Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work

1. Whereas libraries have upheld and encouraged white supremacy both actively through discriminatory practices and passively through a misplaced emphasis on neutrality,[[1]](#footnote-1)[[2]](#footnote-2)[[3]](#footnote-3)
2. Whereas these practices and arising environments have prevented equity, diversity, and inclusion in libraries as workplaces,[[4]](#footnote-4)[[5]](#footnote-5)[[6]](#footnote-6)[[7]](#footnote-7)[[8]](#footnote-8)
3. Whereas ALA’s [Code of Ethics](http://www.ala.org/tools/ethics) asserts that libraries will safeguard the welfare of all employees and coworkers, "We treat co-workers and other colleagues with respect, fairness and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions,"[[9]](#footnote-9)
4. Whereas Interpretations of ALA’s Library [Bill of Rights](http://www.ala.org/advocacy/intfreedom/librarybill/interpretations) notes that “libraries should embrace equity, diversity, and inclusion in everything that they do,” and to do so we must reject practices, movements, and groups that oppose equity, diversity and inclusion,[[10]](#footnote-10)
5. Whereas [ALA has committed to acknowledging the past harms of racism](http://www.ala.org/news/press-releases/2020/06/ala-takes-responsibility-past-racism-pledges-more-equitable-association)[[11]](#footnote-11) and to works to encourage diversity through activities including [ALA’s Spectrum Program](http://www.ala.org/advocacy/spectrum),
6. Whereas the realization of specific [ALA Core Values of Librarianship](http://www.ala.org/advocacy/intfreedom/corevalues) (such as democracy, diversity, and social responsibility) is contingent on putting those values in practice and accountability to integrating those values,
7. Whereas libraries have a crucial obligation to provide access to accurate information which refutes white supremacist rhetoric,[[12]](#footnote-12)
8. Whereas moving forward with the trust of our communities requires address of past harms along with decisive action and restorative practices,[[13]](#footnote-13)
9. Whereas it is vital for ALA to manifest the courage and candor required by libraries and library workers around the world to reject and denounce white supremacy and fascism,[[14]](#footnote-14)[[15]](#footnote-15)

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

1. Acknowledges the role of neutrality rhetoric[[16]](#footnote-16)[[17]](#footnote-17) in emboldening and encouraging white supremacy and fascism.
2. Apologizes for past harm caused by the profession and within the Association, and the Association's repeated failures to address white supremacy and fascism,[[18]](#footnote-18)
3. Rejects neutrality rhetoric moving forward, and will specifically cease using the term “neutral” and derivatives to describe appropriate library and association activities.
4. Will provide confidential communication channels for past and current BIPOC (Black, Indigenous, and People of Color) members, staff members, community members, and others to provide direct feedback.
5. Informed by that direct feedback and previous ALA Task Force on Equity, Diversity, and Inclusion work[[19]](#footnote-19), commits to explicitly incorporating existing and developing antiracist and antifascist frameworks, in internal and external communications, advocacy, events, and organizational design efforts moving forward.
6. Will establish a working group to review these areas with ODLOS to provide a list of recommendations for implementation that will explore opportunities for restorative and reparative measures.
7. Will provide a preliminary plan by January 1, 2022 to implement the resulting recommendations.
8. Will provide regular implementation updates at intervals no longer than 6 months to the full ALA membership for the duration of the project and beyond.

Move/Co-Author: Lindsay Cronk, CORE President-Elect/ALA Councilor-at-Large

Co-Author: Violet Fox, CORE member

Seconders: Whitney Buccicone, ALA Councilor-At-Large

Raymond Pun, ALA Councilor-At-Large

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