

2023 LLX Hybrid Council Meeting

IMPLEMENTATION REPORT

ON ALA COUNCIL ACTIONS

TAKEN AT THE

2022 Hybrid Annual Conference

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

REPORT ON THE IMPLEMENTATION OF THE 2022 HYBRID COUNCIL ACTIONS

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA VMD#32, RESOLUTION CALLING FOR STUDENT LOAN CANCELLATION

Implementation Action: The ALA Council **APPROVED**, that, the American Library Association (ALA), on behalf of its members, calls on President Biden to cancel student loan debt for all borrowers.

Response: Finalized resolution has been added to the website, <https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/Resolution%20Calling%20for%20Student%20Loan%20Cancellation.pdf>

A letter was sent out from the ALA Washington Office to United States of America President, Joseph R. Biden, Jr. on August 22, 2022.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#57, RESOLUTION ON DAMAGE AND DESTRUCTION OF LIBRARIES, SCHOOLS, AND OTHER CULTURAL INSTITUTIONS IN UKRAINE

Implementation Action: The ALA Council, **ADOPTED**, that the American library Association (ALA)

1. Deplores the continuing and massive damage and destruction of Ukrainian libraries, schools, and other cultural institutions;
2. Urges the government of the United States, as well as other governments, intergovernmental organizations, and nongovernmental organizations to provide material assistance for the reconstruction and restoration of Ukrainian libraries, schools, and cultural institutions as soon as that is practicable; and
3. Encourages libraries and librarians everywhere to provide assistance to Ukrainian libraries, including by contributing to the [ALA Ukrainian Library Relief Fund](#).ⁱ

Response: Finalized resolution has been added to the website, https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/Resolution%20on%20Damage%20and%20Destruction%20of%20Libraries_0.pdf

The ALA International Relations Office and the Chapter Relations Office published the article below to address the resolved clauses: <https://www.ala.org/news/press-releases/2022/07/ala-condemns-destruction-libraries-schools-and-cultural-institutions-ukraine>

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#59, RESOLUTION ON CONTINUING VIRTUAL ACCESS TO ALA MEMBERSHIP MEETINGS

Implementation Action: The ALA Council, **REFERRED TO BARC**, that the American Library Association on behalf of its members

1. Shall provide virtual access to all Membership Meetings for ALA members, mirroring access provided for in-person attendees.

Response: On October 12, 2022, the ALA Staff including Conference Services, Executive Office, Governance and Membership in consultation with the ALA Parliamentarian, provided BARC with Membership Meeting background, virtual participation in ALA Membership Meetings and Resources. BARC will bring action item before Council at LLX.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#48, JASON REYNOLDS/SIMON & SCHUSTER TRAL GRANTS TO ALA ANNUAL

Implementation Action: The ALA Council, **APPROVED**, the Jason Reynolds/Simon & Schuster Travel Grants to ALA Annual

Response: On August 17, 2022 a press release was released: <https://www.ala.org/news/member-news/2022/08/ala-announces-new-jason-reynoldssimon-schuster-travel-grant>. On September 1, 2022, the application went live <https://www.ala.org/awardsgrants/jason-reynolds-simon-schuster-travel-grant>. And, the application closed on December 1, 2022, at which time the Scholarship and Study Grant committee will review the applications and select five recipients.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#36, TRANSFORMING ALA GOVERNANCE (TAG)

Implementation Action: The ALA Council, **APPROVED**, as amended, the Transforming ALA Governance (TAG)

That the Council of the American Library Association:

1. Endorse, making the new ALA Executive Board composition as follows:
 - a. President of the American Library Association
 - b. President- Elect of ALA
 - c. Immediate Past President of ALA
 - d. Treasurer
 - e. Executive Director of the American Library Association (non-voting)
 - f. 2 Division Members, elected for 3-year terms by Council
 - g. Round Table Member, elected for a 3-year term by Council
 - h. NALCo Member, elected for a 3-year term by Council
 - i. Chapter Member, elected for a 3-year term by Council
 - j. American Association of School Librarians Member, elected for a 3-year term by Council
 - k. 3 At-large Members, elected for 3-year terms by Council
 - l. The Rainbow Round Table Councilor

All Executive Board members must be active members of the American Library Association. The Executive Board members, who are elected by Council, must be both current Councilors and current members of the Chapter, Division, NALCo, or Round Table they are representing. The 3-year terms should be staggered.

