



PLA Board of Directors Meeting
Virtual Meeting-1:00-4:00pm Central, June 18, 2021

Zoom Logistics

- Login instructions appear below
- Use Zoom in gallery view
- Mute by default except the speaker
- PLA President Michelle Jeske will call on people, so people don't speak over one another
- Feel free to use chat; staff will keep an eye on the chat and bring those questions into the discussion when appropriate
- Use the yes-no-raised hand options
- We will use screen sharing where appropriate. Be sure to have your board docs accessible too!
- We will take multiple breaks during our virtual board meeting.

Agenda

1. **Welcome and Introductions**, *Michelle Jeske, PLA President*
2. **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.

Consent Agenda

Document Number

3. Organizational Excellence and Governance
 - a. May Board Meeting Minutes..... 2021.67
 - b. PLA President's Report to ALA Council and EB 2021.68
4. Combined Initiatives Report 2021.69
5. Combined Operations Report..... 2021.70
6. Continuing Education Report..... 2021.71
7. PLA 2022 Conference Report..... 2021.72

Action/Discussion/Decision Items	Document Number
8. Welcome new PLA Board Members, <i>all</i>	no document
9. Reflections, <i>Michelle Jeske, all</i>	no document
10. PLA President Update, <i>Jeske</i>	no document
11. PLA President-elect Update, <i>Melanie Huggins</i>	no document
12. Executive Board Liasion Update, <i>Larry Neal</i>	no document
13. ALA Code of Conduct, <i>David Sheffieck</i>	2021.73 a-b
14. SCOE Resolutions & Council Agenda, <i>Stephanie Chase, Christina Rodriques</i>	2021.74
15. Financial Reports, <i>Clara Bohrer, Scott Allen, all</i>	
a. FY 2021 Financial Update as of February 2021	
i. Narrative	2021.75
ii. Financial Reports	2021.76 a-d
b. FY 2022 Budget Planning	
i. Mid-Low-High Worksheet	2021.77
ii. Proposed FY22 Budget	2021.78
iii. ACTION to recommend budget to Board	2021.79
iv. ALA Statement of Revenue	2021.80
16. Strategic Plan Final Report, <i>Cindy Fesemyer, all</i>	no document
17. Ebook Aggregators Update, <i>Larra Clark, Kelvin Watson</i>	no document
18. Future Board Meeting Dates, <i>Mary Davis Fournier</i>	2021.81
19. Service Recognition of Board Members	no document
a. Outgoing board member thanks: Ramiro Salazar; Cindy Fesemyer; and Kelvin Watson	
b. Leadership transition: President Michelle Jeske passes gavel to incoming PLA President Melanie Huggins (effective July 1, 2021)	
20. New Business, <i>all</i>	no document

Zoom Instructions

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<https://ala-events.zoom.us/j/98343310559?pwd=ejE1RndIN21nS2ZHTeRjdG5nYzhxUT09>

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Then follow the on-screen prompts to connect your audio via either computer or telephone.

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PLA Board 5.21.21

Michelle open.

Ramiro moved and ? seconded agenda.

Introduce and welcome new PLA ED Mary Davis Fournier. Dara: what's most exciting? Mary: continue to position PLA as member powerhouse with continued EDISJ focus. Excited about new strategic plan. Stephanie: good trust among PLA working board and experience working with functional (and dysfunction) boards!

PLA President Report: Michelle is 2022 Conference co-chair. Met with Melissa and Carrie as co-chair. Fun to think about! Probably first big in-person conference for many folks: March 23-25. Reminder to register to ALA Annual Conference 2021. Moving her library from response to recovery, and it's tough; we need to take care of ourselves and stay in for long haul. PLA is in the same boat—not an easy year supporting members at this time, retiring longtime PLA Director, challenges working with ALA. But now we also hope to transition PLA from crisis response to recovery.

ALA EB Liaison report: thanks to Stephanie for very good notes. Larry's been working to improve ALA EB processes. He is seeing continued improvements, which is hopeful. He's looking forward to more information related to finances. Moving to quarterly reports. He pushed back on budget projections for PLA, as well. The liaison role DOES work, and he's not afraid to speak up.

>>Stephanie: any thought about upcoming transition and any preparation with new EB members? Some concerns about composition in terms of level of experience—ALA is not a library system, and it's not a learning ground. Need experienced leaders. Ed has been vocal, as well as Karen Schneider. There is a lot of quiet time where questions SHOULD be raised. Also, concern about hand off/transition so it's not a revolving door and loss of continuity. Hopefully Larry's work on board effectiveness will make it more attractive in the future.

PLA President-Elect Update: first media interview yesterday as PLA President-Elect. Needs to sort PLA committee appointments. People are very invested in the future! MISSED SOME STUFF—EDI-related for appointments? Talking about onboarding new board members with Mary Hirsh. Will talk with Dara and Brandy about their experiences joining board.

Brandy McNeil—new job as head of Adult Learning at NYPL.

Membership Dues Increase: A decade ago PLA linked member dues with CPI. Didn't do it last year, but ALA EB increased in Spring 2021. Aligned PLA with ALA, so about \$2-\$4 increase overall. If approved, it would go into effect in September 2021. Brandy moved; Amita second. Approved unanimously.

New Business

Council update from Stephanie: plan to bring Forward Together resolution(s) to Council I on June 28. Christina will come to June 18 PLA Board to share resolutions so there could potentially be a PLA statement or statements. Also talking about having another PLA Councilor session related to Forward Together...?

Operating Agreement from Clara: group has broken into two subcommittees—one looking at financial models and one focused on division/ALA relationship. Clara is on the financial group, and also “auditing” the relationship group. She is convinced that this is being pursued because of ALA financial crisis. Something is systemically wrong with ALA budget in using PPP loan to short up cash flow, and Tracie is doing a good job getting grants to underwrite operating, but this is not predictable. Clara doesn’t think PLA (or others) will see fund balances again. ALA will continue to sweep any year-end funds. “One ALA” is here to stay for a significant time. One model is no overhead. Overhead is simply moving money around. Would not be a major change for PLA (and could work to our benefit), but demands close review at the outset with B&F. Also needs to have consequences and accountability. Clara is optimistic about future in terms of PLA autonomy and the elements PLA values on the relationship side will likely remain in place.



2020-2021 ALA CD#28.5
2021 Annual Conference

PLA President's Report

Michelle Jeske, 2020-2021

The Public Library Association (PLA) envisions a future where public libraries serve at the intersection of vibrant communities and a strong democracy. Our association works to strengthen public libraries and their contribution to communities. Our groundbreaking initiatives do more than develop new skills – they move our profession to ever more innovative places. And our continuing education opportunities don't just improve public library services, they build public library leaders. Even as the COVID-19 crisis created uncertainty for PLA and public libraries, we responded powerfully, helping libraries navigate through great risks and reinforce their essential roles in communities. We know that wherever public libraries are working, possibility lives.

PLA makes ALA a stronger organization by aligning our strategic priorities with ALA's; by contributing to ALA's bottom line through revenue generation, membership, overhead, and increased staff capacity and expertise; and by strengthening library networks. We're stronger together.

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COVID-19 Response

COVID-19 and PLA

A few weeks after PLA's hugely successful 2020 Conference in Nashville, PLA and public libraries nationwide found themselves in uncharted waters, with great risk and huge needs, due to COVID-19.

Inspired by the innovative shifts libraries made to continue to meet community needs during this time, PLA shifted, too. We adapted programs and developed new initiatives to meet the unique challenges of 2020 and 2021. We continued to serve as your voice to the media, partners in education and health, and policymakers. We helped libraries navigate through great risks and reinforce their essential roles in communities. We continued to build on work at the beginning of the pandemic, leveraging national surveys in April and May 2020 to inform media interviews and [broadband equity policy](#). In collaboration with ALA Publishing staff, PLA published "Pivoting during the Pandemic: Ideas for Serving Your Community Anytime, Anywhere" in 2021.

PLA's stated commitment to equity, diversity, inclusion and social justice (EDISJ) became even more foundational to the association's work during a year that saw both deepened inequalities brought on by the pandemic, as well as renewed calls for racial justice. Through it all, PLA worked to provide members with timely and relevant support.

Organizational Excellence

A Change in Leadership

PLA said goodbye to long-time executive director [Barb Macikas upon her retirement in August 2020](#). Since 2009, Macikas led the division and inspired innovative programs and initiatives that have empowered public library staff and strengthened their contributions to their communities. Through her leadership and in partnership with the PLA Board of Directors, members and staff, she helped transform the association and the field. Her notable achievements included growing PLA's focus areas to include equity and social justice, leadership development, and performance measurement.

After a nationwide search, PLA was thrilled to find its next executive director close to home. [Mary Davis Fournier joined PLA in June 2021](#). Fournier is a 20-year veteran of ALA, having served in various roles including, most recently deputy director of the Public Programs Office. At ALA, she spearheaded dozens of groundbreaking projects that have paved the way for innovation in the library field, including Libraries Transforming Communities and the National Impact of Library Public Programs Assessment (NILPPA), Building Common Ground: Discussions of Community, Civility and Compassion, and the first "One Book" resource, Planning Your Community-Wide Read. She is the co-editor of Act, Listen, Empower: Grounding



Your Library Work in Community Engagement (ALA Editions, 2020), which documents the field's transformational shift toward library-led community engagement.

Her work, which has illuminated and leveraged the unparalleled power of libraries to support the most vulnerable and in-need populations through excellence in programming and community engagement, has been supported by a range of national partners including the Institute of Museum and Library Services, the National Endowment for the Humanities, the Bill & Melinda Gates Foundation, the John S. and James L. Knight Foundation, the Fetzer Institute, the National Coalition for Dialogue and Deliberation, among others.

PLA also recognizes the invaluable contributions of PLA's interim director, Mary Hirsh, who has ably served the association for more than a decade and provided leadership throughout the search process.

Strategic Plan Implementation

2020 marked the mid-point of PLA's current strategic plan, which was finalized and approved by the board of directors in June 2018. While PLA continues to make great strides toward achieving our goals, the pandemic has changed the ways libraries engage with their communities and with PLA. PLA took the opportunity presented by this disruption to revisit the strategic plan and make necessary adjustments. A revised plan is anticipated for release in the coming months.

- **Goal 1 - Transformation:** PLA advances public libraries' transformation from a library focus to a community focus, to meet the specific needs of people and communities.
- **Goal 2 - Leadership:** PLA builds and supports leadership for public libraries that is reflective of the needs of each community and the profession.
- **Goal 3 - Advocacy & Awareness:** PLA leads in public library advocacy and influencing perceptions of public libraries.
- **Goal 4 - Equity, Diversity, Inclusion & Social Justice (EDISJ):** PLA advocates for equity, diversity, inclusion and social justice in order to enable every member, library, and community group to fully and equally participate in a society mutually shaped to meet their needs.
- **Goal 5 - Organizational Excellence:** PLA is entrepreneurial, resilient, and successful in the sustaining and growing of resources to advance its mission and work.

Council Outreach

PLA strives to engage with ALA Council members, particularly those who work in public libraries and/or are PLA members. While in-person meetings were not possible, PLA engaged Councilors virtually in January for a discussion of the ALA Operating Agreement and in June to review the work of the Forward Together Resolutions group. PLA values these connections with members and appreciates the care Councilors showed by engaging with PLA.



2021 Election

In April, PLA announced the results of its [2021 election](#). PLA elected [Dr. Maria Taesil Hudson McCauley](#), director of Libraries at the Cambridge (Massachusetts) Public Library to the office of 2022-2023 PLA president. McCauley will serve a three-year term beginning this June and including one-year stints as president-elect (2021-2022), president (2022-2023), and immediate past-president (2023-2024). Also elected to the PLA Board, as directors-at-large, [Erica Freudenberger](#), outreach, engagement & marketing consultant, Southern Adirondack Library System (Saratoga Springs, New York) and [Candice Wing-ye Mack](#), Administrator, Young Adult Services, Los Angeles (California) Public Library. Each will serve three-year term beginning in July 2021. PLA thanks all the candidates who stood for election, as well as all the members who voted.

Supporters

In addition to our members, PLA is grateful for the financial support receives from library vendors, corporate and foundation partners, and government agencies. This support is critical to the success of the PLA Conference every other year and has helped PLA launch many new initiatives, including our performance measurement work, health literacy and promotion activity, and support to libraries to connect communities to technology and skilling resources. In 2020-2021, PLA was pleased to have the support of funders including AT&T, the Bill & Melinda Gates Foundation, Community Catalyst, Google, Facebook, Institute of Museum and Library Services, the John L. and James S. Knight Foundation, Microsoft, and the Robert Wood Johnson Foundation.

Transformation

Digital Literacy and Workforce Development

Throughout 2020 and into 2021, PLA expanded existing digital literacy programs and introduced new partnerships to benefit libraries. Started in 2019, [Libraries Lead with Digital Skills](#) is an initiative of ALA and PLA, sponsored by Google, to ensure that public libraries across the nation receive ongoing access to free tools and resources to help everyone across America grow their skills, careers, and businesses. ALA and Google began 2020 by continuing to hold free, one-day events at libraries across the country for job seekers, small businesses, and library staff. When COVID-19 required changing course, many libraries were supported to hold virtual events. PLA and ALA ultimately issued awards of \$1,000 to \$3,000 to over 300 public libraries to fund workforce programming, outreach, and education in their own libraries.

In May 2020, in response to the COVID-19 crisis, PLA and Microsoft created a new opportunity, the PLA and Microsoft Public WiFi Access Point Micro Grant Program, to provide WiFi access points to rural libraries to extend their signals into public spaces outside the library. Over 200 libraries applied for the



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program, suggesting a strong need. By spring 2021, over 70 individual access point locations were up and running, with dozens more library branches in the process of setting up their signals.

In September 2020, PLA and Microsoft launched a new collaboration, [Skilling for Employment Post COVID-19](#). This initiative will help libraries identify existing and new tools for community members to gain skills for jobs that are well positioned to grow in the future. Nearly 500 people joined the kick-off webinar, [150 Million New Technology-Oriented Jobs and the Skills Needed to Get Them](#). The initiative is promoting free and discounted resources on LinkedIn, GitHub, Microsoft Learn, and other sites. Additionally, partnerships between libraries, workforce development agencies and technology refurbishers in Cleveland (Ohio), El Paso (Texas), Memphis (Tennessee) and New York City are providing in-depth training to individuals impacted by COVID-19 – and giving them free Microsoft Surface tablet computers!

PLA entered into a collaboration with AT&T to improve digital literacy and promote broadband adoption among families and communities, particularly those who are newly connected and struggling with home schooling, employment and other challenges due to the COVID-19 crisis. By September 2021, PLA and AT&T will offer a specially curated collection of digital literacy courses so parents and families can build the skills and confidence they need to help children navigate distance learning and participate effectively and safely in today's digital world. Based on content from PLA's [DigitalLearn.org](#) training site, courses will address critical, basic skills such as searching, navigating a website, using passwords, and avoiding scams. New content will also be developed focusing on using mobile devices and video conferencing. All courses and related classroom training materials will be available in both English and Spanish.

Early Childhood Literacy

PLA updated its [Early Childhood Literacy Activity Calendar](#) for 2021, providing libraries and families with twelve months of learning activities, book lists and nursery rhymes. Based on the core practices of [Every Child Ready to Read @ Your Library](#), PLA's parent-education initiative, the publication emphasizes activities involving reading, writing, singing, talking, playing and counting.

Family Engagement

The term "family engagement" describes a shared responsibility among families, educators and communities to support children's learning and development. PLA's [family engagement](#) experts offered a second sold-out cohort of the [Advancing Family Engagement in Public Libraries](#) professional development series, consisting of eight highly interactive, virtual classroom sessions that explore the PLA family engagement framework.

To further support family engagement, the [Institute of Museum and Library Services](#) (IMLS) awarded PLA and the [National Center for Families Learning](#) (NCFL) a planning grant (September 1, 2020–June 2021) under the National Leadership Grants for Libraries category. This planning grant, ["Exploring a Program Co-Design Approach to Better Serve and Engage Low-income, Latinx Communities,"](#) supports projects that address significant challenges and opportunities facing the library field and have the potential to advance



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theory and practice with new tools, research findings, and models. Throughout 2020-2021, PLA and NCFL conducted surveys, a literature review, and community conversations at pilot libraries to inform the final report, which will be released in September 2021.

Health Literacy, Reference and Programming

PLA completed its third year of the initiative [Promoting Health Communities: Libraries Connecting You to Coverage](#), sponsored by the [Robert Wood Johnson Foundation](#) and [Community Catalyst](#). To date, the project has provided nearly 200 grants to libraries to promote enrollment in the [Affordable Care Act](#) (ACA). PLA's work during the 2020-2021 enrollment period was particularly exciting due to a few factors. In addition to hundreds of libraries receiving ready-made materials to promote the ACA as usual, 18 libraries took the additional steps to become designated as Certified Application Counselor Designated Organizations (CDOs), and then proceeded to certify 48 library staff as Certified Application Counselors (CACs). Many of them also completed cultural competency training, to better serve different segments of their communities. Finally, extension of open ACA enrollment through September 2021 due to COVID helped extend the work of this grant project outside the traditional enrollment period in November and December. In addition, PLA, the National Network of Libraries of Medicine Greater Midwest Region, and the University of Iowa Prevention Research Center (UIPRC) explored how public health and public libraries can collaborate through a literature search, surveys, and focus groups. This work led to a series of webinars and podcasts that kicked off in early 2021.

