

2021 Virtual Annual Conference Council Meetings

Virtual Information Session & Membership Meeting Sunday, June 27, 2021

ALA President Julius C. Jefferson Jr. called the meeting to order at 1:30 pm CT. The meeting is being held in accordance with ALA Bylaws, Article 2, Section 4.

APPROVED by Consent, Agenda, CD #8.5

Memorial Resolutions:

- John T. Ma
- Vartan Gregorian
- Kathie Coblentz
- Margaret R. Myers
- Michele Leber
- William G. Asp

Tribute Resolution:

- Gwendolyn Prellwitz

President's Report, CD #21.1

President Jefferson provided the following updates on presidential activities:

- Promoted federal legislation, EDI issues, and communicating with ALA members.
- Promoted COVID relief funding:
 - American Rescue Plan (ARPA), which provided states with a minimum of \$2 million based on the population. The \$2 million from ARPA was the largest single investment in IMLS's 25-year history
 - Build Americas Libraries Act legislation (BALA) that ALA helped distribute funding would through IMLS to state agencies
- Keynote addresses at state conferences, such as in Massachusetts, Utah, and Florida, were devoted to speaking about these key issues and how it affects those states.
- Midwinter presentation called "Disrupting Microaggressions: Engaging in Effect Actions," which were interactive workshop focused on the effects of microaggression and strategies to address microaggressions
- ALA Connect Live presentations once a month February-May

President-elect's Report, CD #29.1

President-elect Patty Wong provided the following update on activities:

- Committee appointments: thanks to all volunteers and on Committees and Committee on Appointments for their advisement. A proposed committee slate was approved by the Board at Midwinter, and appointment notifications went out throughout the Spring
- LibLearnX: ongoing dedication of Conference Services and the Conference Committee to make that a success. It is an opportunity to spotlight our ALA core values
- Libraries Connect: an initiative that will focus on the intersection of equity in terms of service, focusing on digital equity and broadband; the strong work of small, rural, and tribal libraries; the importance of school libraries; libraries as a core value; and our pursuit of resiliency and sustainability in library work and within ALA.
- President Wong will serve as the first Asian American President of ALA in its entire 145-year history, and she was also the first Asian-American Executive Board member as well. This moment is a reminder for the library community to act and to make decisions based on systems change through an equity lens. President-elect Wong encourages member leaders to think about diversity in succession planning.
- Participated in speaking engagements on the issue of digital equity, with groups like Gigabit Librarian and several chapter conferences.

Executive Director's Report, CD #23.1

Executive Director Tracie Hall provided the following updates:

- Focused on not only balancing financial recovery, but also building business opportunity.
- ALA is facing change management at three levels of the organization:
 - Governance (Forward Together)
 - Functional (operating agreement Workgroup)
 - Financial (Pivot Strategy)
- In terms of financial health, comparing FY21 to FY19, ALA is in a better financial position by approximately \$5 million. This has been achieved through significant cost containment efforts.
- Alignment of our expenditures and revenues is priority financial goal, and the Executive Board, BARC, F&A are focused on this goal and welcome Member presence and questions.
- Financial Stewardship focus in operations and endowment: in terms of operations, we are looking at long and short-term liquidity, with a goal of one-quarter of our annual budget as cash on hand, which is a best practice for a nonprofit or large association such as ALA. In terms of the endowment, for the long-term

sustainability, we want the endowment to be two to three times the annual operating budget.

- Pivot Strategy is focused on revenue generation over five years:
 - Looking to grow our three traditional areas of revenue: Conferences, Publishing & Membership
 - Developing new revenue streams with continuing education, data research and design, and contributed revenue, as well as a seventh impact stream to be developed long term
 - Two overarching foals of increasing revenue by 10% and increase our membership by 5%
 - Must grow membership to forward the goals of digital equity and universal broadband, diversity and inclusion in library services, further the LIS workforce, and for the preservation of library services
 - Contributed revenue is necessary to support the short-term liquidity of the Association. There is a significant increase in FY21 contributed income as part of ALA's improved financial position. Additionally, through the ALA COVID Library Relief Fund, ALA was able to raise \$1.25 million, given in \$30,000-\$50,000 grants, representing the largest increment that ALA has given to individual libraries to date.
 - ALA will launch on a six-year comprehensive campaign that would support raising funds for both our operations and our endowment.

Councilor Boettcher expressed concern that neither the schedule nor agenda for LibLearnX has been released. ED Hall noted that staff wanted to focus on Annual Conference, with plans to release information incrementally after Annual. She noted that LibLearnX will focus on professional development, YA literature, user experience, and library innovation. She noted that she will have staff make more visible promotion of LibLearnX during this conference.

Treasurer's Report, CD #13.2

ALA Treasurer Maggie Farrell provided the following updates:

- Reminded members that their dues are an investment in ALA, and the report contains a graphic that outlines the various ALA initiatives supported by membership dues and their impact on the library field.
- Revised Preliminary FY22 Budget:
 - BARC, Finance and Audit, and the Executive Board reviewed the first draft in April, and at the Annual Conference, and in April, BARC, F&A, and the Executive Board provided budget directives for ALA management:
 - Providing a final balanced FY22 budget for the fall
 - Build a contingency fund
 - Pragmatic and conservative projections for LibLearnX and other events
 - Bring expenditures align with our revenue

