--that will bring about greater racial equity.



* Please note that “competency” in this context does not mean that there is an ending to this process. The medical field has coined the term “cultural humility” to reflect an ongoing commitment to life-long learning, acknowledging and accepting our own limitations to cultural sensitivity, and recognizing power imbalances that exist in institutions and systems. The term “competency” is used above, with acknowledgement of both its ubiquity and its limitations.

Framework Implementation Example : Develop strategies that support your organization in moving beyond cultural competence (attending a single training, or reading a few journals/articles that discuss EDI) to cultural fluency (an on-going, sustained process that allows for continued growth and deeper understanding).

2. Accountability, Assessment, and Implementation

In order to engage in antiracist practices, libraries and library workers must hold themselves accountable individually, organizationally, and structurally. Effective accountability uses assessment methods to evaluate and guide where resources and energy should be directed.

2.1. Antiracist Objectives and Organization Strategies for Libraries

Libraries, their workers, and the communities that they serve are all unique, as are their needs. It is for this reason that there is not a singular plan or path that all libraries and library workers can use for assessment and accountability. Each individual, organization, and library must do the work to map out how assessment and accountability works best in their contexts. While there is no singular path forward, there are components each individual and organization should consider in order to implement change. Below are a set of key components needed for successful assessment and accountability measures.

Framework Implementation Example: Start by assessing your organization's understanding of EDI by reviewing and completing the [2021 Equity Scorecard for Libraries and Information Organizations](#).

2.2 Hiring, Retention, and Advancement

For decades, the library profession has viewed and used “diversity” or “minority” recruitment as the principal strategy for addressing the lack of representation of minoritized racial/ethnic populations in the profession. Numerous library associations (i.e. the American Library Association and the Association of Research Libraries), as well as several library and information science programs throughout the US and Canada, have long histories of hosting recruitment and career developmental programs which, in spite of some valid critique in the literature, have yielded some benefits to the participants in the programs, the associations that host them, and the profession at large. However, with rare exception and in spite of millions of dollars of investment over time, these programs have done little more than maintain stasis with respect to representation of BIPOC individuals in the LIS workforce. Strategies to retain BIPOC employees are anecdotal and are not readily found in the literature. To some degree, advancement has been addressed—at least in the academic library sector—through leadership development programs for early- and mid-career librarians, but participation in such programs is mostly limited to employees of well-resourced institutions. Libraries, library organizations, and the profession at large must remain committed to collecting demographic information about the workforce, but must also adjust categories as constructs change with respect to racial/ethnic identity. Additionally, the LIS profession must develop systematic approaches to measuring the climate of the workplace for employees from minoritized populations. This requires the disaggregation of data and the ability of leaders and managers

to accept feedback without judgment, defensiveness, or retaliation, and that they act on the input provided by measuring climate systematically (at regular intervals) and creating interventions that will improve the experiences, engagement, and the sense of belonging for employees from racialized identities. Evaluation, retention, or advancement processes should include the consideration of whether such policies have greater differential impact (short- or long-term) on employees of color than on those from majority populations.

Furthermore, data must be collected and tracked concerning the opportunities for leadership and development that are provided to library employees from minoritized groups in order to identify access gaps and uncover opportunities for improvement within organizations. Processes must be employed to help managers and supervisors analyze and track bias when assigning leadership tasks, stretch assignments, or other career-enhancing opportunities. The LIS profession must track the representation of minoritized individuals in leadership and managerial roles, whether titular roles in organizations (managers, directors, supervisors, team-leaders, etc.) or comparable roles in civic organizations, associations, professional communities of practice, and other contexts where communities of color have not had, historically, access to power, resources, or opportunities to advocate for themselves or for other marginalized people.

Framework Implementation Example: Move beyond traditional evaluative methods used for all staff to develop specialized 'temperature check' opportunities for BIPOC staff. Offered in the form of safe space conversations or anonymous surveys, temperature check questions and conversations should be used to inform and improve policies and practices that prevent BIPOC staff from finding earned success in their roles.

2.3 Strategic Planning

The work of racial equity requires that individuals and organizations not only examine the past and understand the degree to which policies and practices have created and sustained an inequitable present, but also create strategies for reenvisioning and creating a more equitable future. Traditional strategic planning processes often do not accommodate full integration of goals and objectives that advance racial equity without the explicit naming of it as an organizational and/or institutional priority. Therefore, strategic planning must articulate the development, implementation, iteration, and measurement of changes to policies, procedures, and behaviors that specifically address racial equity. Strategic plans that center racial equity are rooted in accountability and marked by an actualization of successful processes and outcomes. Conversely, a failure to identify racial equity as an organizational priority may be ineffective in creating change.

Framework Implementation Example: Strategic plans shouldn't be developed in a silo. Find ways to include the perspectives of BIPOC staff in the development of an inclusive strategic plan. If your staff is largely homogenous, find ways to turn outward and engage community members in the planning process.

2.4. Policies, Procedures, and Norms

Many of the policies, procedures, and norms employed and enforced in libraries are rooted in white supremacy, and are often exclusionary to BIPOC individuals. This stems from the fact that in most settings, including libraries, cultural practices associated with “whiteness” are normalized and considered the standard or expected behaviors. As a result, policies, procedures, and norms meant to fix a problem or improve access and service, can cause harm for BIPOC communities. While not necessarily intentional, this harm emerges as a result of organizations implementing policies without considering how they will affect the different and diverse populations they serve.

Examples include:

- Both physical police presence and internal policies that negatively impact patrons;
- Inconsistent policies around library spaces that may consciously/unconsciously create barriers to service for BIPOC communities;
- Descriptive/metadata practices that use offensive or pejorative/outdated terms;
- Library Fines & Fees;
- Requiring ID in order to access library services;
- Overemphasizing academic credentials in the hiring process.