Leadership

PLA launched a new, online course in early 2021, [Leadership Lab: Embedding EDI in Public Library Leaders](#). Plans for an in-person [Leadership Academy](#) and several [Equity Starts with Us](#) workshops were scuttled by COVID-19. At the same time, skills from both were needed more than ever as library workers navigated growing inequities and shifting demands. Leadership Lab was designed to explore transformational leadership through the lens of the current social crises, emphasizing equity, diversity, inclusion, and social justice (EDISJ) principles and approaches, supplemented by leadership development and asset-based community development tools. Understanding the great demand for this content, PLA is exploring creative options to scale the program in 2022, while hoping to bring back live Leadership Academy and Equity Starts with Us workshops.



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Advocacy & Awareness

PLA was proud to support the efforts of the ALA Public Policy and Advocacy office in successfully advocating for library inclusion in the [American Rescue Plan Act \(ARPA\)](#). Libraries are eligible to receive an allocated portion of recovery funding as part of the \$1.9 trillion American Rescue Plan Act passed by Congress on March 10, 2021. The package includes \$200 million for the Institute of Museum and Library Services (IMLS), the largest single investment in the agency's 25-year history, providing emergency funding for budgetary expenses brought on by the COVID-19 pandemic. The package also includes billions of dollars in academic, public and school library-eligible programs, including the [Emergency Education Connectivity Fund](#) (ECF) through the federal E-rate program. The ECF will provide more than \$7 billion in funding for public and tribal libraries and K12 schools to bridge connectivity gaps for millions of Americans lacking home internet access and technology devices.

A joint PLA and PPA task force also concluded its work promoting the [2020 Census](#). Members of the 2020 Census Library Outreach and Education Task Force developed and reviewed diverse resources, including the Libraries' Guide to the 2020 Census; provided training via webinars and conference programs; and helped to select mini-grant recipients to boost awareness and support to improve participation among hard-to-count communities in the 2020 Census. Data collection ended in October 2020.

Public libraries were well represented in the national media, through interviews with PLA member-leaders in media outlets ranging from the [Washington Post](#) to the [New York Times](#) to [Governing Magazine](#).

I Love My Librarian Award Winners

In December, ALA announced the recipients of the '[I Love My Librarian](#)' Award for 2020. This prestigious award is presented annually to ten librarians from academic, public and school libraries who were nominated by patrons nationwide for their profound impact on the lives of families, students, teachers and information-seekers in their communities. ALA has received more than 20,000 nominations since the award's inception, but only 130 librarians have received this distinguished honor. For 2019, the following three public librarians were selected: **Jayanti Addleman**, director of library services at Hayward (Calif.) Public Library; **Adilene Estrada-Huerta**, bilingual outreach youth services librarian at Sacramento (Calif.) Public Library; and **Elizabeth Moreau Nicolai**, youth services coordinator at Anchorage (Alaska) Public Library

Census Data Literacy Initiative

The Census Data Literacy project is an initiative of PLA in partnership with ALA's [Public Policy and Advocacy Office](#). It aims to build data literacy skills among library staff to enhance their services, programs, and initiatives with the overall goal of promoting awareness and use of Census data in their communities. In 2021, this [initiative](#) will include six free webinars and complementary online resources. This effort builds on and continues engagement with the U.S. Census Bureau and other stakeholders begun in 2019 to strengthen



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the visibility of public libraries' civic engagement work and expand resources available to public library staff to engage patrons and use data to better understand and meet the needs of diverse communities.

Performance Measurement and Benchmark Briefs

To support the public library field's peer benchmarking needs, PLA has invested in research to identify ways to better communicate and display key metrics related to internal decision-making, resulting in a suite of [Benchmark Briefs](#). These metrics, reported annually by the Institute of Museum and Library Services (IMLS), are freely and publicly available, but the data are not typically utilized to their full potential. Key measures include expenditures, staff, collections, and programs. The Benchmark Briefings are a first step in PLA's work to support greater adoption and understanding of this annual data set.

Public Library Technology Survey

U.S. public libraries serve as a digital equity hub in communities of all sizes, with roughly 17,000 locations managed by more than 9,000 administrative entities. In Fall 2020, PLA fielded the 2020 Public Library Technology Survey to a national sample of public library directors at the administrative entity level. The results, to be published in July 2021, are the most recent and representative data related to about public access technology infrastructure, technology-related programming, and technology-related funding streams at U.S. public libraries.

Equity, Diversity, Inclusion & Social Justice

Call to Action

Recognizing and supporting [ALA's statement condemning violence against BIPOC, protesters and journalists](#), and ALA's statement [acknowledging ALA's role](#) in perpetuating structural racism, PLA issued a [call to action](#) to public library workers to commit to structural change and to taking action to end systemic racism and injustice. PLA applauds the creation of a working group to create recommendations on restorative justice practices and the use/presence of police in libraries. As an immediate follow-up activity, a series of Twitter chats were held on July 1, August 5, and September 2, on topics such as recruiting a diverse workforce, partnerships that center equity in services, and health disparities. PLA gained more than 500 new followers, and the top Tweets from each session had over 6,000 impressions.

The pandemic forced a pause to PLA's key EDISJ initiatives: Equity Starts with Us and the Inclusive Internship Initiative. PLA quickly pivoted to offer the Leadership Lab as an online series, see above.

At the June 2020 Annual Conference, PLA organized and hosted a [live chat session](#), Racial Equity in Library Institutions, in response to calls for racial justice.



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Conferences and Professional Development

In the absence of regional events, PLA upped its [online presence](#) this year. Nine webinars over the course of the year reached over 1200 participants. An additional 40 free webinars attracted over 6000 participants.

PLA solicits topics and speakers from the membership through two annual “calls for proposals,” and mines the expertise of PLA committees and task forces for topics. Webinars are offered both for free and with modest registration costs, and they are available on demand via the PLA web site after presentation.

Public library interests were well represented at the [2020 ALA Virtual Event and Exhibit](#) through four programs organized by PLA. Fourteen programs supported by PLA will be presented at the [2021 Virtual Annual Conference](#).

Publications and Media

PLA works hard to cover concepts in its publications that align with the organization’s strategic goals of Organizational Excellence; Leadership; Advocacy & Awareness; Transformation; and Equity, Diversity, Inclusion and Social Justice.

Public Libraries Magazine, Website and Podcasts

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

In 2020-2021, In an effort 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 or will be (Sept/Oct, May/June, and July/August). In 2020 we saw a cost savings of nearly \$28,000 and in FY 2021 we will see a cost savings of approximately \$54,000 as a result of moving to digital for those issues.

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



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Issue	Theme
May/June 2020	Design-Thinking
July/August 2020	Library as Third Place
September/October 2020	Civic Engagement
November/December 2020	Psychological Well-Being Staff and Patrons
January/February 2021	COVID-19 and Public Libraries
March/April 2021	Library Funding
May/June 2021	Partnerships

Two feature articles were chosen to receive the Public Libraries Advisory Committee's Feature Article Award for the 2020 Volume Year: [Define & Design: The Bookstore Model of Customer Service](#) and [Learning from our Statistics](#).

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 and averages approximately 8,000-10,000 views per week. PLOnline continue to offer COVID-19 related articles among other important topics, including [Gaining Patron Cooperation on Mask-Wearing](#), and [Helping a Community Coping with Loss and Grief](#). 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 49 podcasts. From June 4, 2020, to June 4, 2021 FYI podcasts had 9,805 individual plays. Since beginning the podcast, there have been over 55,000 individual plays. There are nearly 70,000 subscriptions via RSS and other apps

PLA Publications

PLA released [Pivoting during the Pandemic: Ideas for Serving Your Community Anytime, Anywhere](#). This book, co-authored by Kathleen M. Hughes and Jamie Santoro offers real-life examples of what it means to be a 24/7 library, sharing how several libraries transitioned to virtual and socially distanced services during the pandemic.

In October 2020, PLA introduced its new Learning Tapas as a free member benefit with two short videos and guidebooks on [Effective Networking Skills](#) and [Finding a Mentor or a Coach](#).



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Looking Ahead

PLA is looking ahead with optimism as we determine which “new normal” approaches to our work to retain while planning for a successful [2022 Conference](#) in Portland, Oregon.

Melanie Huggins will assume the PLA Presidency on July 1, 2021. Later in the summer, PLA will publish a comprehensive Strategic Planning toolkit for public libraries.

On the advocacy front, PLA continues work with the ALA Public Policy & Advocacy office to include public libraries as part of federal infrastructure conversations. The Build America’s Libraries Act would provide \$5 billion to repair, modernize, and construct library facilities in underserved and marginalized communities. It would fund upgrades to the nation's library infrastructure to address challenges such as natural disasters, COVID-19, broadband capacity, environmental hazards, and accessibility barriers. PLA members can learn more and join this campaign at www.ala.org/advocacy/buildlibraries.

TO: PLA Board of Directors
RE: PLA Initiatives Report
DATE: June 11, 2021

ACTION REQUESTED/INFORMATION/REPORT: Information

ACTION REQUESTED BY: N/A

DRAFT OF MOTION: N/A

IMLS LATINX FAMILY ENGAGEMENT GRANT

Submitted by Scott Allen, Deputy Director

PLA was awarded \$99,948 under the IMLS National Leadership Planning Grant: Community Catalyst category for a September 2020-August 2021 project, entitled “Exploring a program co-design approach to better serve and engage low-income, Latinx communities. PLA has completed a membership survey, literature review, and collection of examples from some library systems and partner organizations. The focus groups that will be held by three libraries of different sizes (the Dallas (TX) Public Library, Arapahoe Libraries in Sheridan, CO, and the Forest Grove (OR) City Library) are behind schedule due to delays by PLA staff but will hopefully happen over the summer. The project will produce a white paper and toolkit by end of summer 2021.

MICROSOFT COLLABORATIONS

Submitted by Scott Allen, Deputy Director

Microsoft has provided PLA with about \$600,000 in grant funds to support three initiatives. The first projects provided 20 rural libraries with 158 hotspot devices; 23 rural library branches with 156 desktop and laptop computers; and 71 rural library branches (to date) with wifi extenders to push signals outside their buildings. The current collaboration, Skilling for Employment Post COVID-19, is promoting free and discounted resources on LinkedIn, GitHub, and Microsoft Learn to help community members gain skills for jobs that are well positioned to grow in the future. The project includes webinars, regular communication to PLA members, and grants of \$20,000 and 100 table computers each to four large urban libraries (Cleveland, New York, Detroit, and El Paso).

AT&T DIGITAL LITERACY COLLABORATION

Submitted by Scott Allen, Deputy Director

In April 2021, PLA entered into a partnership with AT&T to improve digital literacy and promote broadband adoption among families and communities, particularly those who are newly connected and struggling with home schooling, employment and other challenges due to the COVID-19 crisis. AT&T provided PLA with a grant of about \$460,000. PLA and AT&T will offer a specially curated collection of DigitalLearn courses so parents and families can build the skills and confidence they need to help children navigate distance learning and participate effectively and safely in today’s digital world. PLA will

also update classroom training materials from DigitalLearn so that AT&T employee volunteers can teach families in their communities. Later in the project, mini-grants will go to public libraries to support digital literacy training activity.

EDISJ ACTIVITY

Submitted by Scott Allen, Deputy Director

The Committee on Equity, Diversity, Inclusion and Social Justice (EDISJ) collaborated with the Leadership Development Committee to plan the virtual classroom series, PLA Leadership Lab: Embedding EDI in Library Leaders (reported on separately). The committee continued to submit its regular column for Public Libraries magazine and met monthly to help determine its priorities for 2021 and, more importantly, position new, incoming members of the Committee to be successful in July 2021. Some committee members also participate on the *Building Cultural Proficiencies for Racial Equity* joint project involving PLA, the Association of College and Research Libraries (ACRL); ALA's Office for Diversity, Literacy and Outreach Services (ODLOS); and the Association of Research Libraries (ARL). The draft of the framework from that project is expected to be circulated in August 2021 for comment. Finally, PLA consultant and speaker Mia Henry released an online version of her equity and social justice training in early 2021, and PLA is holding discussions with her about creating a public library track or specific content, which PLA would co-develop and generate revenue from.

LIBRARIES CONNECTING YOU TO COVERAGE

Submitted by Symone Villaseñor, Project Manager

For the third year in a row, PLA was awarded funding from Community Catalyst (sourced from the Robert Wood Johnson Foundation) for health insurance enrollment. This funding amounted to \$107,910 to promote health insurance outreach and enrollment through the [Affordable Care Act](#) (ACA).

New to the initiative, this year PLA's [Libraries Connecting You to Coverage](#) initiative offered a series of sub-contracts of up to \$2,000 to support up to 23 U.S. public libraries to become [Certified Application Counselor Designated Organizations](#) (CDOs), which can certify staff and volunteers as [Certified Application Counselors](#) ahead of the Open Enrollment period of the ACA. 18 of our subcontractor libraries became CDOs and certified over 48 CACs collectively! Awardees received training and support to assist patrons with enrolling in health insurance plans, to disseminate information, to learn from their peers, and to partner with community health groups to make a positive impact on their community's health. This information was given to subcontractors via two webinars facilitated by one of our partners in this work, the [Young Invincibles](#). During the open enrollment period of November 1, 2020- December 16, 2020, PLAs subcontractors assisted over 200 patrons with health insurance information and enrolled over 61 community members in an ACA plan through [healthcare.gov](#)!

As a part of this project, PLA and its subcontractors disseminated health insurance information through social media channels, targeted e-blasts, monthly e-news, PLA's [Libraries Connecting You to Coverage](#) webpage, and *Public Libraries* publication. Additionally, PLA was able to utilize ALA social media,

targeted e-blasts, banners on ala.org, and ads in *American Libraires* publication. These outreach strategies were extended to include special enrollment periods, [Medicaid](#), digital literacy as it relates to health information, as well as the [COVID-19 Special Enrollment Period](#) that does not end until August 15, 2021. [Messaging and templates](#) were provided to all project subcontractors as well as the public to support communities and help folks familiarize themselves with reliable health resources.

ADVANCING FAMILY ENGAGEMENT IN LIBRARIES SERIES

Submitted by Symone Villaseñor, Project Manager

PLA rolled out its first ever virtual classroom series, [Advancing Family Engagement in Libraries](#), in April 2020. Cohort 1 consisted of 30 public libraries (60 participants) who participated in 8 live and highly interactive sessions which always included breakout room sessions in which participants shared, discussed, and brainstormed together. These breakout rooms continue to be highly valuable to our current cohort 2, another 60 participants from 29 libraries. While participants from cohort 1 were offered a closed ALA Connect Community to engage with each other beyond the hour-long sessions as well as a platform to store all series documents, this community was removed for cohorts 2-3. To date, participants engage via shared and ongoing Google documents and program materials are stored on a password protected site. Evaluations for both cohorts indicate that registrants are most interested in breakout room discussions, example programs, and practical and tangible how to's for their programs and services. Sessions are based upon PLAs family engagement (FE) framework and [the Ideabook](#) and are taught almost exclusively by PLAs FE task force volunteers.

Currently, PLA staff are engaging with FE task force members and other series facilitators to plan for cohort 3 and beyond. This includes a thorough review of all materials, recordings, evals, etc. by PLA staff. After an initial review by PLA and the task force, all parties will participate in a two-hour long content review session to finalize cohort 3 (September 14, 2021- March 22, 2022) and discuss plans for 2022 and beyond.

STRATEGIC PLANNING TRAINING/SUPPORT

Submitted by Symone Villaseñor, Project Manager

In the fourth quarter of 2019, PLA staff began working with Joy Fuller, an independent consultant who is no stranger to libraries or PLA. Joy has been contracted to develop a new strategic planning publication for PLA and its members. The publication will focus on the following content areas: preparing for strategic planning, assessing your library's current state, developing the strategic plan, implementing and measuring a strategic plan, and communications and change management as it relates to strategic planning. This workbook will integrate ALA and PLA resources including the Theory of Change, Libraries Transforming Communities' Community Conversation Workbook, and Project Outcome materials. All four chapters of the publication and supporting worksheets are complete and currently being designed by ALA's inhouse production services team. The publication is expected to be fully designed and

proofread by the beginning of July 2021! During the summer and early fall, PLA will market the publication extensively to members and non-members alike.

SOCIAL WORK TASK FORCE

Submitted by Kathleen Hughes, Manager Publications

The Social Work Task Force continues its work. This year the group continued working on a new book, loosely titled *The Scenarios Workbook*, which will allow readers to work through various scenarios using social worker tried and tested techniques. The book is planned to be released in early Fall. In addition to writing this book, the group is beginning to plan for CE on the topic. They are also working on a one-pager to address questions about the library social worker position; facilitating conversation in the PLA Social Work Interest Group; and writing a regular column for *Public Libraries Online*.

MEAC

Submitted by Sara Goek, Program Manager

The Measurement, Evaluation, and Assessment Committee (MEAC) has been very active and engaged in a number of new initiatives, all of which aim to help libraries better understand and use data and to help PLA/ALA use data for advocacy. Each primary initiative is outlined briefly below.

Technology Access Survey: When MEAC and PLA decided to retire PLDS, a decision was also made to shift from a broad annual survey where there was significant overlap with other data collection efforts to a series of topical surveys that would bring new data to the field. The first of these topical surveys is the technology access survey, which PLA contracted with the American Institutes of Research (AIR) to administer in fall 2020 to collect data from a nationally representative sample. The survey asks libraries about public access technology, technology infrastructure, digital literacy and training, and staff support and budgets for technology. A summary of the results will be available in July 2021, and the data will be incorporated into the new benchmark tool (detailed below).