- FY22 Budget Assumptions:
 - No furloughs for ALA staff
 - 2% pay increase for staff starting in January 2022
 - Overhead rate at 26.5%
- Anticipated revenues are \$46.6 million
- Expenses still exceeding revenues at \$47.9 million
- The gap of \$1.3 million was addressed, creating a contingency of \$263,000:
 - \$1 million of the Payroll Protection Plan applied to FY22
 - Reductions in travel and the Executive Office
- Continue to work on the FY22 budget, with a final budget being approved in October
- Action taken at Council III will be to approve the annual estimates of income, which represents the net assets of the Association as a whole and the estimated revenue for FY22, which is just over \$73 million.
- Draft five-year financial plan (EBD #3.32) directly supports the strategic Pivot Plan as outlined by Executive Director Hall. The plan was discussed at Planning and Budget Assembly this morning, and it will be reviewed by BARC, Finance and Audit, and the Executive Board.
- Finance and Audit Committee will meet in closed session tomorrow to review the FY20 audit.
- Operating Agreement Working Group:
 - Continues its work and the full report is available as Executive Board Document #10.15
 - The operating agreement defines the relationship between ALA and divisions and has not been updated in 30 years
 - PBA discussed the overhead rate and the relationship of the overhead rate to the operating agreement
 - Extended for one additional year and Andrew Pace has been appointed Co-Chair
 - More thorough update will be provided during Council III, and reports are available either on the Executive Board and Council website, as well as the ALA Treasurer's page.

Joint Budget Analysis & Review Committee (BARC)/Finance & Audit (F&A) Report, CD #33.1

Peter Hepburn, BARC Chair, provided the following updates:

- ALA six-month financial results ending February 28, 2021:
 - Total ALA revenues were \$19.9 million, higher than the budgeted amount of \$18.5 million by \$1.42 million, due to higher revenue in grants and awards of \$481,000; in the long-term investment, \$528,000; and the Divisions at \$65,000.

- Total ALA expenses were \$19.3 million, which equaled target expenses, due largely to savings of \$1.26 million in Division expenses and \$56,000 in Round Tables. Offsetting higher than budget expenses were grants and awards of \$474,000, the general fund of \$754,000, and long-term investment of \$88,000.
- Net revenue at \$611,000, which compares to a budgeted deficit of \$815,000.
- General fund revenues of \$10.7 million were close to target, missing by slightly less than \$15,000. Contributions over budget from membership net revenue of \$511,000 helped offset shortfalls in other areas of the general fund. Membership has declined, but the budgeting for membership dues accounted for this, and as such, are projected to finish the year ahead of budget.
- Timing of the end of the second quarter affects the close of numbers for ALA Midwinter, and the seeming \$305,000 shortfall in the general fund that appears is less than half that amount in actuality.
- Registration revenues for Midwinter hit 80% of targets, while exhibits hit 102%, leaving the actual shortfall at about \$122,000.
- The general fund also realized better-than-budgeted performance by the Executive Office, but there were shortfalls in publishing, division overhead, and indirect cost recovery from grants.
- General fund expenses were \$11.2 million, higher than the budget of \$10.5 million.
- General fund net expense was \$521,000, which exceeds what was budgeted by \$248,000.
- Revenue results were mixed among the Divisions, with five of them exceeding budgeted net revenue and four of them falling short. Division revenues overall were at \$4.7 million, which compares favorably to the budget of \$4.4 million.
- All Divisions were under budget for expenses, which led to an actual expenditure of \$4.3 million, much less than the budgeted \$5.6 million.
- Divisions with a combined net revenue of \$417,000 versus a budgeted net expense of \$1.2 million.
- Round tables exceeded net revenue targets, realizing \$253,000 versus a budget of \$133,000. The majority of the positive variance came from EMiERT, with a significant amount coming from the Rainbow Round Table as well.
- BARC met jointly with the Finance and Audit Committee in April and provided its guidance for FY22, which was discussed in Treasurer Farrell's report.
- BARC continues its iterative process of examining, revising, and assessing its engagement with the association as a whole and rethinking the liaison structure between BARC and Divisions is under way, with the Round Tables and key ALA initiatives to be included.
- Financial resources are available to learn more about ALA finances via the ALA Treasurer's page.

Endowment Trustees Report, CD #16.1-4

Pat Wand, Senior Endowment Trustee, provided the following updates

- Trustee discussions driven by market trends, needs of association, and EDI/Social Justice
- Added a minority owned fund, Goldman Sachs GQG Partners International, to portfolio
- ESG Holdings at 51.7%
- Glossary of Terms, Cost Structure Report, Benefits Analysis and FAQs are completed
- Identified two candidates for Trustee vacancies that will be approved by the Executive Board in the coming days
- Value of endowment as of May was \$64,270,831
- \$1.5 million withdrawal in April to cover FY19 and FY20 expenses already paid for and supported by Endowment
- There was another planned withdrawal of \$1.5 million in early FY21 and again in FY22 that reflects the transfer with terms to support ALA due to the repercussions of the pandemic
- The following reports were created and included as attachments:
 - Endowment Management Cost Structure, EBD #13.5a
 - Endowment Benefits to ALA and Units, EBD #13.5b
 - Frequently Asked Questions about ALA Endowment, EBD #13.5C
- Standard practice that nonprofits have endowment 2-3 times annual operating expenses. Currently, ALA's endowment is less than on-year operating budget. It is important to expand the value of the endowment.
- A \$50,000 contribution from the Social Responsibilities Round Table to honor the Herb Biblo Outstanding leadership Award for Social Justice and Equity.

Councilor Jennifer Boettcher asked for clarification on the 6% withdraw, which was noted as unprecedented. Senior Trustee Wand noted that it was a decision based on our current COVID economic situation and desire to help ALA meet financial obligations. The Investment Policy Statement gives a base range of payouts every year from 3% to 5%. Due to the unprecedented financial situation this year, the Trustees made strategic recommendation to the Board for 6% payout for this one year only.