Therefore, libraries must assess policies and procedures through a lens of racial equity to identify if and how they are causing harm to BIPOC patrons and employees. To this end, they should always consider the possible unintended consequences or adverse impacts a policy, procedure, or norm could have, which racial or ethnic groups could be affected by it, and what can be done to minimize or prevent negative consequences or impacts.

Framework Implementation Example: Before implementing new policies, procedures, and norms, administrators would consult with a diverse group of stakeholders to assess any potentially harmful consequences.

2.5. Sharing the Work: BIPOC Communities and Allies

The burden of equity, diversity, and inclusion (EDI) work, including racial equity, often falls on members of minoritized communities: Black, Indigenous, and People of Color, people with disabilities, and members of the **LGBTQIA2S+** community. While it is important to have members of these communities engaged in the work of EDI committees, working groups, or task forces, they should not be the only ones in them. Trying to ease the burden on minoritized communities by having only allies work on these groups is also faulty as it does not take into account the perspective of these communities. Therefore, successful, useful, and equitable racial equity work requires participation by BIPOC individuals and their allies. In addition to easing the burden off BIPOC employees, mixed participation ensures buy-in from multiple sectors and a sense of collective ownership, accountability, and responsibility.

Framework Implementation Example: Coalition building is central to moving the work forward. Examples of this include REFORMA, BCALA, and APALA statements in support of Black Lives Matter and their work speaking out against violence being perpetuated against Asian communities.

2.6 Accountability in Racial Equity Work

Racial equity working groups, committees, or task forces must have a clear scope and mandate as well as accountability mechanisms to ensure equity, transparency, and trust within their organizations. They must also employ equitable practices in areas like decision-making (e.g. consensus building), discussions (e.g. adjusting to different styles of communication), membership composition, and duration of terms.

Regardless of the composition of the committee, working group, or task force, it is imperative that proper compensation is offered to the members. Compensation can take different forms, including financial compensation, promotion, or a redistribution of responsibilities to provide those working in EDI with the time and space they require to do the work. This not only removes the burden of EDI work and makes it equitable, it also denotes that the organization considers the work as necessary as all the other duties and responsibilities that help the organization meet its strategic goals.

Framework Implementation Example: Organizations structure racial equity and EDI committees using the [Equity, Diversity, and Inclusion Committees: Getting Started Guide—UBC Equity & Inclusion Office](#).

2.7. Solidarity and Librarianship

The act of solidarity requires moments of stasis and movement. The practice of solidarity in libraries can be characterized by acknowledging the ways in which library policies, programs, services, and internal structures cause harm to BIPOC communities, and by actively identifying systems and structures for mitigating these harms. Solidarity in libraries is also circumstantial, requiring organizations to develop action plans in support of when and how to act as a vocal amplifier for underrepresented or minoritized voices. It is equally important that within the scope of these considerations, libraries understand when to remain silent, effectual listeners who recognize and respect the importance of providing space for BIPOC stakeholders (internal and external) to speak, be heard, and guide conversations. Of critical importance is the understanding that solidarity is not performative, experimental, or rooted in expectancy; rather, it is the sincere demonstration of libraries' authentic interest in protecting BIPOC communities.

Framework Implementation Example: Commit to providing space in conversations (whether casual, in the workplace, etc.) where the voices of BIPOC people are centered and prioritized.

This includes listening for and amplifying those messages that may be hidden, ignored, or suppressed.

2.8 Power Relationships Within the Field

Racial equity can only be realized when power differentials between BIPOC and white individuals are equalized and when communities of color have the agency, rights, opportunities, and access to resources to ensure that they can thrive. Historical and systemic inequalities exist and must be deliberately addressed and remedied. This process is facilitated by ceding power and providing opportunities for BIPOC individuals to develop and cultivate power. This can only be accomplished by guaranteeing that minoritized populations will have a significant role in envisioning and implementing their desired future *if they so choose*. Ways in which power differentials show up in everyday practice and which must be countered at a systemic level include:

- Power structures within work distribution (ability to work from home);
- Overrepresentation of people from majority cultures/identities in manager roles;
- Examining what is considered “canon” in material resources;
- Power one holds in deciding whether to commit to equity work (it's a luxury for some).

Framework Implementation Example: Do not be complicit in the silencing of BIPOC cohorts. Use your power and privilege to amplify and give credit to the work of BIPOC contributors.

3. Building Cross-Sector Cultural Proficiency- Influencing and Affecting Change in Other Professional, Civic, Political Spheres.

Libraries, archives, museums, and other cultural heritage organizations do not operate in a vacuum, or in silos. They are inextricably connected to communities whether neighborhoods, schools, colleges and universities, corporations, civic entities and beyond. They serve as microcosms of broader systems and structures and, therefore, can and should serve as models for developing and implementing transformative policies and practices that will lead to greater racial equity.

3.1 Civic

Public libraries, for example, can serve as models for civic entities with respect to the hiring and retention of a diverse workforce. Academic libraries can take the lead on campuses for developing transformative practices in climate assessment, as well as analysis of institutional policies for their impact on minoritized employees. Moreover, libraries and adjacent professional sectors should seek out opportunities to collaborate with other professional sectors such as corporations, K-12 education, health and human services sectors, and governmental agencies to develop strategies for addressing inequities, whether that be in employment opportunities, representation in collections and programming, or other intersecting domains. Cross-sector collaborations will have greater impact on communities of color and will develop champions for the LIS profession from a broad range of stake-holder groups.