The Benchmark Briefings launched in February 2021. They are a series of infographics that help library staff develop a deeper level of understanding of their peer groups and how they compare to these peers, based on IMLS's Public Libraries Survey (PLS) annual data. They provide an accessible way for libraries to benchmark themselves and learn more about library data in the process. The infographics are available as PDFs on the PLA website. They are also being highlighted in a News You Can Use session at ALA Annual Conference in June 2021.

Benchmark: Library Metrics & Trends: Both the technology access survey and the benchmark briefings will prime library staff for a new, interactive tool. The Benchmark tool will have two main functions: 1) survey administration and data collection for annual library surveys, and 2) data access and visualization via a subscription platform where libraries can see their own data and compare themselves to their peers. The data dashboards and comparison tools will be robust, interactive, and user-friendly. This new

product reflects the feedback provided to PLA from user research conducted by PLA and MEAC in the process of sunsetting the PLDS.

Development work to date – with Proximo, the contracted developers – has focused on identifying the data that will be in the system, organizing it, creating charts and visuals, and outlining how users will navigate the tool. The anticipated launch date is September 2021. In addition to the data dashboards, MEAC is also working on two new topical surveys, the first of which will be administered in fall 2021.

PROJECT OUTCOME

Submitted by Sara Goek, Program Manager

Project Outcome continues to see user growth and engagement. 631 new users have signed up since January 1, 2021. In that time period, 260 libraries in the US have collected 5,906 responses to 2,962 surveys. The PLA and ACRL Project Outcome team have worked together to maximize impact and share updates with users. In March, PLA and ACRL hosted a joint webinar to introduce new users to Project Outcome. More than 500 people registered, and the recording has been watched an additional 266 times. The next webinar is scheduled for August 10 and PLA and ACRL have secured sponsorship from OverDrive Professional. Sponsored webinars are a new form of revenue we are exploring.

In addition, two new resources have been added in consultation with MEAC members: “Setting Goals for Outcome Measurement” and “Impact Measurement Beyond Outcomes.” Two new case studies are in progress, and work is ongoing to update the online tutorials that help users navigate the system.

CENSUS DATA LITERACY PROJECT

Submitted by Sara Goek, Program Manager

The Census Data Literacy project is an initiative of PLA in partnership with ALA’s Public Policy and Advocacy Office. It aims to build data literacy skills among library staff to enhance their services, programs, and initiatives with the overall goal of promoting awareness and use of Census data in their communities. In 2021, this initiative will include six free webinars and complementary online resources. The first resource, “Census Data Literacy: Resource Guide,” was released in March, and outlines the types of data available from the U.S. Census Bureau, why the data matters for libraries and communities, tools to use to find data, and how to learn more. The first webinar in the series, “Data that Counts: An Introduction to Census Data for Public Libraries” (April 6), had 1,449 registrants and 714 live participants. The second webinar in the series, “Building Business Know-How through Data Literacy,” will be held on June 16.

TO: PLA Board of Directors
RE: PLA Operations Report
DATE: June 11, 2021

ACTION REQUESTED/INFORMATION/REPORT: Information

ACTION REQUESTED BY: N/A

DRAFT OF MOTION: N/A

FUNDRAISING

Submitted by Scott Allen, Deputy Director

PLA continues to receive a significant amount of funding through **grants**. PLA ended FY19 with 8 grants totaling \$872,631 and ended FY20 with 5 grants totaling \$495,740. For FY21 to date, PLA confirmed 4 new grants totaling \$761,310. These include an Institute of Museum & Library Services (IMLS) grant of \$99,948 for a Latinx family engagement project; a \$100,000 grant from Microsoft to promote digital skilling programs; a \$100,000 funds transfer from the ALA Public Policy and Advocacy Office from a Facebook grant to do census data literacy education; and a \$461,362 grant from AT&T to revise DigitalLearn materials and create an AT&T branded DigitalLearn site. In the final quarter of FY21, PLA still has potential to confirm an additional \$150-200,000 from AT&T for specific work on digital citizenship and a renewal of the health insurance promotion grant, likely around \$110,000. Discussions are ongoing with Microsoft (for continued funding), IBM and Comcast.

For **individual giving**, PLA has chosen not to actively solicit donations, so most gifts are small and received along with membership renewals. To date in FY21, PLA has received 52 donations totaling \$2,120. However, PLA was surprised in February 2021 when the ALA Development Office sent a report from Benevity (a platform used by corporations to enable employee engagement and donations) showing about 50 individual donations from Microsoft employees to ALA from September 2020. PLA urged Development to catch up on reporting and by late April 2021, PLA staff analyzed reports to determine that ALA had received \$65,591 in donations and corporate matches from at least 1,221 unique donors, during the period of June 2020 to January 2021, with all but \$470 directed specifically to PLA.

COMMUNICATIONS

Submitted by Scott Allen, Deputy Director

In 2020, PLA issued 35 member news releases. To date in 2021, PLA has issued 11 member news releases, covering the new Benchmark Briefings and Census data literacy projects, election and Executive Director search results, new projects with AT&T and Microsoft, and the Build America's Libraries Act. We continue to send e-news near the end of each month, and facilitate connections between the ALA Communications and Marketing Office and PLA leadership for media interviews, which have been less frequent than during the height of the COVID-19 pandemic. PLA contributed to the State of America's Libraries report, however it did not highlight much of what PLA submitted due to a change in format (which organized the report topically and not by library type).

STAFFING

Submitted by Scott Allen, Deputy Director

As of June 2021, PLA's organizational chart includes 19 positions and two consultants. Of the 19 positions, the equivalent of 8 FTEs are supported by general PLA funds and 11 FTEs are supported by grant funds. Of the 19 positions, 11 are filled as of June 2021, due to open positions and family and medical leaves.

MEMBERSHIP

Submitted by Scott Allen, Deputy Director

The Membership Advisory Group continues to contact new members monthly to welcome them to PLA and promote upcoming events. They have planned and will execute a New Member Virtual Happy Hour on June 25, 2021, inviting members who joined PLA for the first time within the last three years. In terms of membership numbers, data for the first 5 months of recent fiscal years is below. PLA is running 200-500 members below the last Conference year (FY19), although we do not think we are seeing the 30% drop predicted and budgeted for by all of ALA. The loss and retention rates for FY21 are not out of line with previous years.

Total Members

Month	FY21	FY20	FY19	FY18
September	9162	8261	9341	7975
October	9079	8726	9328	8199
November	9003	9098	9260	8459
December	8823	9630	9178	8689
January	8489	9843	8977	9523

Loss and Retention Rates

	FY21 To date	FY20	FY19	FY18	FY17	FY16
Average Monthly Loss Rate	29.2%	28.5%	35%	25.9%	31.9%	22.9%
Average Monthly Retention Rate	70.8%	71.5%	65%	74.1%	68.1%	77.1%

TECHNOLOGY

Submitted by Steven Hofmann, Manager, Web Communications

Airtable Task Management Solution

PLA staff continues to expand its use of Airtable, a cloud-based collaboration platform. We began using it back in 2019 to management tasks related to the planning, production, and promotion of webinars.

We're now using Airtable to manage diverse projects such as the recent Leadership Lab, the 2021 Inclusive Internship Initiative, Public Libraries magazine subscriptions, PLA 2022 Conference planning, and marketing/communications tasks across all projects and initiatives. The most recent call for PLA webinar proposals is the first managed entirely in Airtable, including the scoring process by members of the PLA Continuing Education Advisory Committee.

PLA 2022 Conference

Development of the full conference website is currently in progress, with a tentative launch date of August 18, 2021. The conference website is once again being developed by eShow. PLA is currently reviewing replacement platforms for both the PLA 2022 mobile app and virtual conference.

ALA Store and eLearning Site

Due to a change of fulfillment vendor, which will result in eLearning products no longer being sold and fulfilled through the current ALA Store, ALA has prioritized development of a new, centralized eLearning site to sell all eLearning products. Tentative launch date for this new eLearning site is August 9, 2021. However, current eLearning products (for PLA, these are primarily on-demand webinars) will be removed from the ALA Store as of June 21, 2021.

PUBLICATIONS

Submitted by Kathleen Hughes, Manager, Publications

Public Libraries Magazine is published bimonthly and sent to nearly 9,500 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 or will be (Sept/Oct, May/June, and July/August). In 2020 we saw a cost savings of nearly \$28,000 and in FY 2021 we will see a cost savings of approximately \$54,000 as a result of moving to digital for those issues.

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

Issue	Theme
May/June 2020	Design-Thinking
July/August 2020	Library as Third Place
September/October 2020	Civic Engagement
November/December 2020	Psychological Well-Being Staff and Patrons
January/February 2021	COVID-19 and Public Libraries
March/April 2021	Library Funding
May/June 2021	Partnerships

Two feature articles were chosen to receive the Public Libraries Advisory Committee's Feature Article Award for the 2020 Volume Year: [Define & Design: The Bookstore Model of Customer Service](#) and [Learning from our Statistics](#).

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 and averages approximately 8,000-10,000 views per week. PLOnline continue to offer COVID-19 related articles among other important topics, including [Gaining Patron Cooperation on Mask-Wearing](#), and [Helping a Community Coping with Loss and Grief](#). In 2016, PLA started [FYI: The Public Libraries Podcast](#) as another way to explore a variety of library-world topics in-depth. To date, To date we have recorded 49 podcasts. From June 4, 2020 to June 4, 2021 FYI podcasts had 9,805 individual plays. Since beginning the podcast, there have been over 55,000 individual plays. There are nearly 70,000 subscriptions via RSS and other apps.

Products + Publications

This year PLA released two publications:

Pivoting During the Pandemic

Offering real-life examples of what it means to be a 24/7 library, this collection from the Public Library Association (PLA) and ALA Editions shares how several libraries transitioned to virtual and socially-distanced services. No matter your library's current situation or outlook for the future, you'll be inspired to adapt their ideas to suit the needs of your own organization. Among the initiatives and topics explored are

- homebound delivery;
- citizen science programs;
- virtual reference advice;
- services to small businesses;
- remote readers' advisory and book chats;
- early literacy storytimes;
- health services outreach;
- tech guidance for patrons;
- wifi hotspot lending; and
- tips for social media and marketing.

See more information here: [Pivoting during the Pandemic: Ideas for Serving Your Community Anytime, Anywhere](#)

2021 Early Literacy Tips Calendar

Based on the 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 the library's logo and contact information. See more information here:

<https://www.alastore.ala.org/PLA2021calendar>.

ADVOCACY & STRATEGIC PARTNERSHIPS

Submitted by Larra Clark, Deputy Director

With increased demands and opportunities for libraries at the federal level in 2020-2021, the Advocacy and Strategic Partnerships Committee has focused more of its time on information sharing and legislative advocacy related to the [American Recovery Plan Act](#) (ARPA) and the [Build America's Libraries Act](#) in the past year. ARPA library advocacy resulted in unprecedented funding for IMLS, as well as \$7.17 billion for the Emergency Connectivity Fund through the Federal Communications Commission. The Build Libraries effort would provide a one-time federal investment of \$5 billion for library infrastructure, and advocacy is continuing through the summer of 2021.

Members have reached out to federal representatives, particularly those in leadership on key committees; assisted in drafting and placing op-eds; and provided library examples for advocacy campaigns in coordination with the ALA Public Policy & Advocacy office. Strategic partnership outreach has been disrupted during the pandemic, but key issue areas identified for advocacy and partnerships focus include digital equity, economic recovery and resilience (including workforce and career services), and collaborations with K12 schools to address learning loss related to the pandemic. City and county associations like the National League of Cities and National Association of Counties continue to be top partnership priorities.

CONTINUING EDUCATION/PROFESSIONAL DEVELOPMENT INITIATIVES

Submitted by Angela Maycock, Manager of Continuing Education

PLA AT ALA ANNUAL CONFERENCE

PLA will offer the following slate of educational sessions – one live and thirteen on-demand programs, three on-demand News You Can Use sessions, and two live Discussion Groups – during the ALA 2021 Annual Virtual Conference:

Educational Programs

- [Brave Conversations: Kids' Club for Social Justice](#) (Friday, June 25, 11:15 AM–12:15 PM Central)
- [Books, Bytes, and Ballots: Assisting voters and elections officials during a pandemic](#) (On Demand)
- [Bringing Instructional Design to Public Libraries: Shifting Your Staff's Competence from PPT Webinars to Learning Experiences](#) (On Demand)
- [Building A Pipeline of Community Connection: Findings from Denver Public Library's 2019 IMLS Grant to Advance Workplace Equity and Inclusion](#) (On Demand)
- [Changing the Narrative: Reconciliation Work in Public Libraries](#) (On Demand)
- [Coping With Compassion Fatigue](#) (On Demand)
- [Food Access and Literacy in the Public Library: Leveraging Community Partnerships](#) (On Demand)
- [Going Forward from the Pandemic: Libraries as Entrepreneurial Hubs](#) (On Demand)
- [Hostile Funding! Building a Budget Negotiation Plan that Wins Over Hostile Funders](#) (On Demand)
- [Know, Partner, Lead: Co-designing New Directions for Family Engagement in Public Libraries](#) (On Demand)
- [Leading with an Identity Conscious Mindset](#) (On Demand)
- [Navigating Patron Privacy Concerns in the Digital Age](#) (On Demand)
- [Next Chapter: One library's journey to help reduce recidivism in their community](#) (On Demand)
- [We Survived: Continuing Library Services and Boosting Staff and Community Morale and Wellness During Crisis](#) (On Demand)

News You Can Use Sessions

- [OCLC Research Update: Convening, Understanding, and Sharing](#) (On Demand)
- [How PLA and Libraries Promote Upskilling and Workforce Development](#) (On Demand)
- [Tools for Making Data Analysis and Benchmarking a Breeze](#) (On Demand)

Discussion Groups

- [REALM Discussion Panel on Museum and Public Library Partnerships](#) (Thursday, June 24, 11:00 AM–12:00 PM Central)
- [PLA Legal Issues in Public Libraries Discussion Forum](#) (Thursday, June 24, 12:15 PM–1:15 PM Central)

PLA ONLINE LEARNING

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

Date	Title	Registration	Attendance
5/11/2021	Leadership during COVID-19: Pivoting from Reactive Survival to Proactive Planning for the Future	190	203
4/28/2021	Reimagining School Partnership Programs during the Pandemic	195	220
2/10/2021	The Ezra Jack Keats Award: 35 Years of Making a Difference in Diverse Picture Books	132	131
1/13/2021	Orientation to Library Simplified: The Library-Driven Platform	88	81

These four paid webinars generated over \$18,000 in total revenue, with roughly \$8,000 coming from individual registrations and over \$10,000 from group registrations.

PLA also offered the following free webinars:

Date	Title	Registration	Attendance
6/3/2021	Re-Weaving the Culture through Inclusive Norms in the Public Library	1500	663
6/1/2021	Affecting Change in a Middle Management Role	1165	504
5/18/2021	Understanding the Role of Public Library Directors	1027	522
4/6/2021	Data that Counts: An Introduction to Census Data for Public Libraries	1449	714
2/8/2021	Statewide Access to LinkedIn Learning for Library	50	42

In addition, PLA offered 3 live webinars for public librarians across the state of California, funded by their California Libraries Learn (CALL) grant, bringing in \$24,000 in revenue. These webinars were “encore presentations” of the following past PLA webinars:

- Intentional Inclusion: Disrupting Middle Class Bias (March 30, 2021)
- Training Staff to Serve Patrons Experiencing Homelessness in the Suburbs (February 18, 2021)
- Transition Planned In-Person Adult Programs to a Virtual Environment (January 21, 2021)

PLA’s biannual call for webinar proposals closed May 31, with 44 proposals received. PLA’s Continuing Education Advisory Board is currently completing its review and accepted proposals will be scheduled as webinars for September 2021 – February 2022.

PLA LEADERSHIP LAB

“PLA Leadership Lab: Embedding EDI in Library Leaders” was offered February 3 – March 24, 2021. This workshop, consisting of six live virtual classroom sessions, explored transformational leadership through the lens of current social crises, emphasizing equity, diversity, inclusion, and social justice (EDISJ) principles and approaches, supplemented by leadership development and asset-based community development tools. Registration for the workshop sold out in two weeks.

Participants were asked to complete work in advance of virtual sessions. Each 90-minute live session included presentations from facilitators, moderated small group breakout work, and question and

answer periods. Facilitators from the PLA Leadership Academy, PLA EDISJ Task Force, PLA Leadership Development Committee, and DePaul University's ABCD Institute shared their expertise and engaged learners in challenging approaches to leadership, community partnerships, and systemic racism.

PLA surveyed attendees after each live session and at the conclusion of the workshop. Positive feedback focused on the quality of presenters, resources (particularly ABCD), and opportunities for peer discussion. Constructive feedback focused on the need for clearer expectations and better moderation of small groups, more integration of homework with live sessions, and desire for more discussion with presenters and opportunities to connect with small groups outside of live sessions.

Overall, only 62% of survey respondents said they would recommend the Leadership Lab to a colleague, indicating significant room for improvement before PLA would offer this in the future. Staff are currently evaluating options for a next iteration of the Leadership Lab, including the possibility of developing it into an asynchronous online course, and will report back to the Board with recommendations.