2. Endorse, the reconfiguration of Council which would debate, deliberate, and make association policy for topics relevant and important to the Membership of the American Library Association
 - a. A Chapter Councilor from each of the ALA Chapters elected for three-year terms by the Chapters (Currently 53)
 - b. A Councilor from each of the ALA Divisions, elected for three-year terms by each of the Divisions (Currently 8)
 - c. A Councilor from each of the National Associations of Librarians of Color which includes the American Indian Library Association, the Asian Pacific American Library Association, the Black Caucus of the American Library Association, the Chinese American Library Association, and REFORMA The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking elected for three-year terms by each of the NALCOs (Currently 5)
 - d. A Councilor from each of the Round Tables with personal membership equal or greater than 1% of ALA's personal membership plus 1 Councilor for the remaining Round Tables (Currently 12)
 - e. 18 Councilors At-large, elected for three-year terms directly by the ALA Membership

Additionally, the Officers of the Association and the Executive Board, including the immediate past president and treasurer, are members of the Council as provided in current Bylaw Article III, Sec. 6(c) and IV, Sec. 2(e). The Officers of Council are the President, the President-Elect, and the Executive Director.

All Councilors must be active members of the American Library Association. The 3-year terms should be staggered. All Council terms will begin immediately following the American Library Association's Annual meeting.

3. Direct, the ALA Constitution and Bylaws Committee, in consultation with ALA's Parliamentarian, to rewrite the ALA Constitution and Bylaws reflecting the changes to the ALA governance structure and consider revising the ALA Constitution and Bylaws to create one core governing document to represent a flexible and modern association. The draft should be available to Council by October 1, 2022, for comment, review, and reflection with discussion and a vote on the new Constitution and Bylaws to be taken at LibLearnX 2023.
4. Direct, the ALA Committee on Organization to evaluate the proposed new structure of the Council and Executive Board, providing recommendations for additions, revisions, or deletions to the current ALA committee structure by October 1, 2022, in preparation for Council's approval of a new Constitution and Bylaws at LibLearnX in January 2023.

5. Direct, the ALA Committee on Organization to review whether the recommendations of the Transforming ALA Governance Task Force and the actions approved by Council in *ALA CD#35 b* including the creation of an Agenda Review Committee, a mechanism for regular membership input (Taking ALA's Pulse), and an Oversight Review Board require the creation of new committees or might already fall in the charge of existing committees.
6. Direct, the ALA Executive Board and the ALA Membership Committee to consider and recommend ways to make the ALA Membership meetings more meaningful and relevant to all members of the ALA including a mechanism for recommending the issues presented by membership be discussed by Council in an effective manner.

Response to #3: The ALA Constitution and Bylaws Committee presented the motion for a second vote to rescind the Constitution at the ALA Council Special Meeting held on August 26, 2022. Council voted in the affirmative. This completed the necessary steps from Council to rescind the Constitution. This will be brought forward to ALA membership for vote along with a newly revised set of ALA Bylaws at the spring 2023 ballot. A timeline was presented to Council of the Constitution and Bylaws Committee work to revise the ALA Bylaws. The first draft of the ALA Bylaws was released on September 6, 2022. The committee is seeking member leader feedback and a feedback hearing is scheduled for September 23, 2022. Further iterations will be distributed based on leader feedback. Council is scheduled to vote on the revised ALA bylaws at their January meeting.