Framework Implementation Example: Public libraries provide a space and resources for

community discussions on racism and racial equity, inviting civic leaders, K-12 educators, religious leaders, those from the health services sector, and others who serve communities of color.

3.2 Information

As leaders in collecting, storing, and disseminating information, librarians and library workers must support all patrons by building inclusive collections, classifying materials appropriately by centering minoritized communities, and disseminating useful information to under-resourced communities. This set of best practices, however, must also be proactively shared and encouraged among other sectors.

Framework Implementation Example: Libraries of all types are developing and conducting diversity audits to ensure that their collections or resources represent a broad range of authors from diverse racial/ethnic identities. Numerous library workers are conducting these audits in tandem with analysis of subject headings and metadata to ensure that resources are classified appropriately.

3.3 Corporations

Libraries and library consortia spend millions of dollars on services and products provided by vendors. Libraries can use their purchasing power to promote cross-sector collaboration in racial equity by refusing to engage in business with companies whose practices are antithetical to racial equity.

Examples of this include:

- Vendors profiting from the work of incarcerated or detained individuals.
- Companies that engage in user surveillance.
- Businesses whose products could cause harm to BIPOC individuals (i.e. artificial intelligence solutions that are mainly "trained" with white individuals).

Framework Implementation Example: Libraries can create and apply ethical and sustainable vendor guidelines and checklists when deciding to purchase new products and services.

4. Antiracist Leadership

Libraries and archives have an opportunity to serve as exemplars to other professions in building and sustaining antiracist climates, cultures, and practices, but must commit to the work of internal and systems change in the process. Antiracist leadership acknowledges the degree to which white supremacy culture is embedded in every aspect of our profession, and works deliberately and constructively to question dominant cultural norms and counter them when they are negatively impacting or harming communities of color. Leaders must understand that differential outcomes for BIPOC individuals are not a product of inherent deficits to those communities, but rather are an outcome of problematic systems that create a

legacy of advantage for people from majority cultures and identities, or for those who acquiesce to the phenomenon of assimilation. Leaders who are committed to social justice work- create environments where minoritized communities have agency to realize their full potential, countering--if not working to eliminate--oppressive systems and practices. Anti-racist leaders both outwardly and behind the scenes encourage and support equity efforts from groups and individuals within their organizations, and champion efforts even in the face of controversy. Moreover, leaders committed to racial equity recognize that solutions to systemic problems require proximity to and strategies that are focused on the challenges at hand. Effective leaders should acknowledge the importance of intersectionality and realize that coalescing around an antiracist agenda will have benefits for other marginalized groups and society at large. In addition, leaders must cultivate a comfort level with controversy so as to support the challenging conversations that are unavoidable when one is committed to antiracist work. Transformative leaders cultivate and sustain the work of collective action, building alliances with other groups, organizations, and sectors committed to racial equity. (Museus)

4.1. The Interconnectedness of Libraries and the Larger Institutions of ALA/ARL

The American Library Association (ALA) and the Association of Research Libraries (ARL), have long espoused commitments to equity, diversity, and inclusion. Within the last 25 years, millions of dollars of US federal grants have been secured by these and other organizations, and individuals, corporations, and institutions have committed significant funding to largely support diversity recruitment efforts. Significantly fewer resources have been dedicated to leadership development efforts for BIPOC populations in LIS. In addition, library and archive associations have convened numerous events- conferences, webinars, and other professional development and community-building activities – as well as published a great deal on the topic over the last several years, but particularly since May of 2020. While some progress has been realized through these efforts, the profession has not seen substantive change as evidenced by demographic statistics (i.e. higher BIPOC representation) within the workforce. Core to the challenge is that libraries, whether public, academic, school, or special, are situated within larger structures founded upon principles and histories of white supremacy with generations of policies and practices that were exclusionary in their intent. Often library boards, university boards of trustees, and other leadership entities articulate values in support of antiracist or EDI agendas but fail to set policy, fail to allocate resources, or otherwise display behaviors and actions that are inconsistent with those commitments. An additional challenge is that no library type or category is monolithic; each organization or institution is unique with distinct missions to diverse stakeholders and, therefore, strategies for addressing racial inequity must be customized and be responsive to those needs. Conversely, messaging and approaches are often inconsistent and diffuse, without a collective voice or a common vision. Developing consistency in vocabulary, communication, strategies, and vision will help to establish universal goals that have the potential to create deeper and enduring change for the profession.

Libraries operate independently and are not accountable to one another or to larger

institutions like ALA/ARL. As such, these and similar associations lack the ability to mandate wide-spread change in the field. However, there are other ways in which larger associations can model commitment to anti-racist work, influence organization and policy, and provide mechanisms to support collective action. In this way, Organizations large and small can explore what contributions they can make that will advance racial equity within their communities. While anti-racist leadership can and should come from anywhere within an organization, professional associations like ALA and ARL greatly influence the LIS sector's attitudes, priorities, and behaviors and can lead as they set policy and model efforts to advance racial equity.

Framework Implementation Example: Associations could begin by collecting and publishing relevant statistics (e.g. disaggregated demographic data, equity audits of collections, retention statistics of BIPOC employees) or include racial equity as a component of accreditation rubrics.

4.2 . Role of the Member- Advancing Member Impact

In order to benefit from participation in ALA/ARL, and other library associations, it is imperative that library workers understand that while these larger institutions often influence and inform our work, we should not be solely reliant upon them to move this work forward. The responsibility for educating ourselves about racial equity and upholding systems of accountability falls on us as individuals and as a collective, with deep implications for the workplace and our communities. It is important to remember that each person, regardless of title or position, has the power to influence their community by modeling antiracist practices, advocating for BIPOC communities, and becoming actively involved in committee work, leadership, and governance of library associations.