PLA 2022 CONFERENCE PROGRAMMING

The PLA 2022 Conference [call for proposals](#) opened on May 13, with a deadline of June 21, 2021. This window, which will be open for 6 weeks, is shorter than recent conference years; the call for proposals was open for 8 weeks for PLA 2020 and 10 weeks for PLA 2018. Roughly 60-70% of PLA Conference proposals are submitted in the final week before the deadline.

While some aspects of the conference may be different due to safety and health protocols, providing high-quality programming remains our top priority. We are seeking proposals for educational sessions that reflect the innovation, creativity, adaptability, and diversity we have seen emerge from the public library field this past year.

The PLA 2022 Conference Program Subcommittee will review proposals in July and make selection decisions in August, with notifications expected to be sent in early September. PLA intends to offer a robust slate of programming, with over 100 programs and preconferences available to attendees in Portland and via the Virtual Conference.

PLA offered submitters the option to select whether they prefer to present in person in Portland, prefer to present virtually, or are open to either option. Of the 60 PLA 2022 proposals submitted or in progress at the time of this writing (June 7), 37 prefer to present in person; 22 are open to presenting in person or virtually; and only 1 prefers to present virtually.

TO: PLA Board of Directors
FROM: Melissa Faubel Johnson, CMP
Conference Manager
RE: PLA 2022 Conference Update
DATE: June 9, 2021

ACTION REQUESTED/INFORMATION/REPORT: Report

OVERVIEW

Plans for the PLA 2022 Conference in Portland, Oregon - March 23-25, 2022, are in progress. PLA staff are moving forward with a live, in-person event, along with an expanded virtual conference. The conference (teaser) website is live at www.placonference.org and includes general information on the conference schedule, program proposals, registration and exhibits. The official conference website will launch in September.

CONFERENCE SCHEDULE

Tuesday, March 22

7:30am – 5:00pm	Registration Open
9:00am – 5:00pm	Preconferences

Wednesday, March 23

7:30am – 6:00pm	Registration Open
8:30am – 10:00am	Opening Session
10:15am – 11:15am	Programs
11:30am – 12:30pm	Programs
12:30pm – 1:45pm	Lunch Break
2:00pm – 3:00pm	Programs
3:00pm – 6:00pm	Exhibits Opening Reception

Thursday, March 24

7:30am – 5:30pm	Registration Open
8:00am – 9:00am	BIG IDEAS
9:00am – 5:00pm	Exhibits Open
9:00am – 10am	Exhibits Coffee Break
10:15am – 11:15am	Programs
11:30am – 12:30pm	Programs
12:30 – 1:45pm	Author Lunches
2:00pm – 3:00pm	Programs
3:00pm – 4:00pm	Exhibits Coffee Break
4:00pm – 5:00pm	Programs
5:30pm – 6:30pm	Audio Publisher's Association Panel

6:00pm – 7:30pm All Conference Reception

Friday, March 25

7:30am – 4:00pm	Registration Open
8:00am – 9:00am	BIG IDEAS
9:00am – 2:00pm	Exhibits Open
9:00am – 10:00am	Exhibits Coffee Break
10:15am – 11:15am	Programs
11:30am – 12:30pm	Programs
12:30pm – 1:45pm	Author Lunches
1:30pm – 2:00pm	Exhibit Closing Reception
2:15pm – 3:15pm	Programs
3:30pm – 4:30pm	Programs
5:00pm – 6:00pm	Closing Session

CONFERENCE PROGRAMMING

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REGISTRATION & HOUSING

Registration and housing for the PLA 2022 Conference will open in mid-September.

EXHIBITS

During the PLA 2020 Conference in Nashville, 164 exhibitors reserved a total of 505 booths for the 2022 Conference in Portland. Under normal circumstances, vendors would have been required to

secure their booth space with a deposit payment in 2020. The PLA exhibit management team at Corcoran Expositions is working to secure booth deposits with a deadline of June 30. At that time, we will have a better understanding of how many exhibitors plan to exhibit at the conference.

FUNDRAISING/SCHOLARSHIPS

The PLA Fiscal Officer, along with other member-leaders, are interested in raising scholarship funds. Research and outreach will occur over the summer, with the goal of launching the fundraising campaign in September. All funds raised will be restricted to this use and spent within FY22.

TO: PLA Board of Directors
RE: ALA Code of Conduct Revision
DATE: June 7, 2021

ACTION REQUESTED/INFORMATION/REPORT:

Action Requested

ACTION REQUESTED BY:

David Sheffieck, ALA Community Engagement Manager

DRAFT OF MOTION: It is hereby resolved that:

- 1) the PLA Board of Directors supports the proposed revisions to the Online Code of Conduct

The Online Code of Conduct will apply to ALA Connect, blogs and websites, social media, and other channels across ALA, including those managed by Divisions and Round Tables. It will replace all existing codes/guidelines for all online channels. At Annual 2021, we expect Council to approve the creation of a standing Code of Conduct Committee, which will be charged with administering and applying the Code going forward. This committee will update the Code annually, allowing opportunity for community input.

The timeline and next steps for this process include:

- During Annual Conference: Executive Board votes on Code; ALA Council votes on Committee
- July-September: staff update online channels and processes to implement, including across PLA channels

ALA Online Code of Conduct – Draft

Statement of Intent

The American Library Association (ALA) is committed to an open, inclusive, and collaborative environment. ALA members do not tolerate harassment in any form. We are colleagues and we treat each other with respect.

The Online Code of Conduct (Code of Conduct) is a living document subject to changes and will be updated as new issues and situations arise. It is not exhaustive: violations of the spirit of the document are not allowed.

Purpose

The goal of this Code of Conduct is to establish a culture of professional, courteous, respectful, and inclusive communication among all participants on all ALA-affiliated online platforms. We are each responsible for the content we post on ALA-affiliated platforms.

This Code of Conduct complements the [ALA Virtual Meeting Code of Conduct](#), which applies to professional conferences and meetings held by ALA.

What to Do and What Not to Do

Harassment is unacceptable and includes, though is not limited to, comments, non-verbal expressions, or imagery that demeans or disparages a person or group based on:

- race, ethnicity, or native language
- sex, gender, gender identity or expression
- language
- sexual orientation
- physical or mental disability
- physical appearance, body size, or presentation
- age
- religious or political beliefs, including lack of religious beliefs
- marital or family status
- nationality, citizenship status, or geographic location
- employment or military status
- socioeconomic status

Don't post sexually explicit, violent, or discriminatory content.

Don't engage in intimidation, stalking, sustained disruption, inappropriate physical or virtual contact, or unwelcome attention, including sexual attention.

Foster useful and dynamic discussions and engage in a respectful dialogue. Accept critique and offer it constructively; approach discussions with an open mind and be willing to learn. Thousands of people may eventually see the messages you post, which may stay online in perpetuity and be seen by colleagues, employers, and patrons alike.

Respect freedom of expression. We encourage spirited discussion and debate. Disagreeing with an idea is different from attacking an individual, especially since discussion topics can sometimes be challenging. ALA promotes genuine inquiry that can build trusting relationships and a safe, respectful, and supportive environment, even in times of complex change. Every member is on an individual journey of education and understanding, and should communicate candidly and respectfully about difficult topics. Be willing to acknowledge privileges and to learn from the community.

Respect intellectual property and give credit where it is due. It is the user's responsibility to obtain permission for any material they post that is not their own. Please include copyright notices where appropriate, ask for creator information where unknown, and be prepared to include credits if they are found after you post.

Take responsibility for the impact of communications. Impact matters more than intent, especially when the absence of nonverbal cues or voice tone means that statements (humor in particular) can easily be interpreted as aggressive or negative.

Listen as much as you share and remember that other participants may have expertise you are unaware of. Make sure conversations are inclusive, and practice active listening.

When you see content that is problematic, you may address it either publicly or privately. Acknowledge that your response is part of a respectful discussion. Pointing out factually erroneous or offensive comments keeps the space safe and helps build a stronger community. These are opportunities to educate – and to learn.

Speak from your own experience and avoid making generalizations. If you're not sure whether something is correct, you can ask the community for resources.

Respect other people's pronouns - often seen in their profile or signature - preferred names, and forms of address. Consider using gender-neutral collective nouns/pronouns when addressing groups. For example, try "everyone" or "folks" instead of "guys."

Don't spam the community with paid products, events, services, or job posts. If you'd like to reach all ALA members and others in the profession with your career-related opportunities, you can use [JobLIST career center](#) or [Core Jobs Service](#).

Don't endorse or otherwise promote any local, state, or federal candidates for political office.
Don't encourage boycotts. These limits are because of IRS restrictions for tax-exempt organizations; detailed information can be found on the [ALA Legal Framework page](#).

Ensure your content is as accessible as possible. Use [alt text \[will link to Connect FAQ section\]](#) for images, caption video content where possible, and use high-contrast color schemes when using color. To learn more about accessibility, helpful resources include the [DLF Guide to Creating Accessible Presentations](#), [Contrast Ratio](#), and [the World Wide Web Consortium \(W3C\) Accessibility page](#).

Post as yourself. Do not impersonate any other people or entities that you are not affiliated with.

Where to Go for Help

If you think you have seen activity that violates the letter or the spirit of this Code of Conduct, please alert our moderators:

- Click here to report a post: connect.ala.org/report
- Use the “Report” button on a specific discussion post
- [Replace above with other methods specific to a channel/platform]
- Email the moderation team at report@ala.org

Anonymous reports are allowed. Please note that anonymous reporting may limit moderators’ ability to fully respond to conflicts, particularly if it prevents follow-up.

The moderators will confirm receipt of all reports as promptly as they can, usually within the next business day.

What to Expect When Reporting

Moderators will reach out to both the user reporting the incident and the user reported upon, but confidentiality may prevent moderators from sharing details of an issue’s resolution. Moderators may delete content that violates the Code of Conduct and in extreme cases may temporarily suspend access for violators prior to making a decision about an incident. The severity of the offense will dictate the ramifications, which can range from engaging in a discussion about the topic at hand to full suspension from a platform or platforms.

The Code of Conduct will be used equitably. Different situations will require different resolutions; moderators will give significant weight to context and impact when making decisions. They will strive to prioritize accountability and depending on the wishes of the individuals involved in an incident. If violators are suspended, the length of the suspension will be clearly described in writing.

Anyone involved in an incident may appeal a decision by sending an email to appeal@ala.org. Appeals must be submitted within 60 days of the date the moderators’ decision was communicated, and must describe the reason for the appeal and why the decision should be changed. The ALA Executive Committee will oversee the appeal process.

Who the Code of Conduct Covers

The Code of Conduct applies to any user on any platforms used by ALA, including websites, blogs, online publications, ALA Connect, and ALA-managed social media channels. This includes members, organizations, employers, and anyone else who registers on the platforms. Violations of the Code of Conduct on one platform may result in consequences on other platforms.

Who Applies the Code of Conduct

The Code of Conduct is a living document that is meant to be updated iteratively and reflect new developments concerning all platforms. ALA has a [standing committee \[will link to roster\]](#) of moderators in charge of resolving violations of the Code of Conduct. Committee members are themselves subject to the Code of Conduct.

Updates to the Code of Conduct

Moderators will review the Code of Conduct annually to address issues in the community or larger online trends. They may also revise as needed based on any issues discovered when addressing specific incidents.

Changes to the Code of Conduct will be communicated via email to all ALA Connect members, as well as via posts to other ALA channels as applicable.

Acknowledgements

This Code of Conduct has been partially adapted from [ALA Spectrum Community Guidelines](#), [Geek Feminism Anti-harassment policy](#), [Mozilla Community Participation Guidelines](#), and [Tor Project Code of Conduct](#).

Forward Together Resolutions Working Group

Draft Resolutions Overview

June 4, 2021

FORWARD TOGETHER WORKING GROUP (FTRWG) MEMBERS

- Jack Martin, Co-Chair
- Christina Rodriques, Co-Chair
- Victor Dominguez Baeza
- Jayne Blodgett
- Jennifer Boettcher
- Brian Boling
- Tara Brady
- Keturah Cappadonia
- Sara Dallas
- Meg Delaney
- Kim DeNero-Ackroyd
- Martin Garnar
- Mario Gonzalez
- Rhonda Gould
- Gina Kromhout
- Jim Neal
- Toni Negro
- Eileen M. Palmer
- Leslie Preddy
- Edward Sanchez
- Pauline Stacchini
- Joan Weeks
- Amber Williams

FORWARD TOGETHER WORKING GROUP (FTRWG) CHARGE

“The newly appointed working group will develop resolutions based on the Forward Together Working Group report that provided an analysis of the SCOE recommendations. The resolutions will include the various parameters of the proposed new structure at a conceptual (i.e.: non-Bylaws) level. Council will debate on the various components via the resolution and will continue to work in the development of the resolutions virtually with the goal to bring forward for vote at subsequent Council meetings.”

-As outlined in [ALA CD 52 Draft Revised-FT-Timeline Dec. 2020](#)

FORWARD TOGETHER WORKING GROUP (FTRWG) TIMELINE

The high-level timeline the working group is striving towards is below,

- **March 2021** - Virtual Council Meeting - FTRWG will give an update on their work
- **June 2021** - Annual Conference (Virtual) - Council will debate, amend, vote on FT Resolutions
- **June 2021 - January 2022** - Drafting new bylaws per approved resolutions
- **January 2022** - Midwinter council meeting - Approve new bylaws
- **March/April 2022** - Staff implementation

-As outlined in [ALA CD 52 Draft Revised-FT-Timeline Dec. 2020](#)

FORWARD TOGETHER RESOLUTIONS WORKING GROUP PROCESS

As a member group made up of 23 councilors, it was decided to take the recommendations presented in the Forward Together Working Group final report and divide ourselves into smaller subgroups who would focus on drafting resolutions on a particular topic. The full working group has come together every other week since March of 2021 as well as having additional meetings for the subgroups.

A total of 4 informational sessions were planned to provide council and the FTRWG members ample time to discuss the draft resolutions. These sessions have been extremely valuable to working group members as they fine tune the draft resolutions and prepare for upcoming council meetings during the ALA Annual Conference in June 2021.

CREATING AN IMPROVED ASSOCIATION STRUCTURE THROUGH FORWARD TOGETHER

The work of Forward Together encompasses the ideas, aspirations and hard work of dedicated and passionate ALA members to create a more transparent, inclusive and nimble governance structure for ALA. The FTRWG has dedicated their time, frustration and brainpower in order to create these resolutions and prepare them for Council debate. The goal for the following resolutions is to create a more agile association structure that allows members to engage at the level they wish to.

Any resolutions passed by council at the June meeting will be subject to a membership vote. ALA leadership will be providing more details for next steps, including an implementation plan during the June council meetings.

HIGH LEVEL OVERVIEW OF RESOLUTIONS

Divisions: There are no changes to divisions proposed in the FTRWG resolutions. The Operating Agreement working group is addressing policies related to ALA in relation to its membership divisions (A.4.3.4.1).

Roundtables: Resolutions regarding changes to roundtables address the need for increased efficiency in management of roundtables through a standard set of bylaws and dues as well as a minimum requirement in membership.

Assemblies: Resolutions to create assemblies are designed to create space for Divisions, Roundtables, Chapters and Affiliates to come together regularly for integrated planning and prioritization of shared effective practices among similar member units. Assemblies will elect their own leadership and will have representation on council.

Council: Resolutions regarding changes to council are intended to create a more inclusive, efficient policy making body while maintaining representation from all member units.

Board of Directors: Resolutions regarding changes to the ALA Executive Board include a change in name, composition and terms. Roles and responsibilities remain the same.

Standing Committees: Resolutions regarding changes to ALA's Standing Committees are designed to streamline committees of council and the board. A lot of effort has gone into mapping where current committees would fit within the proposed 6 standing committees.

Core Values: A resolution has been drafted to affirm and clarify ALA's Core Values of Librarianship as well as make these values easier for members to find.

FTRWG RESOLUTIONS (in order to be presented)

ALA Core values:

Resolution on the ALA Core Values of Librarianship

Whereas, discussions of the Forward Together recommendations revealed confusion about the content and purpose of the ALA Core Values of Librarianship (ALA Policy Manual B 1.1), and

Whereas, it is essential for an association to have a deep understanding of its core values as it undertakes the process of reimagining its structure; now, therefore, be it

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

1. Establishes a task force with a broad membership reflecting the diversity of the Association to review the ALA Core Values and make recommendations at Annual 2022 regarding any necessary revisions.
2. Imbues the task force with the following charges including, but not limited to:
 - a. The establishment of a regular review process
 - b. A plan to reduce the multiple locations where the ALA Core Values are listed to a single, easy-to-find location.

To provide comments on these resolutions see: [ALA Core Values Resolution](#)

Roundtables:

Resolution on ALA Roundtables

Whereas Round Tables are membership units established to promote a field of librarianship not within the scope of any single division.

Whereas Round Tables cannot create ALA policies or speak on behalf of the Association.

Whereas Round Tables may recommend policy and action to other units.

Whereas members of ALA may join Round Tables by payment of the specified dues.

Whereas Round Tables improve the vitality of ALA and are often the entry point to ALA engagement; now, therefore, be it

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

1. affirms Round Tables are a vital part of the ALA structure.
2. requires Round Tables maintain a minimum of 150 members. A Round Table unable to meet the minimum membership within one year may become an Interest Group, join with another roundtable or disband.
3. requires that all Round Tables adhere to a common template of core By-Laws while maintaining the flexibility of their own operating principles.
4. requires that all Round Tables align with nominal, annual membership dues to be recommended by the Round Table Assembly and voted on by Council.
5. requires that Round Tables have one representative on the Board of Directors to be directly elected by the Round Table Assembly membership.

