ALA Council Resolution: Proposed Definition of Sex under Title IX, of Title VII of the Civil Rights Act

Whereas Diversityand Equitable Access to Information and Library Services are identified as key action areas of the American Library Association’s strategic directions,

Whereas The American Library Association (ALA) recognizes that equity, diversity, and inclusion (EDI) impact all aspects of work among members of the Association, within the field of librarianship, and within the communities served by libraries.

Whereas ALA with its affiliate organizations and allies are major voices for the values of equity, diversity, and inclusion in libraries, and

Whereas ALA, through its actions and those of its members, is instrumental in creating a more equitable, diverse, and all-inclusive society, and

Whereas ALA is committed to ameliorating social exclusion, stigmatization, and underrepresentation within the communities served by libraries through an increased understanding of gender, and

Whereas libraries strive to provide safe, respectful spaces for diverse voices and perspectives, and

Whereas the U.S. Department of Health and Human Services and the Justice Department have undertaken initiatives that would abolish federal recognition of approximately 1.4 million Americans who identify as transgender under Title IX of the Education Amendments of 1972, and

Whereas the protections of Title VII of the Civil Rights Act do not apply to Lesbian, Gay, and Transgender Citizens, and

Whereas the proposed policy changes would define a person’s sex as “male or female based on immutable biological traits identifiable by or before birth,” and

Whereas we oppose eradicating federal civil rights protections of US citizens on the basis of gender identity or expression as well as oppose government measures that socially exclude populations and deny individuals' civil rights and the full protection of the law, and

Whereas, the proposed regulatory and policy changes are in direct conflict with ALA’s fundamental values, principles, and commitment to equity, diversity, and inclusion, and

Whereas our goals are to encourage and enable our members to serve all communities regardless of gender identity, sexual orientation, race, housing status, abilities, legal record, or class, with tools that foster education and lifelong learning, and

Whereas ALA, its divisions, units, and GLBTRT work to support library professionals as they diligently promote mutual respect and understanding from the front lines, and

Whereas Libraries strive to serve as institutions that mirror all facets of our society, and

Whereas we are in solidarity with our LGBTQ members, colleagues, families, friends, community members, and students, and we fully support efforts to fight for acceptance and understanding of all members of society, and

Whereas for more than 140 years, ALA has been the trusted voice of libraries, advocating for the profession and the library’s role in enhancing learning and ensuring access to information for all:

Whereas governmental policy that would eliminate key protections and civil liberties for some of the most socially excluded populations is counter to the core values of the library profession and our Association.

Therefore be it resolved that the American Library Association, along with our partner organizations, affirms support of civil rights protections for people of all gender identities, including people who are transgender, and

1. Encourages libraries to defend, in their policies, procedures, and their actions, the *ALA Code of Ethics* principle 1 – “We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable access; and accurate, unbiased, and courteous responses to all requests;”
2. Create all-inclusive spaces to welcome and meet the information needs of America’s transgender community;
3. Create all-inclusive spaces to support the full public participation of transgender people by being physically and socially welcoming and meeting their information needs."
4. Reviews policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout and communicated to the membership broadly as well; and be it further resolved that this resolution be printed in full in *American Libraries* and publicized widely via all media channels.
5. Provide avenues within existing ALA structure to highlight model policies as well as model training and education for library staff and administrations to create the all inclusive spaces and understand bias.

Mover: Ann K. Symons, GLBTRT Councilor, 907 500 4050
Seconder:, Ana Elisa de Campos Salles, At Large,

Seconders:

Sara Dallas, At Large

Sara Kelly Johns, At Large

Endorsers:

ALA Members Endorsers