Framework Implementation Example: When voting for new leadership members can choose to prioritize candidates from minoritized communities or those whose candidate statements clearly mention racial equity and EDI as a priority.

Addendum 1: Background of the Framework

In September 2019 the Association of College and Research Libraries (ACRL), along with ALA's Office for Diversity, Literacy and Outreach Services (ODLOS); the Public Library Association (PLA); and the Association of Research Libraries (ARL) formed the Building Cultural Proficiencies for Racial Equity Framework Task Force with the goal of developing a cultural proficiencies in racial equity framework.

As a result of extensive planning and research, including an environmental scan, development of a logic model, and cross-sector survey, the CPRE Task Force has developed the Building Cultural Proficiencies for Racial Equity framework. The framework is designed to provide a comprehensive set of steps and best practices that inform EDI-centered library work. Rooted in an approach that engages institutions of all types, the framework provides action steps for coalescing EDI engagement, whether those efforts are informal grassroots, formal initiatives, or in the initial planning stages.

*Read more about the Cultural Proficiencies for Racial Equity Task Force [here](#).

Cultural Proficiencies for Racial Equity Task Force members include:

- **Jennifer Garrett**, Associate Director for Organizational Design, Equity, and Talent, NC State University Libraries
- **Marcela Isuster**, Liaison Librarian and Coordinator, Digital Scholarship Hub, McGill University
- **Christina Fuller-Gregory**, Assistant Director of Libraries, SC Governor's School for the Arts and Humanities
- **Tatiana Bryant**, Research Librarian for Digital Humanities, History, and African American Studies, UC Irvine
- **Kristyn Caragher**, Assistant Professor and Reference & Liaison Librarian (STEM), University of Illinois at Chicago
- **Andrew Harbison**, Assistant Director, Collections and Access; Interim Manager, Special Collections, Seattle Culture & History, The Seattle Public Library
- **Lars Klint**, Manager for Monograph Acquisitions & Copy Cataloging - Americas & Europe 3 and Africa, Asia & the Pacific, Harvard Library
- **John Martin**, Scholarly Communication Librarian, University of North Texas
- **Pamela McCarter**, Equity Initiative Leader / Outreach Specialist, Charlotte Mecklenburg Library
- **Teresa Helena Moreno**, Undergraduate Engagement Coordinator and Liaison for Black Studies, University of Illinois at Chicago
- **Mikayla Redden**, Indigenous Research and Development Officer, Centennial College
- **Cecilia Salvatore**, Coordinator, Archives and Cultural Heritage Program School of Information Studies, Dominican University
- **Kristin Lahurd**, Interim Director/Assistant Director for Literacy and Continuing Education, Office for Diversity, Literacy and Outreach Services (ODLOS)
- **Scott Allen**, Deputy Director, Operations Public Library Association (PLA)
- **Allison Payne**, Program Manager for Strategic Initiatives, Association of College and Research Libraries (ACRL)
- **Mark A. Puente**, Associate Dean for Organizational Development, Diversity, and Inclusion, Purdue University Libraries and School of Information Studies
- **Mira Swearer**, Program Manager, Association of Research Libraries (ARL)

- **Gary Roebuck**, Deputy Director, Association of Research Libraries (ARL)

Addendum 2: Glossary & Resources for Further Reading

Bibliography of Suggested Further Readings

Readings and resources discussed throughout the framework are listed here underneath the section in which they appear.

Section 1:

Crossroads Ministry, Chicago, IL. n.d. "Continuum on Becoming an Anti-Racist Multicultural Organization." Philanos. Accessed September 23, 2021.

https://philanos.org/resources/Documents/Conference%202020/Pre-Read%20PDFs/Continuum_AntiRacist.pdf.

Harper, Natisha, Kimberly Y. Franklin, and Jamia Williams. 2021. "Diversity, Equity, and Inclusion (DEI) Scorecard For Library and Information Organizations." ALA Committee on Diversity, 2021.

<https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/2021%20EQUITY%20SCORECARD%20FOR%20LIBRARY%20AND%20INFORMATION%20ORGANIZATIONS.pdf>.

Kairos Canada. "KAİROS Blanket Exercise." 2020. <https://www.kairosblanketexercise.org/>

Project Implicit. "Project Implicit." 2011. <https://implicit.harvard.edu/implicit/>.

Strand, Karla J. "Disrupting Whiteness in Libraries and Librarianship: A Reading List." University of Wisconsin-Madison Libraries, 2019.

<https://www.library.wisc.edu/gwslibrarian/bibliographies/disrupting-whiteness-in-libraries/>.

The Regents of the University of California. "Anti-Racism Learning and Reflection Tool."

University of California, Office of the President, 2021.

https://www.ucop.edu/human-resources/coro/2020_forms/coro_nor-cal_2020_reflection_tool.pdf.

Wells, Renee. "Self-Assessment-Tool-Anti-Racism." Accessed September 23, 2021.

<http://box5100.temp.domains/~reneewel/wp-content/uploads/2020/09/Self-Assessment-Tool-Anti-Racism.pdf>.

Wiegand, Wayne A. *American Public School Librarianship : A History*. Baltimore: Johns Hopkins University Press, 2021.

Wiegand, Wayne A, and Shirley A Wiegand. *The Desegregation of Public Libraries in the Jim Crow South : Civil Rights and Local Activism*. Baton Rouge: Louisiana State University Press, 2018.

Section 2:

Collective Impact Forum . "What Is Collective Impact?" 2014.

<https://www.collectiveimpactforum.org/what-collective-impact>.

Keleher, Terry. "Racial Equity Impact Assessment." Race Forward, 2009.

https://www.raceforward.org/sites/default/files/RacialJusticeImpactAssessment_v5.pdf.