To provide comments on this resolution see: [Resolutions on ALA Roundtables](#)

ALA Executive Board:

Resolution to establish the ALA Board of Directors

Whereas membership has requested more transparency and clearer pathways to leadership within the association;

Whereas our association embraces diversity, equity, inclusion and representation from our inclusive community and profession;

Whereas our association strives for a more nimble and inclusive governance structure;

Now, therefore be it

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

1. dissolve the current ALA Executive Board
2. create a new ALA Board of Directors with the same duties and responsibilities as the previous Executive Board.
3. designate that the Board of Directors will be comprised of 22 members;
 - 4 officers (incoming president, president, past-president, treasurer) directly elected by membership to serve a 3 year term
 - 8 members directly elected by ALA membership to serve a 2 year term
 - 6 members from the Assemblies to serve a 2 year term
 - 1 from Roundtables
 - 1 from Affiliates
 - 2 from Chapters
 - 2 from Divisions
 - 3 members appointed by the board for needed expertise and experience to address timely issues to serve a 2 year term
 - 1 non-voting staff member, preference - executive director- ex officio
4. require that the Board of Directors also serve as members of Council

To provide comments on these resolutions see: [Board of Directors Resolutions](#)

ALA Standing Committees:

Resolution Establishing Six Standing Committees under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* working group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13);

Whereas the Board of Directors in partnership with the other governance entities (Assemblies, Council, etc.) reserves the right to create additional ad hoc committees, working groups, advisory groups and other member engagement opportunities on an as needed basis;

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report; **now, therefore, be it**

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

1. Creates Six Standing Committees of the Board of Directors: Finance and Audit, Nominating, Leadership Development, Association Policy, Public Policy and Advocacy, and Professional Values.

Resolution Establishing Association Policy Standing Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Association Policy Committee as focused on issues and topics of internal association governance and policy as related to the work of ALA. This committee will work closely with all facets of the Association to regularly review and ensure best practices and policies that create an equitable, diverse, and inclusive association. This committee will also be charged with identifying and recommending members for honorary membership in the association;
2. The Association Policy Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by an appointed member as recommended by the Nominating Committee. Members will serve two-year staggered terms and may serve up to two non-consecutive terms in their lifetime. Each committee will also have a committed ALA Staff Member to support their work;
3. Reallocates the existing Committee of the Association; Constitution & Bylaws, and Committees of Council; Policy Monitoring Committee, Committee on Committees, and Committee on Organization, to the Association Policy Committee; and
4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution, if an internal review finds it necessary.

Resolution Establishing Finance and Audit Standing Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Finance and Audit Committee as reviewing ALA's proposed budget within the context of the association's strategic plan and strategic priorities, reviewing the financial impact of actions taken by the Board of Directors, and making budget recommendations to the Board of Directors. This committee will also work with the endowment trustees, review financial projections, and perform other fiscal duties as necessary;

2. The Finance and Audit Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by the ALA treasurer. Members will serve two-year staggered terms and may serve up to two non-consecutive terms in their lifetime. Each committee will also have a committed ALA Staff Member to support their work;
3. Reallocates the existing Committee of Council, Budget Analysis and Review Committee to the Finance and Audit Committee; and
4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution, if an internal review finds it necessary.

Resolution Establishing Leadership Development Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Leadership Development Committee to identify, cultivate, develop, and grow potential member leaders within the association. This committee will focus on ensuring members from underrepresented backgrounds have opportunities to serve within the association and will have strong staff support to ensure continuity and priority. Leadership development programs such as Emerging Leaders and Spectrum Scholars would work closely with this committee. The Leadership Development Committee would also work closely with the Nominating Committee to identify potential candidates. These two committees would work together to identify potential candidates and member leaders who may need more support and guidance in running successfully for office, chairing a committee, or serving the association in another capacity, and to identify resources and support for these members. The Leadership Development Committee will also recommend and solicit names to and from the Volunteer Clearinghouse;

2. The Leadership and Development Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by the past president. Members will serve two-year staggered terms and may serve up to two non-consecutive terms in their lifetime. Each committee will also have a committed ALA Staff Member to support their work;
3. Reallocates the existing Committees of the Association Training, Orientation, & Leadership Development; Election; and Research & Statistics to the Leadership Development Committee; and
4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution, if an internal review finds it necessary.

Resolution Establishing Nominating Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Nominating Committee as nominating the election slate for ALA officers and committees, overseeing the petition process for those members who wish to run as petition candidates for a position, and nominating chairs for the six standing committees of the Board of Directors. Nominations for committee chairs will be given to the Board of Directors for appointment. The Nominating Committee might opt to form sub-committees to help oversee appointments to advisory groups or working groups or to manage the Volunteer Clearinghouse, a new entity described in further detail later in this report under “Additional Recommendations.” The Nominating Committee will also identify and nominate members and conveners for advisory groups and working groups. These nominations will be given to the Board of Directors for appointment. The Nominating Committee will work closely with the Leadership Development Committee to identify candidates and will encourage a self-nomination

process. This committee is intended to be highly inclusive and provide more members the opportunity to participate;

2. The Nominating Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by the President-Elect. Nominating Committee members will serve one-year, once in a lifetime terms. Each committee will also have a committed ALA Staff Member to support their work;
3. Reallocates the existing Committees of the Association Appointments, Nominating, Awards, and Scholarship & Study Grants to the Nominating Committee; and
4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution, if an internal review finds it necessary.

Resolution Establishing Professional Values Standing Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 *Forward Together* Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Professional Values Committee as focusing on access, confidentiality and privacy, democracy, diversity, education and lifelong learning, intellectual freedom, the public good, preservation, professionalism, service, social responsibility, and sustainability. Members will seek input and expertise from librarians across the association, and its actions may include recommendations for the creation of advisory groups, working groups, and communities of practice;
2. The Professional Values Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by an appointed member as recommended by the Nominating Committee. Members will serve two-year staggered terms and may serve up to two non-consecutive terms in their lifetime. Each committee will also have a committed ALA Staff Member to support their work;

3. Reallocates the existing Committees of the Association; Rural, Native & Tribal Libraries of All Kinds; American Libraries Advisory Committee and Committees of Council; Committee on the Status of Women in Librarianship; Committee on Diversity; Intellectual Freedom Committee; Sustainability Committee; and Committee on Professional Ethics to the Professional Values Committee; and
4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution, if an internal review finds it necessary.

Resolution Establishing Public Policy and Advocacy Standing Committee Charge under the ALA Board of Directors

Whereas a Board of Directors is slated to replace the former Executive Board;

Whereas the *Forward Together* Working Group recommended six Standing Committees reporting to the established Board of Directors (ALA CD #35 Forward Together Jan 2020, page 13); and

Whereas the Forward Together Resolutions Working Group was tasked with examining and reassigning the existing committee governance structure in alignment with the Forward Together Working Group report;

Whereas existing Committees of the Association and Committees of Council are slated to be placed within the new structure; **now, therefore, be it**

Resolved, that the American Library Association (ALA), on behalf of its members

1. Establishes the charge of the Public Policy and Advocacy Committee as focusing on issues and topics of importance to libraries, especially in the areas of public policy and advocacy. Members will seek input and expertise from librarians across the association, and its actions may include recommendations for the creation of advisory committees, working groups, and communities of practice;
2. The Public Policy and Advocacy Committee will be comprised of fifteen members; 10 elected by ALA members, 5 appointed by the Board, one of which is a Board member and acts as the Board liaison to the committee. The committee will be chaired by an appointed member as recommended by the Nominating Committee. Members will serve two-year staggered terms and may serve up to two non-consecutive terms in their lifetime. Each committee will also have a committed ALA Staff Member to support their work;
3. Reallocates the existing Committees of the Association; Literacy, Chapter Relations Committee and Committees of Council; Public Awareness Committee, Committee on Education, Committee on Legislation, Committee on Library Advocacy; to the Public Policy and Advocacy Committee; and

4. Submits a reconstitution proposal to the Board of Directors for a change in reporting structure through the formally approved appeals process, within one year of the adoption of this resolution if an internal review finds it necessary.

To provide comments of these resolutions see: [Standing Committee Resolutions](#)

Assemblies:

Resolution to create ALA Assemblies

Whereas ALA members align themselves with Divisions, Chapters, Roundtables and Affiliates, Assemblies reflect the pathways of how members associate themselves within the broader ALA and will represent a clearer pathway for members to leadership within the association.

Whereas Assemblies can provide open lines of communication to and from the ALA Board of Directors, committees, Council and all ALA members;

Whereas Assemblies can serve as a forum for integrated planning and prioritization of shared effective practices among the groups represented;

Whereas Assemblies can provide opportunities to bring efficiency and consistency to the related organizations within an assembly by reinforcing a common sense of purpose;

Whereas Assemblies can provide input to the Board of Directors, committees and Council on critical issues identified by the ALA, ALA groups, or ALA members;

Whereas Assemblies, as smaller bodies representing four areas of the association, can be convened both in-person and virtually multiple times throughout the year;

Whereas convening of the Assemblies can be open to all interested ALA members, and agendas can be set and determined with input from members;

Whereas the Assemblies, as smaller bodies, would provide greater flexibility for membership to participate and influence policy;

Whereas each Assembly, while directly participating in ALA's governance, can facilitate information sharing, partnership building, and networking between each other and between the assemblies themselves through Council;

Whereas the open nature of the Assemblies can be shaped by the groups represented, which would allow each Assembly to set the agenda based on their unique culture of areas of concern; now, therefore, be it

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

1. creates four assemblies (Affiliate, Chapter, Division, and Round Table);
2. requires membership to ALA and the Assembly's corresponding divisions, roundtables, chapters or affiliates to participate
3. adopts standard governing documents for the four assemblies; and
4. has each assembly elect representative(s) to fill 2-year terms on ALA's Board of Directors.

Resolution to establish structure of ALA Assemblies

Whereas Assemblies can provide open communication exchanges to and from the ALA Board of Directors and all ALA members;

Whereas Assemblies can provide input to the Board of Directors on critical issues identified by the ALA, ALA groups, or ALA members;

Whereas recommendation to the Board of Directors may include the creation and appointment of working groups, or advisory groups, or groups to focus on strategic areas;

Whereas the creation of Assemblies would build upon strengths of the ALA Council, the Chapter Leadership Forum and the Round Table Coordinating Assembly by maintaining a place for discussion and policy making;

Whereas the Assemblies, as smaller bodies, would provide greater flexibility for membership to participate and influence policy making;

Whereas each Assembly, while directly participating in ALA's governance, can facilitate information sharing, partnership building through the new Council, and networking between each other and between the assemblies themselves;

Whereas the open nature of the Assemblies can be shaped by the groups represented, which would allow each Assembly to set the agenda based on their unique culture of areas of concern; now, therefore, be it

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

1. has each Assembly consist of a minimum of 15, with a maximum of 80 elected representatives from corresponding ALA unit members to serve a 3-year term with the option to be re-elected after a 3-year break in service;
2. Elects a leadership team (chair, vice-chair, secretary) elected from membership of each Assembly to serve a 3 year term with the option to be re-elected after a 3-year break in service;
3. Requires that each assembly elect five members to serve on Council and be responsible for bringing their Assembly's policy-related resolutions to the body.

To provide comments on these resolutions see: [Assemblies Resolutions](#)

ALA Council:

Resolution to reimagine ALA Council

Whereas the ALA Council's primary role in recent years has been to debate and determine ALA policy;

Whereas the Membership Meeting will remain an inclusive and open space for all ALA members to introduce and debate new policy recommendations to ALA's governing bodies

Whereas the current iteration of Council is seen as too large, confusing to members and expensive, thus inhibiting its ability to play an effective role in governance;

Whereas the creation of Assemblies and realignment of ALA's Standing Committees provides an opportunity to re-envision Council and its role within ALA;

Whereas Council has a responsibility to provide guidance to the library community on best practices relating to wider social issues affecting the library profession;

Whereas Council should remain an inclusive space within ALA governance where all members of the Association participate in discussing and influencing ALA policy; now therefore, be it

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

1. assigns to the Board of Directors all fiduciary and administrative oversight functions of the Association. The Board of Directors will delegate management of the day-to-day operation to the Association's Executive Director per the current constitution.
2. dissolves the current Council as it exists and replaces it with this new body focused on ALA policy.
3. that Council's new membership consists of five elected members from each Assembly (20), the Board of Directors (21), five members each from the Standing Association Policy, Public Policy and Advocacy and the Professional Values Committees (15), and 12 at-large positions, for a total of 68 members.
4. Board, Assembly and Committee membership terms to Council will be concurrent with their terms as elected from their respective parts of the organization.

5. that Council's 12 at-large positions will be directly elected by membership. Terms for these at-large positions will be limited to two consecutive three-year-terms with a mandatory three year break from service. Terms for the at-large positions begin July 1 following the spring election and Annual conference.
6. that Council develops a schedule of in-depth reviews of ALA policies and governance structure so that all policies are reviewed at least once every 5 years.
7. that Council meet at least 4 times a year and that all Council meetings be conducted virtually, or provisions made for in person meetings to have a virtual component.
8. that the requirement to attend in-person meetings of Council be eliminated.

To provide comments on these resolutions see: [Resolutions for ALA Council](#)

For any questions or comments please contact FTRWG Co-Chairs, Jack Martin & Christina Rodriques using the forwardtogether@ala.org email.

Public Library Association - FY21 – February 2021 Financial Narrative (mid-point)

FY21 Operating Budget as of February 2021

GENERAL FUND Including Conference	Feb 2021 YTD Budget	Feb 2021 YTD Actual	Feb 2021 Variance
Total Revenues	\$386,800	\$434,996	\$48,196
Total Expenses before OH and tax	(\$621,927)	(\$385,982)	\$235,945
Overhead and Tax	(\$31,003)	(\$9,259)	\$21,744
	YTD Budget	YTD Actual	Variance
Net Revenue (Expense)	(\$266,130)	\$39,755	\$305,885
Beginning NAB		Ending NAB	
TBD		TBD	

Operating Budget: As of February 2021, PLA has actual net revenue of \$39,755, compared to a budget net expense (loss) of \$266,130. (FY21 is a non-conference year for PLA, so PLA is budgeted for a total net loss of \$563,947.) This favorable position is due to the following:

- Dues income is exceeding budget substantially. Dues revenue was exactly on target as of the first quarter reports. At the six-month mark, dues is nearly one-third, or \$80,728, over budget. ALA divisions including PLA budgeted dues income at about 2/3 of a normal year, anticipating that the COVID-19 pandemic and other factors would reduce membership. While a normal non-conference year might yield \$550,000 in PLA member dues, only \$387,200 was budgeted. At the current rate, PLA is likely to see dues near \$550,000 as usual.
- PLA's paid webinars were already selling well, with six-month revenue at \$38,259 against budgeted revenue of \$26,000. On top of that, PLA received a \$100,000 fund transfer from the Washington Office to underwrite PLA's census data literacy project work, credited to PLA's Web CE account (because most activity will be webinars). Therefore, as of February 2021, PLA's Web CE account is showing net revenue of \$126,768. Even with the additional expenses due to the census data webinars, PLA will end the year significantly higher than the budgeted net revenue of \$39,875. (Note, the census data literacy project will continue into FY22. Because all revenue was credited to FY21, PLA's Web CE project may show less net revenue or even a loss in FY22 as this sub-project spends down its funds.)
- Live professional development activities were optimistically budgeted for FY21, and they will not be held. These include space planning, Equity Starts with Us, and Project Outcome trainings. Since these events are not being held, expenses have been minimal, and it only took one pivot (offering the new EDISJ Leadership Lab series, virtually) to generate net revenue *higher than what all three activities would have generated if they'd been held as planned*. As of February 2021, the Leadership

Lab/EDISJ project has generated net revenue of \$36,797. The activities planned in the budget would have generated a combined \$29,572 in net revenue. Clearly, the margin on virtual events is better than live events, which require travel, food and other costs.

- Publication revenue is also a bright spot, with sales of general publications exceeding budgeted net revenue as of February 2021 (\$12,520 vs -\$495) and the same with Every Child Ready to Read (\$16,001 vs \$2,504).
- PLA's only active conference account, Conference Planning, was budgeted to spend \$94,500 during FY21 on conference promotion, site visits, facility deposits and other "off year" expenses. As of February 2021, only \$15,765 had been spent, and it is projected this account will end at half of less of its budgeted expenses.

The significant positive variance is mainly attributed to the factors above. Otherwise, spending on administrative costs (staff, board management) continues to be about 10% under budget, due to open positions. Public Libraries magazine, projected to lose \$39,537 by mid-year, has only lost \$5,268 to date due to lower production costs and delays in processing expenses. Family Engagement's virtual trainings are on budget, with net revenue at \$16,725 slightly ahead of the budgeted \$14,035. DigitalLearn's net loss as of February 2021 is \$82,365, but as revenue from a 2020 subsite sale and the new AT&T grant comes in, that will be reduced to be closer to budget.

FY21 Grant Budgets as of February 2021

As of February 2021, PLA had spent \$708,693 in grant funds compared to a budgeted amount of \$474,455, for a difference of \$234,238.

Grant spending is far exceeding budget because PLA confirmed over \$400,000 in new and renewed grant funding in late summer and early fall of 2020. Given the late stage of FY20 budgeting, these projects were not included in the budget. Only spend down on the Gates grants was included.