Councilor Dobbs asked for clarification on the term "book value," if it is a proxy for principal? Senior Trustee Wand noted they mean the same thing, essentially the amount of money that the Association puts into the endowment to build it.

Public Policy and Advocacy (PPA) Office Updates, CD #30

Kathi Kromer, ALA Associate Executive Director of the Public Policy and Advocacy Office, provided the following updates:

- \$200 million secured for libraries through the American Rescue Plan (ARPA) and billions more for broadband. Members can visit ALA's ARPA webpage to learn about how to advocate for state and local jurisdictions.
- New FCC program: \$7 billion Emergency Connectivity Fund (ECF) as part of ARPA. The program provides money to public and tribal libraries and K-12 schools to purchase laptop and tablet computers, Wi-Fi hotspots, and broadband connectivity. Libraries participating in the ECF will receive 100% reimbursement of cost for eligible equipment and services.
- The application window for ECF is only 45 days. It begins this Tuesday, June 29, and it ends on Friday, August 13. ALA prepared the Emergency Connectivity Fund Solutions Toolkit. ALA has dedicated ECF webpage, ala.org/advocacy/ecf. Tribal libraries are included, and ALA worked closely with the FCC to ensure their eligibility. We also have an on-demand session focused on the ECF fund during this conference.
- IMLS funding for FY22:
 - In addition to relief funding in ARPA, PPA is rallying support for the annual federal appropriations for libraries. President Biden released his full budget proposal, with an \$8 million increase for the agency. We are hoping to increase that amount as Congress starts to work on the budget.
 - Since April, ALA has been working hard to get as many members as possible of Congress to sign on to our annual Dear Appropriator letters to support LSTA and the Innovative Approaches to Literacy Program. More than 100 representatives signed each letter, continuing five straight years of 100+ signatures.
- ALA continues e-book advocacy at the national level and is supporting efforts at the state level. ALA representatives and librarians from around the country contributed to media stories, including *The Washington Post*, protesting the Amazon digital book embargo of libraries. The public pressure is helping the Judiciary Committee consider legislation on this issue.
 - States are making their own progress. A new law on e-book library access took effect on June 1 in Maryland. It states that if a publisher sells to the public, then it must also sell to libraries at reasonable terms. ALA provided

- policy advice, legal counsel, and advocacy communications assistance to the Maryland Library Association.
 - Similar legislation was passed in New York and now awaits the signature of the governor.
 - Rhode Island has also introduced legislation, and we are working with them in the same way.
 - PPA is prepared to assist other states that pursue their own legislation
- While this administration is more in line with libraries' core values, we cannot rest on our past success or assume automatic support. There is more competition for limited federal resources, so if we believe our government should support legislation in favor of libraries, we have to work hard for it.

ALA Member Opportunities and Benefits

President Jefferson encouraged members to consider volunteering for ALA, as so much of its work is accomplished through the work of dedicated member volunteers. ALA could not accomplish its work without volunteers, and issues like protecting intellectual freedom, fighting for digital access, and promoting equity, diversity, and inclusion. President Jefferson quoted Coretta Scott King: "The greatness of a community is most accurately measured by the compassionate action of its members."

- ALA accepts applications year-round for committee appointments. To be considered for Committee terms beginning July 1, 2022, volunteers should submit their form no later than September 30, 2021. Any forms submitted after September 30, 2021, will be considered for the following appointment cycle.
- ALA's President-Elect, in consultation with elected committee leaders, will review all volunteer submissions October through December, proposed slates are approved by the Executive Board in January, and appointment notifications are distributed throughout the Spring.
- Please note that divisions and round tables each operate their own committee appointment process.
- A call for volunteers for Association and Council committees will go out in early July.
- There will also be a virtual volunteer fair in the Fall. Please watch ALA News, ALA Direct, and the member community in ALA Connect for these updates.

Member Benefits

Melissa Walling, Director of ALA Member Relations and Services, provided the following highlights of additional member benefits:

- As a member, all receive automatic discounts on all online learning and have access to two courses included with membership, one on mindfulness and one on fighting fake news. If your library is a member of ALA, you also have access to an ALA Essentials course, highlighting some of the key pillars of librarianship.

- A new member benefit unveiled the end of last year is a salary survey database, to help those who have had a career change or are maybe planning for one in the near future. You can use this database to benchmark salaries using regional data as well as job title data.
- The most valuable benefit of membership is the collective knowledge of this member community. Join conversations on ALA Connect with fellow library workers to crowdsource ideas from across the globe.
- Attend one of our ALA Connect Live events, where we feature best practices and innovative programs happening in libraries. This is your platform to tap into the collective expertise of 55,000 library workers, 24/7/365.

Q&A Session

Question: Can we get a timeline and status on Forward Together?

Answer: Forward Together Resolutions group will be presenting their resolutions for Council, as policy-making body, during the Council I session tomorrow. After Council makes any decisions regarding changes to governance, the issues will go to membership for a vote. The current proposed resolutions and timeline are available in CD #46.1.

Questions: When discussing ways to reengage or recruit members, has there been any discussion of finding new legal representation with the firm that is known for union busting?

Answer: ED Hall noted there have been some questions regarding Barns & Thornburg, ALA's legal counsel. IT was reiterated to us is that many lawyers within big firms have their own area of practice, and they actually create their own ecosystem of practice. Paula Gilbert, ALA's liaison, is not at all related to the other entities.