UC Berkeley. "Rubric for Assessing Candidate Contributions to Diversity, Equity, Inclusion, and Belonging." Office for Faculty Equity & Welfare. Accessed September 23, 2021.

<https://ofew.berkeley.edu/recruitment/contributions-diversity/rubric-assessing-candidate-contributions-diversity-equity>.

University of British Columbia. "Equity, Diversity, and Inclusion Committees: Getting Started Guide." Equity and Inclusion Office. Accessed September 23, 2021.

<https://equity.ubc.ca/resources/activating-inclusion-toolkit/equity-diversity-and-inclusion-committees-getting-started-guide/>

Section 3:

Curren, Ryan, Julie Nelson, Dwayne S. Marsh, Simran Noor, and Nora Liu. "Racial Equity Action

Plans: A How-to Manual." Haas Institute for a Fair and Inclusive Society, University of California, Berkeley, 2016.

<https://www.racialequityalliance.org/wp-content/uploads/2016/11/GARE-Racial-Equity-Action-Plans.pdf>.

Section 4:

Equity in the Center. "Awake to Woke Work: Building a Race Equity Culture." 2020.

<https://equityinthecenter.org/aww/>.

Livingston, Robert W. *The Conversation : How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations : A Science-Based Approach* First ed. New York: Currency, 2021.

Museus, Samuel, Nue Lee, Kevin Calhoun, Laura Sánchez-Parkinson, and Marie Ting. "The Social Action, Leadership, and Transformation (SALT) Model." National Center for Institutional Diversity and National Institute for Transformation and Equity, 2017.

[https://lsa.umich.edu/content/dam/ncid-assets/ncid-documents/publications/Museus%20et%20al%20\(2017\)%20SALT%20Model%20Brief.pdf](https://lsa.umich.edu/content/dam/ncid-assets/ncid-documents/publications/Museus%20et%20al%20(2017)%20SALT%20Model%20Brief.pdf).

Glossary

Anti-Racism

"The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts." (Race Forward 2015)

Antiracism is an approach to racial equity that begins with the assumption that all races are equal and not in need of development as a whole. It suggests that racial injustices are a result of racist policies, intentional or unintentional, and that racial equity can only come through deliberate changes in political, economic, and social structures. Antiracism implies something beyond being "not racist", and requires a more active opposition to racist structures through action.

Anti-Racist

"An anti-racist is someone who is supporting an antiracist policy through their actions or expressing antiracist ideas. This includes the expression of ideas that racial groups are equals and do not need developing, and supporting policies that reduce racial inequity." (Racial Equity Tools 2020; summarized from Kendi 2019)

Colonialism

Colonialism refers to domination through economic, political, and social policies or ideologies, especially by a non-indigenous people over indigenous, minority, or marginalized populations.

"Colonialism is a practice of domination, which involves the subjugation of one people to another." (Kohn and Reddy 2017)

"Colonialism can refer to a transnational process of domination, the policies by which it is carried out, and the ideologies that underwrite it." (Ramanath 2012)

In the Americas, colonialism refers to the invasion and large-scale theft of Indigenous lands by European powers, and the continuing domination of those lands and peoples through economic, political, and social policies or ideologies (adapted from Waziyatan 2014)

Diversity

Can refer to a range of differences between people that may include race, gender, sexual orientation, class, age, education, religion, language, culture, and physical or cognitive abilities. It may also include different ideas, perspectives, and values. In the context of institutions, organizations, or communities, it may refer to representation of these differences within the group, the active presence of different voices and perspectives, or the valuing of these differences as part of the culture. It is a necessary, but not sufficient step towards "Equity".

Equity

"Equity means fairness and justice and focuses on outcomes that are most appropriate for a given group, recognizing different challenges, needs, and histories. It is distinct from diversity, which can simply mean variety (the presence of individuals with various identities). It is also not equality, or "same treatment," which doesn't take differing needs or disparate outcomes into account. Systemic equity involves a robust system and dynamic process consciously designed to create, support and sustain social justice." (Race Forward 2015)

Imperialism

A system of oppression that relies on nations exerting power and dominion over another nation or group either by direct territorial acquisitions or indirectly by exerting control over their political, economic, or cultural life.

Inclusion

"Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success. (Adapted from Society for Human Resources Management, Hewlett Packard, and Ferris State University)" and (Office for Diversity, Literacy and Outreach Services 2017)

"Being included within a group or structure. More than simply diversity and quantitative representation, inclusion involves authentic and empowered participation, with a true sense of belonging and full access to opportunities." (Race Forward 2015)

Internalized Racism

"Internalized racism is the situation that occurs in a racist system when a racial group oppressed by racism supports the supremacy and dominance of the dominating group by maintaining or participating in the set of attitudes, behaviors, social structures, and ideologies that undergird the dominating group's power. It involves four essential and interconnected elements:

1. *Decision-making* - Due to racism, people of color do not have the ultimate decision-making power over the decisions that control our lives and resources. As a result, on a personal level, we may think white people know more about what needs to be done for us than we do. On an interpersonal level, we may not support each other's authority and power – especially if it is in opposition to the dominating racial group. Structurally, there is a system in place that rewards people of color who support white supremacy and power and coerces or punishes those who do not.
2. *Resources* - Resources, broadly defined (e.g. money, time, etc), are unequally in the hands and under the control of white people. Internalized racism is the system in place that makes it difficult for people of color to get access to resources for our own communities and to control the resources of our community. We learn to believe that serving and using resources for ourselves and our particular community is not serving "everybody."
3. *Standards* - With internalized racism, the standards for what is appropriate or "normal" that people of color accept are white people's or Eurocentric standards. We have difficulty naming, communicating and living up to our deepest standards and values, and holding ourselves and each other accountable to them.