- Spending in the grant projects *which were included in the FY21 budget* (Gates funds) are running ahead of budget: a total of \$555,043 has been spent against a budget of \$476,423. These funds support about half of PLA's staff salary and benefits but also include professional services, such as continued support of Project Outcome and PLA's new data initiatives, strategic planning consulting, and PLA's conference manager. Staff costs are near budget, however professional services have exceeded budget significantly. Almost \$300,000 has been spent as of February 2021 against a *full-year* budget of only \$150,000. Some of this will be offset because almost none of the \$126,000 budgeted for travel/meal/meetings will be spent. Also, the consulting/professional services overage includes costs for PLA's data projects, which are intended to generate revenue in future years.

- Other active grants (health insurance promotion, Latinx family engagement project, Microsoft projects, short story project) are generally on track.

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Balance Sheet as of February 28, 2021

<u>FY20 (final)</u>				<u>FY21</u>			
Annual Budget	Actual	Variance		Annual Budget	Budget as of Feb 2021	Actual	Variance as of Feb 2021
Opening Fund Balance	\$	-				\$	-
Revenue	\$ 4,718,615	\$ -	\$ (4,718,615)	\$ 771,600	\$ 386,800	\$ 434,996	\$ 48,196
Revenue - Grants	\$ 2,762,791	\$ -	\$ (2,762,791)	\$ 1,234,646	\$ 476,423	\$ 708,694	\$ 232,271
Expenses	\$ (3,665,252)	\$ -	\$ 3,665,252	\$ (1,280,002)	\$ (621,927)	\$ (385,982)	\$ 235,945
Expenses - Grants	\$ (2,328,869)	\$ -	\$ 2,328,869	\$ (1,132,672)	\$ (423,655)	\$ (708,890)	\$ (285,235)
Overhead & Taxes	\$ (941,890)	\$ -	\$ 941,890	\$ (55,545)	\$ (31,003)	\$ (9,259)	\$ 21,744
Overhead & Taxes - Grants	\$ (433,922)	\$ -	\$ 433,922	\$ (102,028)	\$ (50,800)	\$ 196	\$ 50,996
Transfer to Endowment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fiscal Year Results	\$ 111,473	\$ -	\$ (111,473)	\$ (564,001)	\$ (264,162)	\$ 39,755	\$ 303,917
Closing Fund Balance (end FY20)	\$	-		\$ (564,001)		\$ 39,755	
Grants				Grant Balance Breakdown			
	Actual	Balance		Grant (Ending FY)	Grant Funds	Interest	
Total Committed, 2016-2026 (active grants only)		\$ 17,769,413		Health Ins Enrollment (FY21)	\$ 415,693	\$ -	
Total Spent through FY19				Microsoft Philanth. (FY21)	\$ 564,586	\$ -	
Direct Expenses	\$ -			IMLS-Family Engagement (FY21)	\$ 47,608	\$ -	
Overhead	\$ -			Legacy (FY26)	\$ 10,693,496	\$ 76,718	
Balance, Close of FY19		\$ 17,769,413		African Leadership Training (FY20)	\$ 1,000,000	\$ -	
Total Spent FY21 (to Sept 2020)				Gen Ops Supplemental (n/a)	\$ 2,557,162	\$ -	
Direct Expenses	\$ (708,890)			Knight Short Edition (TBD)	\$ 243,600	\$ -	
Overhead	\$ 196			IMLS Inclusive Internships (FY22)	\$ 1,538,574	\$ -	
		\$ 17,060,720			\$ 17,060,719	\$ 76,718	
Long Term Investment	Budget	Actual	Balance	<u>Notes</u>			
Beginning Net Assets		\$ 1,542,087					
Revenue	\$ 19,851	\$ 28,367	\$ 8,516				
Expenses	\$ (4,212)	\$ (3,570)	\$ 642				
Fiscal Year Results	\$ 15,639	\$ 24,797	\$ 9,158				
Ending Net Assets		\$ 1,566,884					

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Public Library Association

Statement of Revenues and Expenses - General Fund and Conference
For the period ending Feb 2021

	Full Year		YTD		YTD		YTD		Variance		Full Year	
	FY20 Actual		FY21 Actual		FY21 Budget		Variance		%		FY21 Budget	
REVENUES												
1. Administration (0000)	\$	-	\$	-	\$	-	\$	-			\$	-
2. Service to Members (3000)	\$	-	\$	274,328	\$	193,600	\$	80,728	42%		\$	387,200
3. Regional CE, Bootcamp (3007)	\$	-	\$	-	\$	20,000	\$	(20,000)	-100%		\$	40,000
4. PLA Leadership (3011)	\$	-	\$	-	\$	-	\$	-			\$	-
5. PLA Partners (3020)	\$	-	\$	5,326	\$	7,000	\$	(1,674)	-24%		\$	14,000
6. ALA Precons/MW Institute (3026)	\$	-	\$	-	\$	-	\$	-			\$	18,000
7. Public Libraries (3030)	\$	-	\$	12,812	\$	25,750	\$	(12,938)	-50%		\$	51,500
8. Web Based CE (3040)	\$	-	\$	38,259	\$	26,000	\$	12,259	47%		\$	52,000
9. Publications (3058)	\$	-	\$	22,818	\$	3,200	\$	19,618	613%		\$	6,400
10. Family Engagement (3072)	\$	-	\$	18,600	\$	18,000	\$	600	3%		\$	36,000
11. Equity, Diversity and Inclusion (3073)	\$	-	\$	43,145	\$	65,000	\$	(21,855)	-34%		\$	110,000
12. Preschool Literacy (3120)	\$	-	\$	19,247	\$	2,250	\$	16,997	755%		\$	4,500
13. PO Regional Training (3171)	\$	-	\$	50	\$	3,500	\$	(3,450)	-99%		\$	7,000
14. PLDS (3172)	\$	-	\$	-	\$	-	\$	-			\$	-
15. Digital Learn (3188)	\$	-	\$	-	\$	22,500	\$	(22,500)	-100%		\$	45,000
Error - Certif Pub Lib Admin (3189)	\$	-	\$	-	\$	-	\$	-			\$	-
17a. Cost Share IMLS Early Literacy (3181)	\$	-	\$	-	\$	-	\$	-			\$	-
717b. Cost Share IMLS Incl Internships (3185)	\$	-	\$	-	\$	-	\$	-			\$	-
TOTAL REVENUES - PROGRAMS	\$	-	\$	434,585	\$	386,800	\$	47,785	12%		\$	771,600
	Full Year		YTD		YTD		YTD		Variance		Full Year	
	FY20 Actual		FY21 Actual		FY21 Budget		Variance		%		FY21 Budget	
16. National Conferences												
A. NC General Program (3061)	\$	-	\$	-	\$	-	\$	-			\$	-
B. NC Exhibits (3062)	\$	-	\$	-	\$	-	\$	-			\$	-
C. NC Promotion (3063)	\$	-	\$	411	\$	-	\$	411			\$	-
D. NC Registration (3064)	\$	-	\$	-	\$	-	\$	-			\$	-
E. NC Opening/Closing Session (3065)	\$	-	\$	-	\$	-	\$	-			\$	-
F. NC Programs (3066)	\$	-	\$	-	\$	-	\$	-			\$	-
G. NC Meal Events (3069)	\$	-	\$	-	\$	-	\$	-			\$	-
H. NC Preconference (3070)	\$	-	\$	-	\$	-	\$	-			\$	-
I. NC Future Planning (3145)	\$	-	\$	-	\$	-	\$	-			\$	-
J. PLA Virtual Conference (3173)	\$	-	\$	-	\$	-	\$	-			\$	-
TOTAL REVENUES - CONFERENCE	\$	-	\$	411	\$	-	\$	411	0%		\$	-
		FY20 Actual		FY21 Actual		FY21 Budget		Variance	%			FY21 Budget
TOTAL REVENUES	\$	-	\$	434,996	\$	386,800	\$	48,196	-12%		\$	771,600

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EXPENSES	Full Year	YTD				Variance	Full Year
	FY20 Actual	FY21 Actual	FY21 Budget	Variance	%		FY21 Budget
1. Administration (0000)	\$ -	\$ (332,521)	\$ (368,311)	\$ 35,790	10%		\$ (740,273)
2. Service to Members (3000)	\$ -	\$ (3,670)	\$ (31,550)	\$ 27,880	88%		\$ (109,350)
3. Regional CE, Bootcamp (3007)	\$ -	\$ (2,506)	\$ (20,250)	\$ 17,744	88%		\$ (40,500)
4. PLA Leadership (3011)	\$ -	\$ -	\$ -	\$ -			\$ -
5. PLA Partners (3020)	\$ -	\$ (113)	\$ (150)	\$ 37	25%		\$ (14,300)
6. ALA Precons/MW Institute (3026)	\$ -	\$ -	\$ -	\$ -			\$ (14,142)
7. Public Libraries (3030)	\$ -	\$ (18,080)	\$ (65,287)	\$ 47,207	72%		\$ (130,573)
8. Web Based CE (3040)	\$ -	\$ 88,509	\$ (6,063)	\$ 94,572	1560%		\$ (12,125)
9. Publications (3058)	\$ -	\$ (10,298)	\$ (3,898)	\$ (6,400)	-164%		\$ (6,895)
10. Family Engagement (3072)	\$ -	\$ (1,875)	\$ (11,295)	\$ 9,420	83%		\$ (21,965)
11. Equity, Diversity and Inclusion (3073)	\$ -	\$ (6,348)	\$ (55,078)	\$ 48,730	88%		\$ (84,328)
12. Preschool Literacy (3120)	\$ -	\$ (3,246)	\$ (998)	\$ (2,248)	-225%		\$ (1,996)
13. PO Regional Training (3171)	\$ -	\$ -	\$ (1,300)	\$ 1,300	100%		\$ (2,600)
14. PLDS (3172)	\$ -	\$ -	\$ -	\$ -			\$ -
15. Digital Learn (3188)	\$ -	\$ (82,365)	\$ (36,500)	\$ (45,865)	-126%		\$ (62,000)
Error - Certif Pub Lib Admin (3189)	\$ -	\$ -	\$ -	\$ -			\$ -
17a. Cost Share IMLS Early Literacy (3181)	\$ -	\$ -	\$ -	\$ -			\$ -
17b. Cost Share IMLS Incl Internships (3185)	\$ -	\$ (6,489)	\$ -	\$ (6,489)			\$ -
TOTAL EXPENSES - PROGRAMS	\$ -	\$ (379,002)	\$ (600,680)	\$ 221,678	37%		\$ (1,241,047)

	Full Year	YTD				Variance	Full Year
	FY20 Actual	FY21 Actual	FY21 Budget	Variance	%		FY21 Budget
16. National Conferences							
A. NC General Program (3061)	\$ -	\$ -	\$ -	\$ -			\$ -
B. NC Exhibits (3062)	\$ -	\$ (433)	\$ -	\$ (433)			\$ -
C. NC Promotion (3063)	\$ -	\$ (41)	\$ -	\$ (41)			\$ -
D. NC Registration (3064)	\$ -	\$ -	\$ -	\$ -			\$ -
E. NC Opening/Closing Session (3065)	\$ -	\$ -	\$ -	\$ -			\$ -
F. NC Programs (3066)	\$ -	\$ -	\$ -	\$ -			\$ -
G. NC Meal Events (3069)	\$ -	\$ -	\$ -	\$ -			\$ -
H. NC Preconference (3070)	\$ -	\$ -	\$ -	\$ -			\$ -
I. NC Future Planning (3145)	\$ -	\$ (15,765)	\$ (52,250)	\$ 36,485	70%		\$ (94,500)
J. PLA Virtual Conference (3173)	\$ -	\$ -	\$ -	\$ -			\$ -
TOTAL EXPENSES - CONFERENCE	\$ -	\$ (16,239)	\$ (52,250)	\$ 36,011	69%		\$ (94,500)

	FY20 Actual	FY21 Actual	FY21 Budget	Variance	%	FY21 Budget
TOTAL EXPENSES	\$ -	\$ (395,241)	\$ (652,930)	\$ 257,689	39%	\$ (1,335,547)

	FY20 Actual	FY21 Actual	FY21 Budget	Variance	%	Full Year
						FY21 Budget
OPERATING NET REVENUES	\$ -	\$ 39,755	\$ (266,130)	\$ 305,885	115%	\$ (563,947)

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Year-to-Date Report - ADMIN/CORE PROJECTS/CONFERENCE

Project	FY20 (final)			FY21 Budget	FY21 (as of Feb 2021)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
<u>1. Administration (0000)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (967,967)	\$ -	\$ 967,967	\$ (740,273)	\$ (368,311)	\$ (332,521)	\$ 35,790
Net	\$ (967,967)	\$ -	\$ 967,967	\$ (740,273)	\$ (368,311)	\$ (332,521)	\$ 35,790
<u>2. Service to Members (3000)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Dues	\$ 602,400	\$ -	\$ (602,400)	\$ 387,200	\$ 193,600	\$ 274,328	\$ 80,728
Expenses	\$ (141,450)	\$ -	\$ 141,450	\$ (109,350)	\$ (31,550)	\$ (3,670)	\$ 27,880
Net	\$ 460,950	\$ -	\$ (460,950)	\$ 277,850	\$ 162,050	\$ 270,658	\$ 108,608
<u>3. Regional CE, Bootcamp (3007)</u>							
Registration	\$ 40,000	\$ -	\$ (40,000)	\$ 40,000	\$ 20,000	\$ -	\$ (20,000)
Expenses	\$ (23,800)	\$ -	\$ 23,800	\$ (29,900)	\$ (14,950)	\$ (1,668)	\$ 13,282
OH & Tax	\$ (10,600)	\$ -	\$ 10,600	\$ (10,600)	\$ (5,300)	\$ (838)	\$ 4,462
Net	\$ 5,600	\$ -	\$ (5,600)	\$ (500)	\$ (250)	\$ (2,506)	\$ (2,256)
<u>4. PLA Leadership (3011)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Tax	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>5. PLA Partners (3020)</u>							
Revenue	\$ 40,000	\$ -	\$ (40,000)	\$ 14,000	\$ 7,000	\$ 5,326	\$ (1,674)
Expenses	\$ (17,800)	\$ -	\$ 17,800	\$ (14,300)	\$ (150)	\$ (113)	\$ 37
Net	\$ 22,200	\$ -	\$ (22,200)	\$ (300)	\$ 6,850	\$ 5,213	\$ (1,637)
<u>6. ALA Precons/MW Institute (3026)</u>							
Revenue	\$ -	\$ -	\$ -	\$ 18,000	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ (7,350)	\$ -	\$ -	\$ -
OH	\$ -	\$ -	\$ -	\$ (6,792)	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ 3,858	\$ -	\$ -	\$ -

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Project	FY20 (final)			FY21 Budget	FY21 (as of Feb 2021)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
<u>7. Public Libraries (3030)</u>							
Revenue	\$ 51,500	\$ -	\$ (51,500)	\$ 51,500	\$ 25,750	\$ 12,812	\$ (12,938)
Expenses	\$ (151,242)	\$ -	\$ 151,242	\$ (123,226)	\$ (61,613)	\$ (16,618)	\$ 44,995
OH	\$ (6,824)	\$ -	\$ 6,824	\$ (6,800)	\$ (3,400)	\$ (1,325)	\$ 2,075
Tax	\$ (547)	\$ -	\$ 547	\$ (547)	\$ (274)	\$ (137)	\$ 137
Net	\$ (107,113)	\$ -	\$ 107,113	\$ (79,073)	\$ (39,537)	\$ (5,268)	\$ 34,269
<u>8. Web Based CE (3040)</u>							
Revenue	\$ 25,700	\$ -	\$ (25,700)	\$ 52,000	\$ 26,000	\$ 38,259	\$ 12,259
Expenses	\$ (6,947)	\$ -	\$ 6,947	\$ (5,500)	\$ (2,750)	\$ 90,131	\$ 92,881
OH & Taxes	\$ (5,488)	\$ -	\$ 5,488	\$ (6,625)	\$ (3,313)	\$ (1,622)	\$ 1,691
Net	\$ 13,265	\$ -	\$ (13,265)	\$ 39,875	\$ 19,937	\$ 126,768	\$ 106,831
<u>9. Publications (3058)</u>							
Revenue	\$ 7,250	\$ -	\$ (7,250)	\$ 6,400	\$ 3,200	\$ 22,818	\$ 19,618
Expenses	\$ (4,000)	\$ -	\$ 4,000	\$ (6,100)	\$ (3,500)	\$ (7,668)	\$ (4,168)
OH & Taxes	\$ -	\$ -	\$ -	\$ (795)	\$ (398)	\$ (2,630)	\$ (2,232)
Net	\$ 3,250	\$ -	\$ (3,250)	\$ (495)	\$ (698)	\$ 12,520	\$ 13,218
<u>10. Family Engagement (3072)</u>							
Revenue	\$ -	\$ -	\$ -	\$ 36,000	\$ 18,000	\$ 18,600	\$ 600
Expenses	\$ (100,000)	\$ -	\$ 100,000	\$ (12,425)	\$ (6,525)	\$ (1,875)	\$ 4,650
OH & Taxes	\$ -	\$ -	\$ -	\$ (9,540)	\$ (4,770)	\$ -	\$ 4,770
Net	\$ (100,000)	\$ -	\$ 100,000	\$ 14,035	\$ 6,705	\$ 16,725	\$ 10,020
<u>11. Equity, Diversity and Inclusion (3073)</u>							
Revenue	\$ 100,000	\$ -	\$ (100,000)	\$ 110,000	\$ 65,000	\$ 43,145	\$ (21,855)
Expenses	\$ (53,500)	\$ -	\$ 53,500	\$ (71,078)	\$ (41,828)	\$ (6,000)	\$ 35,828
OH & Taxes	\$ (26,500)	\$ -	\$ 26,500	\$ (13,250)	\$ (13,250)	\$ (348)	\$ 12,902
Net	\$ 20,000	\$ -	\$ (20,000)	\$ 25,672	\$ 9,922	\$ 36,797	\$ 26,875
<u>12. Preschool Literacy (3120)</u>							
Revenue	\$ 19,400	\$ -	\$ (19,400)	\$ 4,500	\$ 2,250	\$ 19,247	\$ 16,997
Expenses	\$ (7,350)	\$ -	\$ 7,350	\$ (1,400)	\$ (700)	\$ (887)	\$ (187)
OH & Taxes	\$ (1,061)	\$ -	\$ 1,061	\$ (596)	\$ (298)	\$ (2,359)	\$ (2,061)