President Jefferson note that this issue was also discussed in the Executive Board closed session

Comment: The importance of this meeting as an opportunity for all members to have their voices heard is not adequately promoted, particularly in the daily schedule. It should be clearly noted that this is a full Membership Meeting potentially involving voting matters.

Multiple members reiterated this comment, as well as noting that it would be beneficial to get updates from APA during this meeting given criticisms around Ala's lack of support of individual librarians.

Announcements:

President Jefferson noted that it has been a n honor to serve members during this incredibly difficult time and thanked them for the many opportunities over the last year.

ED Hall noted that ALA reached its registration goals for Annual Conference with 9,120 registrants as of today. Registration will remain open through the conference.

Members can observe Council sessions at Annual Conference, as many important issues regarding ALA governance will be debated. Those sessions and links are available via the Scheduler.

Please join President-elect Patty Wong at 1:00 p.m. CT on June 29 as she begins her term as the first Asian-American Pacific-Islander to serve as President of the American Library Association. This event is free and open to everyone, and presidential initiatives will be discussed, as well as honoring newly elected leadership, including ALA President-Elect Lessa Kanani'opua Pelayo-Lozada and new Executive Board members as well as those who will be leading Divisions and Round Tables.

Information Session & Membership Meeting adjourned.

**Virtual ALA Council I
Monday, June 28, 2021**

President Jefferson called Council Session I to order at 12:00 pm CT

APPROVED by **Consent**, Agenda, CD #8.6

APPROVED by **Consent**, Midwinter Meeting Minutes, CD #2.3 & March Meeting Minutes, CD #2.4

Resolutions Committee Report, CD #10.2

Mike Marlin, Chair, reported the following updates:

- Thanked committee colleagues and ALA staff for their support and welcomed new committee members.
- Updates on current resolutions are included in the written report.

ALA 2020-2022 Council Committee on Committees (COC) Report, CD #12-12.1

ALA President-elect Patty Wong, Chair, presented the following report:

- Current ALA Committee on Committees includes President-elect Wong, Melissa Cardenas-Dow, LeRoy LaFleur, Leslie Preddy, and Eric Suess.
- Nominations for election to the 2020-2022 Committee on Committees, to be chaired by incoming President-Elect Lessa Kanani'opua Pelayo-Lozada, and of the following slate of 8 councilors, 4 are to be elected to serve on the 2021-2022 Council Committee on Committees:
 - Oscar Baeza, Professor & Head Librarian, National REFORMA President, 2020-2021, El Paso Community College in El Paso, Texas.
 - Regina Beard, Business Librarian, Florida Gulf Coast University, Fort Myers, Florida.
 - KC Boyd, School Librarian, District of Columbia Public Schools, Washington, DC.
 - Keturah Cappadonia, Outreach Consultant, Southern Tier Library System, Painted Post, New York.

- Michael Gutierrez, Head of Public Services, South Dakota State University, Brookings, South Dakota.
- Liana Julio, Manager, Information Resources, Paul Hastings, LLP, Los Angeles, California.
- Binh P. Le, Librarian, the Pennsylvania State University in Abington, Pennsylvania.
- Kari Mitchell, Adult Librarian-Public Services, formerly DC Public Library, currently interviewing for librarian position; current job: Sedgwick claims Management, Crystal, North Dakota.

President Jefferson opened nominations from the floor for the 2021-2022 Committee on Committees. There were no floor nominations.

- Nominees for Councilor-at-large and Chapter candidates for election to the 2021-2022 Planning and Budget Assembly.
 - The first three Chapter Councilors receiving the highest number of votes will be elected for two-year terms, from 2021 to 2023, on the PBA:
 - Sharrese C. Castillo, Branch Manager, Wahiawa Public Library, Wahiawa, Hawaii
 - David Dahl, Interim Associate Dean, Digital Services & Technologies, University of Maryland, College Park, Maryland
 - Jos N. Holman, County Librarian, Tippecanoe County Public Library, Lafayette, Indiana
 - Patricia (Trish) Hull, Library Manager Kearns Branch, Kearns, Utah, Salt Lake County Library Services, West Jordan, Utah
 - Lynn Johnson, Director, Lewiston City Library, Lewiston, Idaho; and Kelly Sitzman, Director of Communications & Employee Development, Pioneer Library System, Norman, Oklahoma
 - The first two councilors-at-large candidates receiving the highest number of votes will be elected for two-year terms, 2021-2023, on the PBA:
 - Vivian Bordeaux, Librarian III, Customer Services, from Bridgeport Public Library, Bridgeport, Connecticut
 - Alanna Aiko Moore, social science & humanities coordinator and Librarian for sociology, ethnic studies & critical gender studies, UC San Diego, La Jolla, California
 - Leslie L. Morgan, Africana studies & education librarian from University of Notre Dame in Notre Dame, Indiana
 - Edward Sanchez, Head, library information technology, Marquette University, Milwaukee, Wisconsin

President Jefferson opened floor nominations for either the councilors-at-large or chapter councilor positions for the 2021-2022 Planning and Budget Assembly.

Councilor Kari Mitchell nominated Councilor Ann Ewbank. Councilor Ewbank noted her term ends in June 2021 and is ineligible.

The ballots for COC and PBA elections will open immediately following today's Council II session and will remain open until tomorrow, Tuesday, June 29, at 7:00 a.m. CT. As noted in CD #12.1, the following councilors will serve as tellers for the election: Matt Beckstrom, Head teller; Hannah Buckland; Laura Hicks; and Jonathan Newton. Tellers will certify the results prior to the last Council Meeting on Tuesday, June 29, when results will be announced.