Response to #4: The following committees were included in the recommendations related to “the new structure of Council and Executive Board”—Association Policy Committee, Finance & Audit, Leadership Development, Nominating, Professional Values, Public Policy and Advocacy

At the 2022 ALA Annual meeting, Council voted to change the *composition* of both ALA Executive Board and Council. Since ALA Council did not vote to change the structure and function related to ALA governance, COO is not changing the consensus reached in its earlier report ([2021-2022 ALA CD#27.1](#))

“If the proposed changes to the ALA committee structure are not adopted, the recommendation of this working group is to retain the current structure and operations until such time as another proposal is developed.”

In addition, ALA's current Constitution and Bylaws, and the draft changes to the Bylaws currently being undertaken do not include any references to *Executive Board* committees. Only ALA, ALA Council, and Division Committees are included. After consultation with the Constitution and Bylaws committee and ALA's Parliamentarian, it was suggested that the right of the Executive Board to constitute its own committees needn't be documented in the Bylaws, and that if it were, it should be added to the Executive Board article, not the article on ALA and ALA Council Committees.

However, COO strongly recommends that if the Executive Board *does* want to make changes to its committee structure, it should consult with COO to determine if such changes would have an impact on existing ALA and ALA Council committees and committee structure.

Summary: COO recommends no changes unless (a) another proposal for changes to ALA governance structure is developed, or (b) the ALA Executive Board makes changes to its committee structure.

Response to #5: While each recommendation from TAG has individual merit, there are elements of each TAG recommendation that included presumptions of changes to ALA's governance structure that were not approved by ALA Council. Nevertheless, COO can still address each recommendation.

a. Oversight Review Board ([TAG description](#))

Oversight is generally a good idea for any organization. However, in the current situation, COO has concluded that the need for this oversight presumes changes to Council function and Executive Board committee structure that were not made or approved. COO agrees in principle with the idea of oversight, but it is not clear how this is not currently a function of the Board Effectiveness Committee or the Executive Board itself. COO requests that for further consideration, TAG consult with the Executive Board, Council, Divisions and Affiliates to refine the purpose, composition, and desired outcomes for the creation of this committee. Whether or not TAG maintains responsibility for clarity of the ORB role is to be determined.

b. Taking the ALA Pulse ([TAG description](#))

Again, COO agrees in principle that taking the pulse of the membership is an important input to the success of the Association. After consultation with the chair of the Membership Committee and the Associate Executive Director of ALA Offices and Member Relations, COO concludes that the tactic for regular member feedback does not require forming a distinct group to oversee that initiative. The Membership Committee charge already includes serving the Association "as a sounding board on membership." Nevertheless, COO will continue to consult with the Membership Committee to determine appropriate edits to its charge and changes to its composition to support the Taking the ALA Pulse recommendation. Any changes approved by COO will be brought before ALA Council.

c. Agenda Planning Committee (no draft charge)

The Council agenda is currently handled by ALA Governance staff and the Executive Board Executive Committee and with consultation with all the bodies who might want to present reports or actions to the Council. In addition, the Resolutions Committee coordinates with governance staff for the inclusion of Council resolutions on the agenda. Without a draft charge, it is unclear what problem the formation of new committee would solve. Nevertheless, COO will consult with the Council Orientation Committee and the Council Resolutions Committee to determine if there is a need to expand their charges to include additional Agenda Planning responsibilities. In the meantime, if TAG or Council want to clarify the purpose, charge, and composition of this committee, it will assist COO's and the existing Council committees' consideration.

Summary: COO asks TAG to reconsider and/or clarify the Oversight Review Board recommendation; COO will work with the Membership Committee to consider expansion of its charge and composition to support the Pulse recommendation; COO will consult with Council Resolution and Orientation committees regarding agenda planning and requests clarification of the need for a new Council committee.

Response to #6: The ALA Membership Committee will bring specific scenarios to make the ALA Membership meetings more meaningful and relevant to all members for the Board to consider.