4. *Naming the problem* - There is a system in place that misnames the problem of racism as a problem of or caused by people of color and blames the disease – emotional, economic, political, etc. – on people of color. With internalized racism, people of color might, for example, believe we are more violent than white people and not consider state-sanctioned political violence or the hidden or privatized violence of white people and the systems they put in place and support." (Bivens 1995)

Liberatory Practice

Liberation is the act of freeing people from forms of oppression on the individual and societal levels resulting in "relationships, societies, communities, organizations, and collective spaces characterized by equity, fairness, and the implementation of systems for the allocation of goods, services, benefits, and rewards that support the full participation of each human and the promotion of their full humanness." (Love, DeJong, and Hughbanks 2007). According to Paulo Freire (2000), liberation is not an end but "a reflection and action directed at the structures to be transformed."

Liberatory practice and work then represent the process of reflection and action combined with engagement in concrete liberation-inducing or liberatory behaviors that lead to societal and individual transformation (Love, DeJong, and Hughbanks 2007).

LGBTQIA2S+

Acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the many different affirmative ways in which people choose to self-identify.

Minoritized

"The term, 'minoritized,' unlike 'minority' calls attention to the institutional processes through which religious, racial, and cultural groups are rendered into a minority rather than presuming this status based on prior or inherent identity." (Shalabi 2014)

Minoritized refers to "the social construction of underrepresentation and subordination in US social institutions." . . . "Persons are not born into a minority status, nor are they minoritized in every social context (e.g., their families, racially homogenous friendship groups, or places of worship). Instead, they are rendered minorities in particular situations and institutional environments that sustain an overrepresentation of Whiteness" (p.9). (Harper 2012)

Racial Identity

Racial Identity is the psychological sense of belonging perceived by oneself and others based on membership in existing racial categories. Racial identities often involve a sense of shared culture and history with others from a particular racial group, although this is not a necessary condition for all forms of racial identity.

Racial identities function at both the individual and the societal levels. For individuals, racial identities often provide a sense of group belonging as well as shared cultures and beliefs. When individuals talk about their racial identity, they often are referring to some level of connection, shared experience, and/or commonality between themselves and other members of their racial group. It is the perceived connection between members of the racial group that forms the content and meaning of racial identities ("Racial Identity" 2012).

"Racial identity is externally imposed: 'How do others perceive me?'. Racial identity is also internally constructed: 'How do I identify myself?' (National Museum for African American History and Culture, n.d.)

Racialized/Racialization

The social construction of race. To be racialized is to be defined by one's race. A social construction of races as "different and unequal in ways that matter to economic, political and social life" ("Racialization" 2008; Ontario Human Rights Commission, n.d.).

Racism

Generally means believing that a person's behavior is determined by stable inherited characteristics deriving from separate racial stocks; each of these distinctive attributes is then evaluated in relation to ideas of superiority and inferiority. This implies that there is a social construction in which certain groups of people are superior to others. This social construction is the result of social, economic, and political factors that have ascribed power to some groups, while leaving others powerless ("Racism" 2008).

"a doctrine that holds that the world's human population consists of various "races" that are the primary determinants of human traits and capacities. This doctrine typically regards one's own race as superior to other races" (Pettigrew 2020)

Social Justice

Social justice focuses on power dynamics among different groups of people while acknowledging historical and institutional inequities. It has a vision of a society with equitable distribution of resources, in which "all members are physically and psychologically safe and secure, recognized, and treated with respect." (Adams, et al. 2016)

"Researching and addressing the distributions of the social common good through the lens of historical power structures and social norms. Promoting just and equitable outcomes." (University of Minnesota College of Education and Human Development n.d.)

Structural Racism

"A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with 'whiteness' and disadvantages associated with 'color' to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead it has been a feature of the social, economic and political systems in which we all exist." (The Aspen Institute n.d.)

"the historical and contemporary policies, practices, and norms that create and maintain white supremacy" (The Urban Institute n.d.)

Systemic Racism

In some cases, systemic racism is used interchangeably with structural racism or institutional racism.

"Systemic racism includes: recurrent individual mistreatment; exclusionary or harmful institutional policies and practices; and broader societal and intergenerational injustice." (Sheppard, et al. 2020)

"societal or organizational structures and policies that privilege one race over another" (Nelson 2021)

White Supremacy

White supremacy is a term used to characterize various belief systems central to which are one or more of the following key tenets: 1) whites should have dominance over people of other backgrounds, especially where they may co-exist; 2) whites should live by themselves in a whites-only society; 3) white people have their own "culture" that is superior to other cultures; 4) white people are genetically superior to other people" (Anti-Defamation League n.d.).

A historically based, institutionally perpetuated system of exploitation and oppression of continents, nations, and peoples of color by white peoples and nations of the European continent, for the purpose of maintaining and defending a system of wealth, power, and privilege (Martinez 1998).

Whiteness

The result of a social and cultural process that situates White people in a place of power and privilege because of their skin color and White racial identity...There is more to whiteness than White

identity and racial privilege, however; it relates to a system and process that keeps those who are in dominant positions from recognizing or understanding how inequalities and racism operate in society ("Whiteness" 2008).

Though the term invokes ideas related to skin color, whiteness refers more specifically to a structural position—that is, to a racialized social identity that is positioned as superior relative to other "races" within a system of racial hierarchy. Indeed, because race is socially constructed—and not biological—whiteness can be understood as the result of social and cultural processes, rooted in a global history of European colonialism, imperialism, and transatlantic slavery, and maintained today through various institutions, ideologies, and everyday social practices (Cancelmo and Mueller 2019)

References:

Adams, Maurianne, Lee Anne Bell, and Pat Griffin. *Teaching for Diversity and Social Justice*. New York: Routledge, 2016.