Forward Together Fiscal Analysis Working Group, CD #37.1-1a

John Lehner, chair of the Forward Together Fiscal Analysis Working Group, to provide the following updates:

- Working Group (WG) is not presenting recommendations on changes to the governance structure and aspires to be neutral to present fiscal data that can be used by Council in considering the Forward Together resolutions.
- Several background issues:
 - WG had to work in a very tight timeframe. The timeframe for the work of the Forward Together Resolutions Working Group was also quite compressed.
 - Some of the numbers we haven't been able to provide yet are just as important as the numbers that are included.
 - Some resolutions are open ended and likely intended to present organizational change at a more conceptual level. They avoided some of the implementation details which makes it challenging to assess the fiscal impacts.
 - One complicated implementation issue is how the proposed governance entities will meet. A major issue affecting a fiscal analysis of changes to ALA's governance structure is the cost of in-person versus online meetings. WG's January 2021 report to Council included a section on the cost of face-to-face and online meetings. Most of the resolutions being presented do not specify how the new governance entities will meet.
- Resolution on ALA's Core Values calls for a one-year review of the Core Values. The limited timeframe limits the significance of any fiscal impacts.
- Resolution on Round Tables seems to largely institutionalize what we have now. There are some issues around the Round Tables' overhead contributions not covering the costs, which is likely an issue for the Operating Agreement Working Group. There are some streamlining steps, such as standardized dues and uniform bylaws, that will have positive fiscal impacts.
- Resolution on Board of Directors dissolves the current Executive Board and establishes the Board of Directors with 17 volunteer members. If the new board continues to receive the level of support afforded the current Executive Board, travel support for Board members will increase by over \$38,000. As previously

reported, the current cost of governance and Executive Office staff support for the Executive Board is \$228,000 per year. This is a cost of \$19,000 per year/per member. We do not expect expansion of the number of Board members to cause a simple proportional expansion of cost for staff support.

- Resolution to Reimagine Council replaces the current Council with a smaller body and removes the requirement to attend Council in person. This means Council will meet virtually or in hybrid meetings. It does appear that there could be savings of over \$100,000 per year by moving away from the large in-person Council meetings.
- Resolutions on Assemblies: there may be some significant savings but have not been able to quantify the specific impacts yet, as it is not specified how or the frequency that the assemblies will meet.
- Resolutions establishing six standing committees of the Board: given the complexity of these resolutions, the group was not able to address the fiscal implications of the proposed standing committees. The six standing committees will comprise 90 individuals, with existing committees of Council and Executive Board allocated to one of the new committees. WG's concerns about the fiscal impact of this set of resolutions are taken as a whole, as the reconstitution process does not outline how many committees will continue and how many will be disbanded.
- In addition, the resolutions on assemblies could add up to 320 people into the governance structure. Even with the reduction in the size of Council, this would be a net addition of 200 people in the governance entities. There will be meeting costs and staff support costs for these assemblies.
- The overall effect of these resolutions taken together will be to expand ALA's governance structure, and the WG believes it will increase the costs of governance. For example, the current Nominating Committee prepares a slate of 55 candidates, and the new Nominating Committee will be responsible for developing a slate of approximately 84 candidates.
- Concerns about elections for the assemblies:
 - The resolution structuring the assemblies establishes three-year terms. If assemblies are fully populated, about 106 seats will be available annually. If the elections are conducted in the manner of Council elections, a slate will be assembled that includes 50% more candidates than seats, with about 159 candidates annually.
 - The resolution speaks to elected representatives from corresponding ALA units for the assemblies. There are direct costs with these elections, as well as member experience issues that we believe have fiscal implications. ALA has member retention issues that have direct fiscal impacts. We do raise the question of the member experience presented by such large-scale and increasingly complicated elections.

Forward Together Resolutions Working Group, CD #46.1, Items 1-3.

Christina Rodriques and Jack Martin, Working Group (WG) Co-Chairs, provided the following updates:

- Charge for this group was to put forward a set of resolutions at a conditional level for Council to debate, amend, and vote.
- Recognition that more time is needed: the first two resolutions, items #1 and 2 in CD #46.1, have had a lot of support and consensus among councilors, but the remaining resolutions, items 3-6 may need more consideration and discussion. There is so much interdependency among these. WG feels there is support among ALA leadership, Council, and membership that more time is he had needed to inform a better strategy for approaching this work, as well as time being needed to gather the necessary input and feedback from all the areas in the Association, including more input from ALA governance and finance entities.

Co-Chair Rodriques moved and Co-Chair Martin seconded that with the exceptions of item #1, ALA Core Values, and Item #2, Round Tables, all remaining items in the Forward Together Resolution Working Group Report, ALA CD #46.1, be referred to a task force of a size, composition, mandate, and reporting schedule to be determined by the ALA's President and subsequently confirmed by the ALA Executive Board.

Councilor April Hathcock noted this work began with SCOE, then Forward Together, and will now be passed onto a taskforce after multiple years.

Councilor Stephanie Chase emphasized that a holistic perspective is needed. This work is crucial and worth taking extra time with the Task Force.

Councilor Jennifer Boettcher asked if this work should remain within a Council group. President-elect Wong noted the work will remain a Council-driven process. While appointed by the President, there will be a strong Council presence in the Task Force.

Councilor Boettcher asked for confirmation that the work of the Task Force will be presented and voted by Council. President Jefferson confirmed it would.