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

Implementation Action: The ALA Council **APPROVED**, the changes to Committee Structure for the Office for Diversity, Literacy and Outreach Services Advisory Committee

Response: After ALA Annual, a call was put out for volunteers for the Office for Diversity, Literacy, and Outreach Services (ODLOS) Advisory Committee to fill the new co-chair and member-at-large roles, and to backfill one additional member-at-large role (as a previous volunteer was unable to return). From the volunteers, ALA President Lessa Pelayo-Lozada selected Suzan Alteri as the new co-chair and member-at-large, serving a two-year term from 2022-2023, and three additional members-at-large.

As of December 2022, the three additional new members-at-large have been among the most active members of the ODLOS Advisory Committee. One new member volunteered to represent the ODLOS Advisory Committee on the COLA Ecosystem Subcommittee, all three volunteered to be part of the Equity Diversity and Inclusion (EDI) Assembly Working Group, and two volunteered to be part of the Jean Coleman Lecture task force. Given that in 2021-2022, the committee had not been able to gather enough volunteers to put together a task force for either the EDI Assembly or the Jean Coleman Lecture from within the committee, the addition of the new members has been successful in increasing the capacity of the ODLOS Advisory Committee and ensures the sustainability of the work in future years.

Jennifer Shimada, the continuing ODLOS Advisory committee co-chair, has worked closely with Suzan Alteri, the new ODLOS Advisory Committee co-chair, to share knowledge, identify goals for the committee, and project plan. The co-chair structure has helped make onboarding less overwhelming and the workload more sustainable. This will ensure a much smoother transition to 2022-2023 year, where Jennifer will transition off as co-chair, and Suzan will continue to lead as co-chair with a new incoming co-chair.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#41.1, COMMITTEE ON EDUCATION

Implementation Action: The ALA Council **REFERRED**, the Revision of ALA Core Competencies of Librarianship back to the Committee on Education to work with the American Association of School Librarians (AASL) to amend language regarding ALA accreditation

Response: The Committee on Education has provided a report for LLX. The committee followed up on the direction that we received from ALA Council in June 2022 and are now ready for Council to approve the revised Core Competencies of Librarianship.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#34, WORKING GROUP TO CONDEMN WHITE SUPREMACY AND FASCISM AS ANTITHETICAL TO LIBRARY WORK

Implementation Action: The ALA Council **RECOMMENDED**, that a subcommittee be created under the Committee on Diversity to continue to monitor and recommend evaluation models, restorative matters, and action steps to end white supremacy and fascism in libraries and report out to Council at ALA annual meeting.

Response: The Committee on Diversity adopted the Working Group to Condemn White Supremacy and Fascism as Antithetical to Library Work as a sub-committee. It was nearly unanimous that they would take on oversight of this group and help to build out the roster. The first step will be to identify a new chair for the work. More details are to come in the Committee on Diversity report.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#30, ALA CORE VALUES TASK FORCE

Implementation Action: The ALA Council **APPROVED**, the 2022 Revision of ALA Core Competencies of Librarianship

- 1) Extend the term of the current task force by one year.
- 2) Expand the membership of the current task force by 5 members with a focus on expertise in the following areas: archives and or preservation, school libraries, APA, accreditation, and Tribal Libraries.
- 3) Broaden the charge to include revising and updating the current Core Values in conjunction with the Library Bill of Rights and Code of Ethics.
- 4) The Task Force will report to Council at Annual 2023 in Chicago.

Response: Term of the current taskforce was extended in ALA's Member Database (iMIS). The following members were appointed to the taskforce: Carrie Cornelius, Aliqae Geraci, Annesley Gersztoff, Tomas Lipinski, Karen Snow. The charge to include revising and updating the current Core Values in conjunction with the Library Bill of Rights and Code of Ethics has been approved. The Task Force will be placed on the 2023 Annual Conference Agenda in Chicago.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#56, RESOLUTION TO DISCONTINUE ALA COUNCIL FORUM

Implementation Action: The ALA Council **APPROVED**, the Resolution to Discontinue ALA Council Forum

Discontinues the practice of holding ALA Council forums and holds all discussions during regularly scheduled open ALA Council meetings.