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Project	FY20 (final)			FY21 Budget	FY21 (as of Feb 2021)		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
Net	\$ 10,989	\$ -	\$ (10,989)	\$ 2,504	\$ 1,252	\$ 16,001	\$ 14,749
<u>13. PO Regional Training (3171)</u>							
Revenue	\$ 120,000	\$ -	\$ (120,000)	\$ 7,000	\$ 3,500	\$ 50	\$ (3,450)
Expenses	\$ (45,438)	\$ -	\$ 45,438	\$ (2,600)	\$ (1,300)	\$ -	\$ 1,300
OH & Taxes	\$ (9,900)	\$ -	\$ 9,900	\$ -	\$ -	\$ -	\$ -
Net	\$ 64,662	\$ -	\$ (64,662)	\$ 4,400	\$ 2,200	\$ 50	\$ (2,150)
<u>14. PLDS (3172)</u>							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>15. Digital Learn (3188)</u>							
Revenue	\$ -	\$ -	\$ -	\$ 45,000	\$ 22,500	\$ -	\$ (22,500)
Expenses	\$ (55,250)	\$ -	\$ 55,250	\$ (62,000)	\$ (36,500)	\$ (82,365)	\$ (45,865)
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (55,250)	\$ -	\$ 55,250	\$ (17,000)	\$ (14,000)	\$ (82,365)	\$ (68,365)
<u>16. National Conferences</u>							
A. NC General Program (3061)							
Revenue	\$ 1,679,365	\$ -	\$ (1,679,365)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (463,000)	\$ -	\$ 463,000	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ (445,032)	\$ -	\$ 445,032	\$ -	\$ -	\$ -	\$ -
Net	\$ 771,333	\$ -	\$ (771,333)	\$ -	\$ -	\$ -	\$ -
B. NC Exhibits (3062)							
Revenue	\$ 1,703,000	\$ -	\$ (1,703,000)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (658,900)	\$ -	\$ 658,900	\$ -	\$ -	\$ (433)	\$ (433)
OH & Taxes	\$ (380,010)	\$ -	\$ 380,010	\$ -	\$ -	\$ -	\$ -
Net	\$ 664,090	\$ -	\$ (664,090)	\$ -	\$ -	\$ (433)	\$ (433)
C. NC Promotion (3063)							
Revenue	\$ 95,000	\$ -	\$ (95,000)	\$ -	\$ -	\$ 411	\$ 411
Expenses	\$ (47,600)	\$ -	\$ 47,600	\$ -	\$ -	\$ (41)	\$ (41)

**Public Library Association
FY2020-FY2021 Financial Report**

PLA Board of Directors
June 18, 2021 Virtual Meeting
Document no : 2021.76c

Project	FY20 (final)			FY21 Budget	FY21 (as of Feb 2021)			
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance	
OH & Taxes	\$ (12,588)	\$ -	\$ 12,588	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ 34,812	\$ -	\$ (34,812)	\$ -	\$ -	\$ 370	\$ 370	
D. NC Registration (3064)								
Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (29,826)	\$ -	\$ 29,826	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (29,826)	\$ -	\$ 29,826	\$ -	\$ -	\$ -	\$ -	\$ -
E. NC Opening/Closing Session (3065)								
Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (220,000)	\$ -	\$ 220,000	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (220,000)	\$ -	\$ 220,000	\$ -	\$ -	\$ -	\$ -	\$ -
F. NC Programs (3066)								
Revenues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (77,150)	\$ -	\$ 77,150	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (77,150)	\$ -	\$ 77,150	\$ -	\$ -	\$ -	\$ -	\$ -
G. NC Meal Events (3069)								
Revenues	\$ 75,000	\$ -	\$ (75,000)	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (90,000)	\$ -	\$ 90,000	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (15,000)	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
H. NC Preconference (3070)								
Revenues	\$ 120,000	\$ -	\$ (120,000)	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (63,500)	\$ -	\$ 63,500	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ (31,800)	\$ -	\$ 31,800	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ 24,700	\$ -	\$ (24,700)	\$ -	\$ -	\$ -	\$ -	\$ -
I. NC Promotion/Planning (3145)								
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (222,500)	\$ -	\$ 222,500	\$ (94,500)	\$ (52,250)	\$ (15,765)	\$ 36,485	
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ (222,500)	\$ -	\$ 222,500	\$ (94,500)	\$ (52,250)	\$ (15,765)	\$ 36,485	

**Public Library Association
FY2020-FY2021 Financial Report**

PLA Board of Directors
June 18, 2021 Virtual Meeting
Document no : 2021.76c

Project	<u>FY20 (final)</u>			<u>FY21 Budget</u>	<u>FY21 (as of Feb 2021)</u>		
Subproject	Budget	Actual	Variance	full year	Budget	Actual	Variance
J. PLA Virtual Conference (3173)							
Revenue	\$ 40,000	\$ -	\$ (40,000)	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (23,000)	\$ -	\$ 23,000	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ (5,300)	\$ -	\$ 5,300	\$ -	\$ -	\$ -	\$ -
Net	\$ 11,700	\$ -	\$ (11,700)	\$ -	\$ -	\$ -	\$ -
Error							
Certif Pub Lib Admin (3189)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17. Grant Cost Shares							
A. Early Literacy Cost Share (3181)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
OH & Taxes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
B. Inclusive Internship Cost Share (3185)							
Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Expenses	\$ (195,032)	\$ -	\$ 195,032	\$ -	\$ -	\$ (6,489)	\$ (6,489)
OH & Taxes	\$ (6,240)	\$ -	\$ 6,240	\$ -	\$ -	\$ -	\$ -
Net	\$ (201,272)	\$ -	\$ 201,272	\$ -	\$ -	\$ (6,489)	\$ (6,489)
TOTAL ADMIN/CORE PROJECTS							
	<u>FY20 (final)</u>			<u>FY21 Budget</u>	<u>FY21 (as of Feb 2021)</u>		
	Budget	Actual	Variance	full year	Budget	Actual	Variance
Revenue	\$ 4,718,615	\$ -	\$ (4,718,615)	\$ 771,600	\$ 386,800	\$ 434,996	\$ 48,196
Expenses	\$ (3,665,252)	\$ -	\$ 3,665,252	\$ (1,280,002)	\$ (621,927)	\$ (385,982)	\$ 235,945
OH & Taxes	\$ (941,890)	\$ -	\$ 941,890	\$ (55,545)	\$ (31,003)	\$ (9,259)	\$ 21,744
Net	\$ 111,473	\$ -	\$ (111,473)	\$ (563,947)	\$ (266,130)	\$ 39,755	\$ 305,885

**Public Library Association
FY2020-FY2021 Financial Report**

PLA Board of Directors
June 18, 2021 Virtual Meeting
Document no.: 2021.76d

Year-to-Date Report - GRANTS (Budgeted to Zero Out)

FY21 as of Feb 2021

Project	TOTAL GRANT		TOTAL SPENT		BALANCE	FY21 Budget	FY21 (as of Feb 2021)			BALANCES
Subproject			through FY20		Close of FY20	full year	Budget	Actual	Variance	Post Feb 2021
<u>Health Insurance Enrollment (3150)</u>										
Sep 2018 to July 2021 (FY19-FY21)										
Revenue	\$	466,773	\$	-	\$ 466,773	\$ -	\$ -	\$ 51,080	\$ 51,080	\$ 415,693
Expenses	\$	(434,367)	\$	-	\$ (434,367)	\$ -	\$ -	\$ (49,557)	\$ (49,557)	\$ (384,809)
OH & Taxes	\$	(32,406)			\$ (32,406)	\$ -	\$ -	\$ (1,522)	\$ (1,522)	\$ (30,884)
Net	\$	(0)	\$	-	\$ (0)	\$ -	\$ -	\$ 0	\$ 0	\$ (0)
<u>Microsoft Philanthropies (3160)</u>										
Feb 2019 to mid-2021 (FY19-FY21)										
Revenue	\$	608,416	\$	-	\$ 608,416	\$ -	\$ -	\$ 43,830	\$ 43,830	\$ 564,586
Expenses	\$	(546,705)	\$	-	\$ (546,705)	\$ -	\$ -	\$ (43,830)	\$ (43,830)	\$ (502,875)
OH & Taxes	\$	(61,711)	\$	-	\$ (61,711)	\$ -	\$ -	\$ -	\$ -	\$ (61,711)
Net	\$	0	\$	-	\$ 0	\$ -	\$ -	\$ -	\$ -	\$ 0
<u>IMLS-Family Engagement (3082)</u>										
Sep 2020 to Aug 2021 (FY21)										
Revenue	\$	99,949	\$	-	\$ 99,949	\$ -	\$ -	\$ 52,341	\$ 52,341	\$ 47,608
Expenses	\$	(86,156)	\$	-	\$ (86,156)	\$ -	\$ -	\$ (52,341)	\$ (52,341)	\$ (33,815)
OH & Taxes	\$	(13,793)	\$	-	\$ (13,793)	\$ -	\$ -	\$ -	\$ -	\$ (13,793)
Net	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>Gates Legacy Grant (3175)</u>										
Jun 2016 to May 2026 (FY16-FY26)										
Interest Income			\$	-				\$ 76,718		\$ 76,718
Revenue	\$	10,905,701	\$	-	\$ 10,905,701	\$ 952,846	\$ 476,423	\$ 212,205	\$ (264,218)	\$ 10,693,496
Expenses	\$	(9,735,947)	\$	-	\$ (9,735,947)	\$ (850,872)	\$ (423,655)	\$ (213,923)	\$ 209,732	\$ (9,522,024)
OH & Taxes	\$	(1,169,754)	\$	-	\$ (1,169,754)	\$ (102,028)	\$ (50,800)	\$ 1,719	\$ 52,519	\$ (1,171,473)
Net	\$	-	\$	-	\$ -	\$ (54)	\$ 1,968	\$ 0	\$ (1,968)	\$ -
<u>Gates African Leadership Training (3176)</u>										
Oct 2016 to Oct 2019 (FY17-FY20)										
Interest Income			\$	-				\$ -		\$ -
Revenue	\$	1,000,000	\$	-	\$ 1,000,000	\$ -	\$ -	\$ -	\$ -	\$ 1,000,000
Expenses	\$	(892,857)	\$	-	\$ (892,857)	\$ -	\$ -	\$ -	\$ -	\$ (892,857)
OH & Taxes	\$	(107,143)	\$	-	\$ (107,143)	\$ -	\$ -	\$ -	\$ -	\$ (107,143)
Net	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>Gates Gen Ops Supplement (3177)</u>										
Sep 2017 through no end date										
Revenue	\$	2,900,000	\$	-	\$ 2,900,000	\$ -	\$ -	\$ 342,838	\$ 342,838	\$ 2,557,162
Expenses	\$	(2,552,000)	\$	-	\$ (2,552,000)	\$ -	\$ -	\$ (342,838)	\$ (342,838)	\$ (2,209,162)
OH & Taxes	\$	(348,000)	\$	-	\$ (348,000)	\$ -	\$ -	\$ -	\$ -	\$ (348,000)
Net	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>Knight Short Edition (3178)</u>										
Jan 2018-date TBD (FY18-FY21)										
Revenue	\$	250,000	\$	-	\$ 250,000	\$ -	\$ -	\$ 6,400	\$ 6,400	\$ 243,600
Expenses	\$	(250,000)	\$	-	\$ (250,000)	\$ -	\$ -	\$ (6,400)	\$ (6,400)	\$ (243,600)
OH & Taxes	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<u>IMLS Inclusive Internships (3184)</u>										
Mar 2017 - Dec 2021 (FY17-FY22)										
Revenue	\$	1,538,574	\$	-	\$ 1,538,574	\$ 281,800	\$ -	\$ -	\$ -	\$ 1,538,574
Expenses	\$	(1,502,120)	\$	-	\$ (1,502,120)	\$ (281,800)	\$ -	\$ -	\$ -	\$ (1,502,120)
OH & Taxes	\$	(36,454)	\$	-	\$ (36,454)	\$ -	\$ -	\$ -	\$ -	\$ (36,454)
Net	\$	-	\$	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

PLA Board of Directors
June 18, 2021 Virtual Meeting
Document no.: 2021.76d

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PLA FY22 Budget - Revenue and Expenses

~~Draft 1, March 5, 2021~~ Draft 2, April 27, 2021

The first scenario uses all LOW revenue projections, which was required by ALA leadership.

The second scenario uses a combination of LOW and MID revenue projection. This has been entered as PLA's second draft, due in May 2021.

GEN FUND PROJECTS	FY22 Revenue Low	FY22 Expenses	Net/Loss
0 Admin	\$0	\$772,464	(\$772,464)
3000 Service to Members	\$375,000	\$94,150	\$280,850
3007 Regional CE/Bootcamp	\$0	\$0	\$0
3011 PLA Leadership	\$0	\$0	\$0
3020 Partners	\$6,000	\$18,650	(\$12,650)
3026 AC Preconferences	\$0	\$0	\$0
3030 Public Libraries	\$30,000	\$112,450	(\$82,450)
3040 Web CE	\$15,000	\$9,800	\$5,200
3058 Publications	\$15,000	\$0	\$15,000
3072 Family Engagement	\$0	\$0	\$0
3073 Equity Diversity Inclusion	\$0	\$0	\$0
3120 ECRR	\$5,000	\$0	\$5,000
3171 PO Regional Training	\$0	\$0	\$0
3172 PLDS-includes PMTF	\$0	\$0	\$0
3185 III Cost Share (IMLS)	\$0	\$0	\$0
3188 DigitalLearn	\$0	\$40,000	(\$40,000)
TOTALS	\$446,000	\$1,047,514	(\$601,514)

FY22 Revenue Low/Mid	FY22 Expenses	Net/Loss
\$0	\$771,392	(\$771,392)
\$467,500	\$94,150	\$373,350
\$0	\$0	\$0
\$0	\$0	\$0
\$18,000	\$18,650	(\$650)
\$0	\$0	\$0
\$45,000	\$112,450	(\$67,450)
\$37,500	\$9,800	\$27,700
\$20,000	\$8,200	\$11,800
\$18,000	\$7,770	\$10,230
\$25,000	\$11,625	\$13,375
\$5,000	\$0	\$5,000
\$0	\$0	\$0
\$0	\$0	\$0
\$0	\$0	\$0
\$30,000	\$40,000	(\$10,000)
\$666,000	\$1,074,037	(\$408,037)

FY22 Revenue High	Notes
\$0	
\$560,000	High is based on pre-COVID dues, low reflects ~30% re
\$45,000	Unlikely to do regional CE events in FY22; no revenue
\$0	
\$30,000	Mid revenue estimate used; this will require PLA leade
\$18,000	not planning to do 2022 Annual Conference Preconfer
\$60,000	using midpoint estimate, not unreasonable to meet th
\$60,000	FY20 and potentially FY21 are close to high estimate d
\$25,000	Existing publications not expected to sell. Midpoint es
\$36,000	High estimate based on modest profit for 2 FE cohorts
\$50,000	FY21's Leadership Lab was successful; budgeting to re
\$5,000	
\$0	
\$0	
\$0	
\$60,000	Using midpoint estimate, which assumes sales of at le
\$949,000	

CONFERENCE ACCOUNTS	FY22 Revenue Low	FY22 Expenses	Net/Loss
3061 PLA 2022 General	\$1,125,000	\$510,175	\$614,825
3062 PLA 2022 Exhibits	\$1,125,000	\$791,125	\$333,875
3063 PLA 2022 Promotion	\$30,000	\$34,575	(\$4,575)
3064 PLA 2022 Registration	\$0	\$16,700	(\$16,700)
3065 PLA 2022 Opening Closing Sess	\$0	\$255,000	(\$255,000)
3066 PLA 2022 Programs	\$0	\$105,000	(\$105,000)
3069 PLA 2022 Meal Events	\$40,000	\$36,000	\$4,000
3070 PLA 2022 Preconferences	\$100,000	\$72,600	\$27,400
3145 PLA 2022 Conf Planning	\$0	\$40,000	(\$40,000)
3173 PLA 2022 Virtual Conf	\$80,000	\$34,900	\$45,100
TOTALS	\$2,500,000	\$1,896,075	\$603,925

FY22 Revenue Mid	FY22 Expenses	Net/Loss
\$1,512,500	\$637,862	\$874,638
\$1,462,500	\$814,312	\$648,188
\$30,000	\$34,575	(\$4,575)
\$0	\$16,700	(\$16,700)
\$0	\$255,000	(\$255,000)
\$0	\$105,000	(\$105,000)
\$50,000	\$46,000	\$4,000
\$115,000	\$76,975	\$38,025
\$0	\$40,000	(\$40,000)
\$80,000	\$34,900	\$45,100
\$3,250,000	\$2,061,324	\$1,188,676