Councilor Pauline Stacchini asked when this task force will be appointed, and how else might pushing back this date affect the Forward Together implementation? President-elect Wong noted the appointment will happen very quickly. The implementation timeline is not yet established.

Councilor Deb Sica expressed concern that this work has been going on for years and without action, ALA may be stuck in a spiral. Co-Chair Rodriques noted that has been some positive progress, as evidenced by the Core Values and Round Tables resolutions, but the other resolution needs more time to be well thought out and consulted among the various groups within ALA.

Councilor Lynn Johnson noted the motion to refer establishes a reporting schedule but no final date for approval or rejection of the greater body. It may be prudent to set a goal or date.

Council continued to discuss the resolution, with many councilors expressing the need for further discussion amongst groups and units to be affected by the resolutions, as well as closer examination of fiscal implications.

President Jefferson opened the vote for CD #46.1, Motion to Refer Items #3-6:

Results:

- 150 yes
- 12 no
- 1 abstain

APPROVED CD #46.1, Motion to Refer Items #3-6:

Co-Chairs Martin and Rodriques presented the Core Values resolutions, CD#46.1, Item 1:

- Resolved, that the American Library Association (ALA), on behalf of its members:
1. establishes a task force with 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; and b, a plan to reduce the multiple locations where the ALA Core Values are listed to a single, easy-to-find location.

The resolution is presented in light of the knowledge that a regular assessment of strategic planning is needed, and that there were multiple places where Core Values were listed throughout the ALA website or policy documents or any documents of that kind but still some confusion on what the Core Values of ALA librarianship are. As most task forces and committees are appointed by the presiding officer of the Association, this would be done in the same way.

President Jefferson opened the vote on CD#46.1, Item 1:

Results:

- 158 yes
- 0 no
- 2 abstain

APPROVED CD#46.1, Item 1

Council I adjourned.

**Virtual ALA Council II
Monday, June 28, 2021**

President Jefferson called Council session II order at 3:00 pm CT.

APPROVED by Consent, Agenda, CD #8.7, amended

Executive Board Actions, CD #15.1

Executive Director Tracie Hall provided updates on actions take since the 2020 Virtual Midwinter Meeting:

- Two statements in support of APALA in recognizing and condemning ongoing anti-Asian hate crimes.
- Voted to allow any furloughed librarian or library worker an opportunity to attend this Annual Conference at no cost.
- Establishing the Reclaim Membership Fund, which sponsors the ALA basic membership dues for renewing or reinstating library worker members who are experiencing financial insecurity.
- Working with the Office of Intellectual Freedom on talking points and a toolkit for effective measures in facing bans on the teaching of critical race theory.
- Approved Orlando, Florida; Phoenix, Arizona; and Washington, DC (National Harbor), as the 2024, 2025, and 2026 sites, respectively, for LibLearnX, as well as approving the 2022 LibLearnX schedule with addition of a hybrid MLK celebration and education component taking place in-person in San Antonio. There will be a hybrid option for LibLearnX to test modalities.

Implementation Report of Council's 2021 Virtual Midwinter Meeting, CD #9.1

Executive Director Hall provided the following updates:

- After action to establish the Council Committee on Sustainability, a call went out in March 2021 for committee members. The inaugural chair will be Rebecca Aldrich.
- Action to Condemn White Supremacy and Fascism as Antithetical to Library Work
- The Intellectual Freedom and Social Justice Working Group was approved by the ALA Executive Board to continue the work per the resolution to examine the intersection of social justice and intellectual freedom and to develop messaging and a framework and follow-up activities
- Resolution on the Misuse of Behavioral Data Surveillance in Libraries: the Choose Privacy Everyday blog published an overview of the resolution and discussion that took place at the ALA Council session, as well as a follow-up two-part series on the concept of information fiduciaries that is referenced in the resolution. The Vendor Privacy Working Group, which was formed, continues its work on reviewing vendor privacy policies and identifying key issues.

Forward Together Resolutions Working Group, CD #46.1, Item 2.

Co-Chair Rodriques presented the following Resolution on ALA Round Tables:

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 round table, or disband;
3. requires that all round tables adhere to a common template of core bylaws while maintaining the flexibility of their own operating principles; and
4. requires that all round tables align with nominal, annual membership dues to be recommended by the Round Table Coordinating Assembly.

The goals of the resolution are to streamline the Round Table process, since all currently have their own set of bylaws and set of membership dues, and to provide some consistency and clarification across the board.

Councilor Tara Brady moved to amend the resolution, noting concerns that the resolution as written implies that the common bylaws will be more restrictive than the Round Table stakeholders had been given to understand in discussions. The amendment would be a compromise that makes this a mutual commitment between Round Tables and sort of big ALA:

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 round table, or disband;

3. requires that all round tables adhere to a common template of core bylaws while maintaining the flexibility of which shall be flexible enough to allow them to maintain their own operating principles; and
4. requires that all round tables align with nominal, annual membership dues to be recommended by the Round Table Coordinating Assembly.

Councilors discussed the amendment, with some expressing that the language is similar enough to be considered housekeeping language, and Co-Chairs Martin and Rodriques agreed.

Councilor Brady withdrew the amendment and agreed to refer the change to ALA Executive Director as a housekeeping matter and to maintain the intent and the spirit of the resolution.

President Jefferson resumed debate on the original motion.

Councilor Grace Jackson-Brown asked how will Round Table dues be set if there is no Round Table Coordinating Assembly? Co-Chair Martin noted that this looks forward to the creation of the assemblies, which would likely include the Coordinating Assembly, but this ultimately will be addressed in the next stage with the Task Force and possibly the Operating Agreement Workgroup.