Response: The Council Orientation Committee are looking at ways to create other conversations regarding council business.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#25.3 (ITEM 1, ITEM 2), ALA CONSTITUTION AND BYLAWS COMMITTEE

Implementation Action: The ALA Council **APPROVED, Item 1, (Vote#1)** that the ALA Constitution be rescinded.

Response: The ALA Constitution and Bylaws Committee presented the motion for a second vote to rescind the Constitution at the ALA Council Special Meeting held on August 26, 2022. This completed the necessary steps from Council to rescind the Constitution. This will be brought forward to ALA membership for vote along with a newly revised set of ALA Bylaws at the spring 2023 ballot.

Implementation Action: The ALA Council **APPROVED, Item 2**, to amend the ALA Bylaws via a general revision to be completed by the Constitution and Bylaws Committee, ALA Governance Office staff, and the ALA Parliamentarian by Fall 2022 with the following provisos that:

- (Proviso 1) - The revised ALA Bylaws drafts will be shared with ALA Council in the ALA Council Connect space.
- (Proviso 2) - If Council approves a final January 2023 LLX Bylaws revision document, it shall, along with a successful vote to rescind the ALA Constitution, be placed on the Spring 2023 ALA ballot for vote by the Membership

Response: The ALA Constitution and Bylaws Committee, in partnership with the ALA Governance Office and ALA Parliamentarian, is leading the effort to revise ALA Bylaws. The committee posted Draft 1 on September 1, 2022, and hosted a bylaws listening session with ALA Division, Round Table, Council leadership and staff on September 23, 2022 with 53 registrants. Draft 2 was released on November 4, 2022, and the bylaws listening session was held on November 14, 2022 with 231 registrants. Draft 3 was released on December 9, 2022, and the bylaws listening session was held on December 19, 2022 with 57 registrants. All draft iterations have been shared with ALA Council for comment. The final draft of the revised ALA bylaws will be released in January 2023 for Council deliberation and vote at the special session of Council. If approved, it will be placed on the Spring 2023 ALA ballot for vote by the ALA membership.

DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#58, ODLOS ADVISORY COMMITTEE

Implementation Action: The ALA Council **APPROVED, as amended**, a 2022 update to the Resolution in Support of Immigrant Rights

RESOLVED, That ALA advocates for the acknowledgment and protection of immigrants' and refugees' civil liberties through local, state, and national legal means, library social programming and outreach, and community leadership.

RESOLVED, The ALA supports the adoption of library information rights policy at the local, state, and federal levels. Further, ALA will foster library partnerships with the neighborhood, regional, and national immigrant advocacy groups to directly combat anti-immigration sentiment and measures.

RESOLVED, That ALA promotes training, awareness, and capacity-building for a renewed focus on outreach to immigrant communities and immigrant inclusion in collection building, staffing, professional development, and the consideration and development of other library and information services. Further, ALA will take strategic action to understand and incorporate immigrant perspectives and needs in all policy objectives listed in the ALA Library Bill of Rights and ALA Code of Ethics.

RESOLVED, That ALA encourages all librarians to commit to strengthening immigrant and refugee communities by confronting the use of information tools that target, surveil, and exclude immigrants, and by defending immigrants' right to pursue pathways to informed citizenship.

RESOLVED, That ALA recognizes the unique needs of immigrant youth. ALA will support programming and services in school, public, academic, and other types of libraries that serve immigrant youth, and support ALA members in providing equitable access to information and welcoming spaces to these members of our communities.

Response: The final resolution was added to the ALA website:

<https://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/Resolution%20in%20Support%20of%20Immigrant%20Rights.pdf>

ⁱ ALA, Ukrainian Library Relief Fund, <https://www.ala.org/aboutala/ukraine-library-relief-fund>.