FY22 Revenue High	
\$1,900,000	GENERAL NOTE: High estimates are near (but just und
\$1,800,000	That is not expected, but optimistically, PLA is using th
\$30,000	than the low estimates.
\$0	
\$0	
\$0	
\$60,000	
\$130,000	
\$0	
\$80,000	
\$4,000,000	

TOTALS - GEN FUND AND CONFERENCE	FY22 Revenue Low	FY22 Expenses	Net/Loss
	\$2,946,000	\$2,943,589	\$2,411

FY22 Revenue Low/Mid	FY22 Expenses	Net/Loss
\$3,916,000	\$3,135,361	\$780,639

FY22 Revenue High
\$4,949,000

GRANTS	FY22 Revenue Low	FY22 Expenses	Net/Loss
3184 Inclusive Internships (IMLS)	\$0	\$0	\$0
3150 RWJF/CC Insurance	\$0	\$0	\$0
3160 Microsoft	\$0	\$0	\$0
3175 Legacy Grant (Gates)	\$948,935	\$948,935	\$0
TBD AT&T (New)	\$0	\$0	\$0
TOTALS	\$948,935	\$948,935	\$0

FY22 Revenue Low/Mid	FY22 Expenses	Net/Loss
\$0	\$0	\$0
\$125,000	\$125,000	\$0
\$125,000	\$125,000	\$0
\$948,935	\$948,935	\$0
\$299,461	\$299,461	\$0
\$1,498,396	\$1,498,396	\$0

FY22 Revenue High	
\$0	
\$250,000	Renewal of at least one grant (\$125k) is likely, could b
\$300,000	Continued spend down of current grant funds is \$100
\$948,935	
\$469,461	Grant secured April 2021; \$299k is amount to be spen
\$1,968,396	

PLA FY22 Budget - Revenue and Expenses

First cycle drafts were 3-9-2021

Second cycle draft below, 4-28-2021

GEN FUND PROJECTS

	FY22 Revenue	FY22 Expenses	Net/Loss
0 Admin	\$0	\$771,392	(\$771,392)
3000 Service to Members	\$467,500	\$94,150	\$373,350
3007 Regional CE/Bootcamp	\$0	\$0	\$0
3011 PLA Leadership	\$0	\$0	\$0
3020 Partners	\$18,000	\$18,650	(\$650)
3026 AC Preconferences	\$0	\$0	\$0
3030 Public Libraries	\$45,000	\$112,450	(\$67,450)
3040 Web CE	\$37,500	\$9,800	\$27,700
3058 Publications	\$20,000	\$8,200	\$11,800
3072 Family Engagement	\$18,000	\$7,770	\$10,230
3073 Equity Diversity Inclusion	\$25,000	\$11,625	\$13,375
3120 ECRR	\$5,000	\$0	\$5,000
3171 PO Regional Training	\$0	\$0	\$0
3172 PLDS-includes PMTF	\$0	\$0	\$0
3185 III Cost Share (IMLS)	\$0	\$0	\$0
3188 DigitalLearn	\$30,000	\$40,000	(\$10,000)
TOTALS	\$666,000	\$1,074,037	(\$408,037)

CONFERENCE ACCOUNTS

	FY22 Revenue	FY22 Expenses	Net/Loss
3061 PLA 2022 General	\$1,512,500	\$637,862	\$874,638
3062 PLA 2022 Exhibits	\$1,462,500	\$814,312	\$648,188
3063 PLA 2022 Promotion	\$30,000	\$34,575	(\$4,575)
3064 PLA 2022 Registration	\$0	\$16,700	(\$16,700)
3065 PLA 2022 Opening Closing Sess	\$0	\$255,000	(\$255,000)
3066 PLA 2022 Programs	\$0	\$105,000	(\$105,000)
3069 PLA 2022 Meal Events	\$50,000	\$46,000	\$4,000
3070 PLA 2022 Preconferences	\$115,000	\$76,975	\$38,025
3145 PLA 2022 Conf Planning	\$0	\$40,000	(\$40,000)
3173 PLA 2022 Virtual Conf	\$80,000	\$34,900	\$45,100
TOTALS	\$3,250,000	\$2,061,324	\$1,188,676

	FY22 Revenue	FY22 Expenses	Net/Loss
TOTALS - GEN FUND AND CONFERENCE	\$3,916,000	\$3,135,361	\$780,639

GRANTS

	FY22 Revenue Low	FY22 Expenses	Net/Loss
3184 Inclusive Internships (IMLS)	\$0	\$0	\$0
3150 RWJF/CC Insurance	\$125,000	\$125,000	\$0
3160 Microsoft	\$125,000	\$125,000	\$0
3175 Legacy Grant (Gates)	\$948,935	\$948,935	\$0
TBD AT&T (New)	\$299,461	\$299,461	\$0
TOTALS	\$1,498,396	\$1,498,396	\$0

TO: PLA Board of Directors
RE: FY20 Budget Status
DATE: June 14, 2021

ACTION REQUESTED/INFORMATION/REPORT:

ACTION

ACTION REQUESTED BY: N/A

DRAFT OF MOTION:

That the PLA Board accept the recommendation of PLA Budget & Finance Committee to approve the FY22 budget as presented with the understanding that PLA has the option to revise the budget until September 2021, when ALA locks budgets ahead of the ALA board's October meeting to approve the entire ALA budget for FY22.

FY22 Budget Overview

In accordance with ALA's budgeting deadlines, PLA has completed a second draft of its FY2022 (September 1, 2021-August 31, 2022) PLA budget. A summary by project is attached to this report.

Projects	Revenue	Expenses	Overhead	Net
General Fund	\$666,000	\$1,047,037	\$788,269	(\$408,037)
Conference	\$3,250,000	\$1,850,476	\$874,730	\$1,188,676
Grants	\$1,498,396	\$1,498,396	\$159,044	\$0
TOTALS	\$5,414,396	\$4395,909	\$1,822,043	\$780,639

Revisions since the PLA board met in the spring include an increase in anticipate conference revenue and re-instatement of project budgets that has been zeroed out in the new low-mid-high budgeting process instituted by ALA finance.

We are projecting a net loss in our general fund projects of about \$408,000. This is average for PLA's general fund. It can be attributed to conservative estimates for both partners/individual giving and ad sales, and sustaining projects that generally operate at a net loss, such as Public Libraries (for which ad sales and subscriptions reduce but do not eliminate the net loss) and Digitallearn.org (which is expected to sell at least two custom sites, to help underwrite a portion of its maintenance costs).

FY22 is a PLA conference year, and the conference is our primary revenue generator. While we look forward to being together in person, we recognize that the 22 conference will likely be a smaller in-person event, and therefore has been budgeted \$750,000 less than the most recent conference. We also assume a smaller exhibit footprint as vendor budget contract. To counter this slightly, PLA will raise registration rates by \$25.00.

Grants continue to be a bright spot for PLA. We anticipate nearly \$1.5 million in grant funds in 2022. Of this, a little under \$950,000 will be spent from the Gates Foundation general operating grant received in 2017, which underwrites some portion of 11 FTE staff positions, PLA's growing data collection and management portfolio, and leadership development programming. The remaining \$500,000 in grants is split primarily between ongoing work supporting access to health insurance sign-up, corporate funding from Microsoft to address digital divides and skills gaps, and new money from AT&T related to digital citizenship.

ALA will open up the FY22 budget for final revision in late summer. If revisions are required after June, they will be made and the board will vote virtually on a final budget before mid-September.

Ready



DRAFT PLA Strategic Plan Refresh June 16, 2021

BACKGROUND

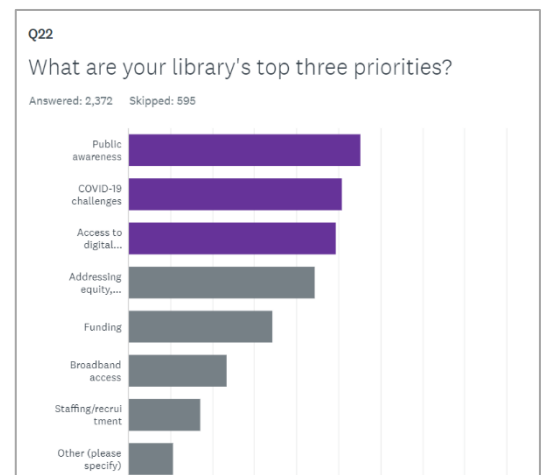
PLA has undertaken a process to realign its strategic activities with the current and evolving needs of its members. While [our existing strategic plan](#) (2018 - 2022) continues to be solid, we felt that the tumult of the last year and a half has necessitated a fresh look at the challenges and opportunities everyone is facing now.

In December of 2020, the PLA board and staff, supported by our consultants, began a process of information gathering, discussion, and reflection. During this time, we conducted 21 interviews and four focus groups with leaders of libraries and library organizations, and surveyed PLA members and former members to better understand their needs and goals.

WHAT WE DISCOVERED

Five major themes emerged from our work:

1. **Public Awareness:** There is a profound lack of public awareness about the work libraries do and the value they provide for their communities.
2. **The profession:** The work of libraries and their people is at a pivotal point in its evolution, and we must think carefully about the best ways to support all library workers, including their training, and career paths.
3. **EDISJ:** Within our profession (and between libraries and their communities), there are far-reaching equity, diversity, and inclusion issues that must be addressed for everyone to thrive.
4. **Societal Churn:** COVID-19, movements to support EDISJ, increasing disparity, growing polarization, the growth of mis- and dis-information, and other upheavals present significant challenges (and opportunities) for libraries everywhere.
5. **Collaboration:** There are significant opportunities for collaboration between PLA and other library organizations to support the public library community in addressing the issues identified above.



Below are two specific intentions, which have been distilled from research and reflection. Each of these is backed by a set of actions we commit to taking. To give a sense of what we heard during the process, we have included thoughts from interviewees and focus group participants in their own language.

WHAT WE COMMIT TO

PLA will be bold and decisive about positions that it takes on behalf of and in service to library workers. We commit to thinking creatively and to taking action that combines the best of what we have done in the past with what we must do differently now to contribute to the preferred future of our members.

Intention One:

PLA is the “go to” support organization for individual library workers. We are welcoming to all and offer immediate and plentiful opportunities for members to engage in the exciting work we do to help people who work in libraries learn, grow, and serve their communities.

... It is “important to have your ear to the ground about what people’s challenges are...through relationships. What are people’s problems? Customer discovery the way entrepreneurs do it.”

Action we will take:

1. Develop PLA as the hub of a network serving public libraries. Focus on:

- Recruiting and retaining non-MLIS staff and students

“I would love to see more focus on entry and/or non-degreed staff. PLA needs to embrace non-professional staff members who are not ALA/PLA members and give them tools for learning and action.”

- Frontline staff (in addition to management)

“There’s a whole new self-discovery that we need to engage in by people who are running our libraries. Seeing oneself differently.”

- CEO support

“If you are leading a public library, you are an executive. You are running a public institution. You have a mission, revenue, expenses, employees, inventory, etc. A lot of library leaders have dismissed themselves as executives. That’s dangerous. We’ve been shy, frightened in putting ourselves out there. Accountability goes with that and there’s ambivalence about that. We have to some extent never had to be accountable for outcomes.”

- Reimagining the PLA member experience to deliver more relevance and value

“It’s about providing focus for practitioners, core elements and opportunities for change and becoming the mechanism for people to come together and bring attention to help give attention to needs and drive progress.”

“I’m a strong believer that an association or a consortium should be the beacon and R&D/learning lab for members.”

“Relevancy is key, a need to contribute to individual development and growth, and overcome generational differences.”

“People in the LGBTQ community are scared to speak up because the risk is high. People are really frightened in this country. Having discussions like this really bridges the divide between

our organizations. I feel that we need a place to meet beyond the conferences...to meet all year long and know what people are working toward and help each other."

2. Lead the charge in creating a new and powerful brand for public libraries and the people who work in them. Co-create language to:

- Describe/define the real work libraries are doing now, where is that work headed
- Describe/define what orientation and skills library workers need to be successful in this work
- Invent new/improved ways to talk about our work and the value it brings to communities
- Engage others who need/care to be involved. Not just library-affiliated organizations, but government, NGOs, etc.

"The library field is fragmented as to what a library actually is... PLA has an opportunity to create a pathway where libraries can choose their own adventure."

"PLA wants to be responsive to its members, [and] it can push for where we want the profession to go. [With regard to] collective action, we are not meeting standards, but this is our call to do better. How do we put a stake in the ground and stop using door counts and circulation and use outcomes in a consistent way so we can share our outcomes on impact in the community?"

"[We need a] better understanding of behavior/sociology...giving people information hasn't worked. Library staff tend to be concerned about information literacy... just pointing people to information isn't enough."

"We've lived in the "if we build it" head and let good feelings about libraries carry us. As an industry, we need to be more sophisticated."

3. Be a partner in setting standards and supporting education of library workers.

"PLA has the ability to create a conversation about what's core (of the profession) and be nimble without losing sight of the larger impact."

4. Proactively collaborate with LIS educators to create innovative pathways to experience and credentials in the field.

"We've been on a journey to redirect our focus from being internal to external. That really requires a different set of skills than being in the business of just running the library."

"There are so many people who can't get into the library field b/c of the cost of the MLS."

"People skills are essential so library staff can be "present with the community, to hear and interpret their needs."

"Get non-white people adequately trained to lead public libraries. We have to stop using the MLS as a weapon. It's about better representation of communities. Not MLS haves and have-nots."

5. Find our place in the EDISJ conversation, be vocal about it, take meaningful action, and provide avenues for members to act.

“I think a piece of equity is recognizing that most library workers are not librarians (even if customers think everyone is!) and we need to share information with all staff equitably.”

“Actively recruit people of color and marginalized people. People fear each other, which is why we get into these arguments and perpetuate racism. Get people more connected. You’re not afraid of people you know.”

“It’s time to show support staff how vital they are.”

“It has to go beyond conversations to action and activism. Collective action. I would love for PLA to hold public libraries accountable for diversity in staffing and offering positions to help people move into and through the profession.”

6. Speak up for good of public libraries regardless of politics including advocating for library workers. PLA will stand behind local libraries/smaller or local/regional library orgs (anti-racist work as example) when advocating and/or sharing positional statements.

“PLA could do a better job of putting their stake in the ground around an issue.”

“I’d like to see PLA become more activist and push for things like better working conditions.”

“There are libraries that want to move in these directions, but they don’t have backing.”

“We can step into the community conversation for inclusivity and diversity. [There are many] concerns about inequity and opportunity, especially in the last four years. Who’s at the table and what decisions are being made. A library has an opportunity to house these conversations.”

“There has been truly targeted undermining of institutions, we are a value-based organization, our values are the community values, and we can lead in that area. We are not neutral.”

“The most important value is courage, because without that we can’t practice the other things we do.”

Intention Two:

PLA cultivates a wide variety of mutually beneficial partnerships to advance libraries, their staff, and programs to best serve our communities.

Action we will take:

1. Build and enhance relationships with partners including:

- ARSL
- ULC
- COSLA
- United For Libraries
- State library organizations

“It’s us and us, not us and them.”

2. Work with partners to reinvent traditional spaces and systems to include culturally, racially, and economically diverse people and perspectives.

“We are not promoting or retaining people of color in the field. We are severely out of touch. If we don’t change and give up the space that is dominated by white women, we’re going to replicate racist systems.”

“PLA could be more involved in ALA caucuses like REFORMA or Black Caucus, maybe an improved relationship or partnering.”

“Help people of color work the system. Demystify it.”

3. Engage with ALA, partners, and members in providing continuing education content for PLA: for example, amplify the professional development work of state organizations, providing a conduit for sharing and collaboration.

“There’s a need for a clear system for servicing and distributing promising practices and services. What’s needed is a spontaneous system to support ideation. The pandemic has fostered more need to get together, opportunities to hear from each other.”

“[We need a] continuous education model, connected, and learning over time. A network of mentors, evaluators, and continuing education. There’s so much information out there, and zero synchronization and certification. Here’s your mentor, your outcomes. Go find materials. Build up a portfolio.”

TO: PLA Board of Directors
RE: Future PLA Board Meetings
FROM: Mary Davis Fournier
DATE: June 7, 2020

ACTION REQUESTED/INFORMATION/REPORT: Information/Discussion

The PLA Board currently does not have meeting scheduled beyond June 18, 2021. Melanie Huggins will be inaugurated president on July 1, 2021. Three new board members will be seated then as well.

The following meeting schedule is proposed for Melanie Huggins' term as president. Most board meetings will occur online, with the re-introduction of two in person meetings. For those unable to travel, efforts will be made for virtual participation. Meetings will be scheduled on a slightly different cadence, moving away from the monthly meeting schedule.

- Virtual Meeting: September 7 or 10, 2021
- Virtual Meeting: October 21 or 22, 2021
- In-Person Meeting: January 21 or 22, 2022, at LibLearnX, San Antonio, TX
- Virtual Meeting: March 3 or 4, 2022
- Virtual Meeting: May 6 or 13, 2022
- In-Person Meeting: June 24 or 25, 2022 at ALA Conference, Washington, DC

The PLA board has traditionally met on Saturday during Midwinter and Annual Conferences. Please also keep in mind the PLA Conference is in Portland OR, March 23-25, 2022.