Councilor Natalie DeJonghe noted that the resolution says a Round Table can become an interest group if they do not meet membership requirements. Does that refer to a member initiative group that we currently have, or are the interest groups going to be something new? Co-Chair Rodriques noted it refers to existing groups and could be clarified as part of housekeeping language.

Councilor DeJonghe also asked if a Round Table falls below membership requirement and is reverted back to an interest group, is there a process in place yet for how they could return to Round Table status? Co-Chair Martin noted that there would be a process to return to that status, but the threshold would be very low.

Councilor Brady asked if the phrase "nominal, annual membership dues" would allow a free membership tier for Round Tables that want one? Co-Chair Martin noted that discussion did not get that granular, and it would be up to the Task Force or Operating Agreement workgroup to look at that.

Councilor Kari Mitchell asked regarding the fourth clause in the resolution, is there a goal to make the nominal annual membership dues equal among all the round tables, as there is quite a gap between some of the round tables? Councilor Jessamyn West posed a similar question: do round tables have to approve their dues levels, and has it been looked at whether this represents an increase or decrease for most members? Co-Chair

Martin noted that the question of dues will likely be answered by the Operating Agreement Working Group or the Task Force. Treasurer Farrell noted that the Operating Agreement is not currently looking at Round Table dues.

Councilor Binh Le asked if it would be beneficial to give Round Tables two rather than one year to increase membership minimum requirements? Co-Chair Martin recommended that the next stage of implementation within the Task Force address this.

Councilor Susan Jennings noted that in second clause, it stipulates that Round Tables meet membership minimums "within one year." "Within" muddies the exact time frames and could be removed. President Jefferson noted that Executive Director Hall will address this as part of language housekeeping.

Councilor Ray Pun noted that the requirement to adhere to the bylaws template is a stretch. Will there be a deadline by which round tables must switch to the template? Co-Chair Martin noted that a set of guidelines need to be developed first that all Round Table can adhere to.

President Jefferson opened the vote on CD #46.1, Item 2.

Results:

- 154 yes
- 4 no
- 0 abstain

APPROVED CD #46.1, Item 2.

Councilor Boettcher asked for clarification if this resolution changes bylaws and therefore ultimately requires a membership vote. Parliamentarian Mina advised that this resolution as written does not currently change the bylaws and does not require further Council or Membership votes.

Committee on Organization (COO), CD #27.1.

Jim Neal, Chair, presented the following five items for actions outlined in the report:

- Motion 1: the expansion of the membership of the Policy Monitoring Committee. COO met with the chair of the committee, and they explained to us the extra responsibilities and activities that have been identified for the work of the policy monitoring committee. The committee proposed moving from 3 to 11 members. This was supported unanimously by COO.

President Jefferson opened the vote on CD #27.1, Motion 1

Results:

- 158 yes

- 1 no
- 1 abstain

APPROVED CD #27.1, Motion 1

- Motion 2: Amend the charge and size of the Council Orientation Committee. COO discussed the two changes with the chair of the Council Orientation Committee, which are in the report. With the expansion in workload, the committee suggested increasing membership to 10. COO supported this unanimously.

Councilor Erica Freudenberger asked if there are financial implications to expanding these committees? Chair Neal noted there were no financial implications or additional costs, and additional members are volunteers.

President Jefferson opened the vote on CD #27.1, Motion 2.

Results:

- 159 yes
- 0 no
- 1 abstain

APPROVED CD #27.1, Motion 2.

- Motion 3: establish a new Code of Conduct Committee. The ALA online Code of Conduct was approved to reflect our expanded online presence and our online work. The charge, the membership, and the office structure of this new committee has been outlined in the report. This new committee will administer and apply the new online Code of Conduct. A question raised within COO is whether this would, at some point, extend to the in-person environments in terms of conduct, and the response was they want to work first on this new Online Code of Conduct and will look at whether and how this might apply to their work in consultation with ALA staff going forward. COO unanimously supports this motion.

Councilor Jessamyn West, member of the ALA Code of Conduct Working Group, which drafted the Online Code of Conduct, noted that working group members are available to answer specific questions. She also emphasized that the document will be reviewed periodically as part of this committee's charge.

Councilor Eileen Palmed suggested since the focus is just online, the name of the committee should be the ALA Online Code of Conduct Committee. Chair Neal noted that COO raised that question, but as it may expand at some point to include other codes of conduct in the work of the Association, COO chose to proceed with this name.

Councilor Kari Mitchell asked if personal social media behavior will be addressed in Code of Conduct. Councilor West noted the plan is for Code to apply to ALA spaces, both on

social media and on ALA's own platforms, like Connect. It is not intended at all to cover individuals' personal social media accounts.

Councilor Paula Laurita asked if that would include hashtags for ALA events? Councilor West noted that is a good question and hashtags were not discussed in detail by the working group. It is an example of something this standing committee could take under advisement and make some choices about, especially if an issue arises.

President Jefferson opened voting on CD #27.1, Motion 3

Results:

- 156 yes
- 4 no
- 1 abstain

APPROVED CD #27.1, Motion 3

- Motion 4: proposal to disband the Membership Meetings Committee. This committee was established a number of years ago when we were experiencing challenges in reaching the necessary quorum for Membership Meetings. An adjustment was made in quorum number, and this committee came to COO with the proposal to disband. This proposal, which Council will vote on separately, is linked to the next motion to reassign the responsibilities formerly held by the Membership Meetings Committee to the Membership Committee itself. COO unanimously supports this motion.

President Jefferson opened the vote for CD #27.1, Motion 4.