Anti-Defamation League. "White Supremacy." Accessed December 13, 202.

<https://www.adl.org/resources/glossary-terms/white-supremacy>

The Aspen Institute. "Glossary for Understanding the Dismantling Structural Racism/Promoting Racial Equity Analysis." Accessed August 16, 2021,

<https://www.aspeninstitute.org/wp-content/uploads/files/content/docs/rcc/RCC-Structural-Racism-Glossary.pdf>

Bivens, Donna. "Internalized Racism: A Definition." Women's Theological Center, 1995.

https://drive.google.com/file/d/1qJA73qwdrxQ6THtkYY5q8raqwlooVS_5/view.

Cancelmo, Cara and Mueller, Jennifer C. "Whiteness." In *Oxford Bibliographies Sociology*. Oxford University Press, 2019.

Freire, Paulo. *Pedagogy of the Oppressed*. New York: Continuum, 2000.

Harper, Shaun. R. "Race without racism: How higher education researchers minimize racist institutional norms." *The Review of Higher Education* 36, no. 1, Supplement (2012): 9-29.

[https://rossierapps.usc.edu/facultydirectory/publications/231/Harper%20\(2012\)%20RHE.pdf](https://rossierapps.usc.edu/facultydirectory/publications/231/Harper%20(2012)%20RHE.pdf)

Kohn, Margaret and Reddy, Kavita , "Colonialism." The Stanford Encyclopedia of Philosophy.

Edited by Edward N. Zalta. 2017.

<https://plato.stanford.edu/archives/fall2017/entries/colonialism/>

Kendi, Ibram X. *How to Be an Antiracist*. New York: One World, 2019.

Martinez, Elizabeth. "What is White Supremacy?" 1998.

<https://www.pittsburghartscouncil.org/storage/documents/ProfDev/what-is-white-supremacy.pdf>

National Museum for African American History and Culture. "Talking about Race." *Race and Racial Identity*, accessed December 13, 2021.

<https://nmaahc.si.edu/learn/talking-about-race/topics/race-and-racial-identity>

Nelson, Regena. "Your Voice, Your Future Town Hall." News Channel 3, filmed January 29, 2021. Video of town hall, 29:03.

<https://wwmt.com/news/local/town-hall-explores-answers-to-the-question-what-is-systemic-racism>

Office for Diversity, Literacy and Outreach Services [ODLOS]. "ODLOS Glossary of Terms."

American Library Association, 2017. <https://www.ala.org/aboutala/odlos-glossary-terms>.

Ontario Human Rights Commission, "Race discrimination, race and racism (fact sheet)."

Accessed December 13, 2021.

<http://www.ohrc.on.ca/en/racial-discrimination-race-and-racism-fact-sheet>

Pettigrew, Thomas F. "Racism." In *Oxford Bibliographies Sociology*. Oxford University Press, 2020.

Race Forward: The Center for Racial Justice Innovation. "Race Reporting Guide."

raceforward.org, 2015.

https://www.raceforward.org/sites/default/files/Race%20Reporting%20Guide%20by%20Race%20Forward_V1.1.pdf.

Racial Equity Tools. "Glossary." [racialequitytools.org](https://www.racialequitytools.org), 2020.

<https://www.racialequitytools.org/glossary>.

"Racial Identity." In *Encyclopedia of Global Studies*. Edited by Helmut K. Anheier and Mark Juergensmeyer. Sage Publications, 2012.

"Racialization." In *Encyclopedia of Race, Ethnicity, and Society*. Edited by Richard T. Schaefer. Sage Publications, 2008.

"Racism." In *Encyclopedia of Race, Ethnicity, and Society*. Edited by Richard T. Schaefer. Sage Publications, 2008.

Ramnath, Maia. "Colonialism." [conspireforchange.org](https://www.conspireforchange.org). Institute for Anarchist Studies, 2012.

https://www.conspireforchange.org/wp-content/uploads/2011/02/lex_colonialism_master.pdf

Shalabi, N M. "Teach With Me: The Promise of a Raced Politic for Social Justice in College Classrooms." *Journal of Critical Thought and Praxis* 2, no. 2 (2014).

<https://www.iastatedigitalpress.com/jctp/article/id/529/>.

Sheppard, Colleen, Tamara Thermitus, and Derek J. Jones. "Understanding How Racism Becomes Systemic." *Inclusive Citizenship and Deliberative Democracy*, August 18, 2020.

<https://www.mcgill.ca/humanrights/article/universal-human-rights/understanding-how-racism-becomes-systemic>

"Social Justice." University of Minnesota College of Education and Human

Development, accessed August 16, 2021, <https://www.cehd.umn.edu/topics/social-justice/>

"Structural Racism in America." The Urban Institute, accessed August 16, 2021,

<https://www.urban.org/features/structural-racism-america>

Waziyatan. "Colonialism on the Ground." intercontinentalcry.org, 2014.

<https://intercontinentalcry.org/colonialism-ground/>

"Whiteness." In *Encyclopedia of Race, Ethnicity, and Society* Edited by Richard T. Schaefer. Sage Publications, 2008. Adams, Maurianne, Lee Anne Bell, and Pat Griffin. *Teaching for Diversity and Social Justice*. New York: Routledge, 2016.

**IFLA Report to the Public Library Association Board
2022 Annual ALA Conference**

By way of background, the International Federation of Library Associations and Institutions (IFLA) is a global organization setting out to build a strong and united library field, working towards inspiring, engaging, enabling and connecting societies. Established in 1927, IFLA has a strong presence representing over 1,500 members and affiliates from around 150 countries worldwide. IFLA offers numerous categories of memberships and opportunities to volunteer, enabling and connecting libraries to advocate, inspire and enhance practices through networking and sharing of best practices. Additional details can be found on their website at www.ifla.org/membership-faq/.

The Public Libraries Section of IFLA, is one faction of the organization that works to promote and further develop our public libraries through ongoing training, shared stories and continued professional development. As a standing committee member within this section, our work continuously focuses on promoting and recognizing a Public Library of the Year, updating the IFLA/UNESCO Public Library Manifesto and reviewing the IFLA Public Library Service Standards.

Most recently, the Public Libraries Section of IFLA presented a 3-day mid-term webinar discussion. Each day, presenters around the world highlighted and discussed Public Libraries as “Places that Care for People”. By offering our webinar series, we were able to impact public librarians and library workers worldwide, with over 200 participants over the scope of the training. A recording of this successful webinar is available on [IFLA's website](http://www.ifla.org). The ability to have this webinar with a global audience, exemplified how we are all making an impact on our communities in very important ways. We congratulate public libraries for the great work they are doing and the positive impact they continue to provide to users.

We hope you can join us this summer in Dublin, Ireland for the 2022 World Library and Information Congress (WLIC). We look forward to meeting in person, after three years without a physical conference. Registration is still open, with standard registration ending on July 22 and onsite registration available on July 23. For more information on attending this event, please visit 2022.ifla.org.

Presented by:
Ramiro Salazar
Library Director
San Antonio, TX Public Library
PLA President (2019-2020)



TO: PLA Board of Directors
RE: Recognize PLA Social Worker Task Force contributions and sunset in current form
DATE: June 17, 2022

ACTION REQUESTED/INFORMATION/REPORT:

Recognize significant contributions and sunset PLA Social Worker Task Force

ACTION REQUESTED BY:

Kathleen Hughes, Manager, Publications
Larra Clark, Deputy Director

DRAFT OF MOTION:

Recognize PLA Social Worker Task Force and its members for developing foundational resources for public libraries in the emerging service of addressing social service needs of customers. With thanks, sunset PLA Social Worker Task Force at conclusion of 2022 Annual Conference with expectation of future proposal for engaging social workers and other allied professionals in the public library field to advance PLA mission and strategic goals.

BACKGROUND

The Social Worker Task Force was created in 2018 with the charge: To develop and recommend a strategic and coordinated approach for PLA related to how public libraries address the social service needs of customers. The task force will identify best practices and will consider resources to be developed that will allow PLA to offer guidance and technical support to libraries. Task force activities include but are not limited to: recommendations for training and ways to engage library staff on the topic; identification of model programs in order to generate and share best practices; consideration of how social work methods can be integrated into libraries and PLA's educational programming; identifying ways PLA might influence social work services within public libraries; and helping libraries serve diverse communities. The group will also work to ensure that the model developed here can be adapted to support other non-librarian professionals working in public libraries (i.e., early literacy experts, IT staff, etc.).

Since then, the Task Force has developed foundational resources and provided training, culminating in the release of the Trauma-Informed Framework for Supporting Patrons and the related sold-out PLA 2022 preconference using the framework.

Over time, however, the Task Force also has experienced declining membership. While there are several factors both personal and social (e.g., pandemic pressures), there also are financial and professional issues specific to this PLA group, comprised of allied professionals from the field of social work. Current members' terms of service expire at the end of June.

ACCOMPLISHMENTS

The PLA Social Worker Task Force has networked allied professionals in public libraries, identified best practices, and developed resources and training to disseminate these practices to the public library field. Highlights of their work include:

- Developing a strategic and coordinated approach for public libraries to address social service needs of customers by providing first an Overview of Trauma-Informed Care and ultimately developing and publishing the ALA Editions book *A Trauma-Informed Framework for Supporting Patrons: The PLA Workbook of Best Practices*. Published in March 2022, the title already has sold more than 600 copies.
- Convening an Ideas Exchange of social workers across the country to initiate the Task Force's work and connect these allied professionals and develop resources and training for public libraries. This networking and sharing continued through a monthly online social work forum (2018-2020) in which Task Force members answered questions and shared experiences. The Social Work Interest Group hosts more than 300 members.
- Developed PLA web page of [Resources for Serving Persons Experiencing Homelessness](#) as a central hub for public libraries featuring articles with effective practices developed and delivered by Task Force members.
- Provided timely training that included the "Why Trauma-Informed? A PLA Social Worker Task Force Webinar," "Social Worker Dialogue on Reopening," and "Public Libraries Respond to COVID-19 Strategies for Managing Stress and Anxiety" webinars as well as conference presentations: Social Workers in Public Libraries: Lessons Learned, The Person-Centered Approach to Providing Library Services, and Social Work Inspired Best Practices for Supporting Patrons.
- Created and disseminated [Guidance for Social Work Positions at the Library.](#)

The Task Force has met its original charge and provided significant contributions to PLA and the public library field.

CURRENT STATUS

Work has begun to develop a new structure for supporting social workers and other allied professionals in advising PLA in this emerging service area and supporting transformation in the public library field, but additional discussion and consultation is needed to explore implications and next steps within PLA priorities and practice for the 2022-2026 PLA Strategic Plan period. PLA's immediate next step will be to contract with Task Force members and other social worker subject matter experts to develop proposal for PLA structure and support continuing education project(s) tied to increasing awareness and use of the trauma-informed framework to advance PLA mission and strategic goals.

RECOMMENDATION

PLA sunset the task force at the same time current members' terms expire at the end of the month.