Results:

- 157 yes
- 3 no
- 0 abstain

APPROVED CD #27.1, Motion 4.

- Motion 5: Having disbanded the Membership Meetings Committee, propose reassignment of responsibility for Membership Meetings to the Membership Committee.

The Membership Committee has met and voted unanimously to accept this responsibility, and COO supports this motion unanimously.

President Jefferson opened the vote for CD #27.1, Motion 5.

Results:

- 157 yes
- 0 no
- 2 abstain

APPROVED CD #27.1, Motion 5.

Resolution to Achieve Carbon Neutrality for ALA Conferences, CD #53

Councilor Matthew Bollerman read the following resolved clauses:

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

1. pursues a goal of carbon neutrality for all ALA conferences by the year 2025 and will remain carbon neutral for these events thereafter;
2. delegates to the ALA Council Committee on Sustainability to assist and track progress toward this goal; and
3. encourages all divisions, roundtables, chapters, affiliates, and others who work with the Association to consider adopting similar goals to reduce carbon footprints.

Councilor Bollerman noted that Council and ALA have big annual events, and this resolution addressed the resources and costs from an environmental perspective. The Executive Board has made some efforts to try to address this through buying of carbon offsets, and the ALA Conference Services has certainly done some work towards that as well. This resolution gives the Sustainability Committee the change to look at bigger opportunities and initiatives to address these costs.

Councilor Stephanie Chase asked where the ALA Council Committee on Sustainability is tracking progress – just ALA conferences, or division conferences and other things as well? Councilor Bollerman noted that it currently only pertains to ALA, but as a structure is put in place, hopefully Divisions and other groups would take part.

Councilor Ed Sanchez asked if the mover worked with BARC to determine the fiscal implications of this resolution? Councilor Bollerman noted that the question was discussed with BARC, and they submitted a response. Peter Hepburn, BARC Chair, noted that based on information Earla Jones from Conference Services and Denise Moritz from the Finance Office, BARC looked at what the costs for carbon offsets have been at recent conferences. Currently, ALA purchases offsets that account for about 50% of its estimated conference footprint. At Midwinter 2020, for example, that amounted to \$27,000, of which ALA paid \$24,000. Members donated approximately 11% of the carbon offset. If ALA were to increase that to 100% coverage through carbon offsets, we would approximately double that value. While it should not be assumed that carbon offsets be shouldered by the members, BARC hopes that those who can afford it will volunteer their funds. However, there will be fiscal implications for the resolution.

Councilor Lorelei Sterling noted that this resolution goes a long way in helping her State Chapter Executive Board to move forward in this direction as well. Seeing leadership on the national level will help States.

Councilor Eileen Palmer encouraged the Committee on Sustainability to consider sharing with Chapters the strategies and ways in which we can work towards the same goals that ALA is working towards.

Councilor Kari Mitchell expressed support of the resolution but asked if this resolution financially responsible at this time? BARC Chair Hepburn noted that ALA should not consider even small amounts of money to be negligible but by comparison to the overall ALA budget, it is not a large amount at \$50,000 for an in-person conference, for example. In terms of ALA's social responsibility, there is a value to doing this, but it is at Council's discretion whether to take on those costs. Treasurer Farrell noted the wording in the first point says, "Pursues a goal of carbon neutrality," so that would give ALA and members an opportunity to work on a plan.

Executive Board Member Schneider noted that breaking down estimated costs, the offsets would be \$3 per registrant, which is not an insurmountable increase, and we may want to reconsider asking members to pay those costs.

Councilor Ann Symons asked if the goal is carbon neutrality for all ALA conferences, does this mean reducing our footprint by asking people not to come to conference because they all transportation is not carbon neutral? Councilor Bollerman noted that all activity has some carbon cost, but this resolution tasks the Sustainability Committee to identify tangible ways, in addition to offsets, that we can gather responsibly.

Councilor Amber Williams asked if the digital waste of virtual conferences will be examined. Councilor Bollerman noted that is being considered.

Executive Board Member Ed Garcia noted, as seconder of this resolution, that ALA has made the commitment for sustainability a core value, and in this resolution, we are not asking for any fiscal impact in the first year, but several years are given to provide recommendations and solutions.

Councilor Mario Gonzalez asked for clarification on how specifically the Committee on Sustainability will assist and track this goal. Councilor Bollerman noted that the committee will work with the ALA staff responsible for this, such as Conference Services to try to get all these different teams together. Tracking is to be determined, but it is important to get started.

Councilor Ann Ewbank asked how many ALA staff furloughs does \$24,000 cover? Executive Director Hall noted she will need to confer with Interim CFO Moritz to get that number.

Councilor Eric Freudenberger noted that if purchasing carbon offsets are not necessarily effective, does this resolution mean that ALA will move forward with continuing to purchase carbon offsets, or is there different plan? Councilor Bollerman noted that offsets are not the answer, and the resolution is not meant to be prescriptive. The carbon offsets were an Executive Board action.

Councilor Kathleen Moeller-Pfeiffer asked if we including vendors in item 3? Councilor Bollerman noted that the idea is to get the word out wide, so vendors are included.

President Jefferson opened the vote for Resolution to Achieve Carbon Neutrality for ALA Conferences, CD #53.

Results:

- 145 yes
- 9 no
- 4 abstain

APPROVED Resolution to Achieve Carbon Neutrality for ALA Conferences, CD #53.

Council II Meeting Adjourned.

**ALA Virtual Council III Meeting
Tuesday, June 29, 2021**

President Jefferson called Council Session III to order at 9:00 am CT.

APPROVED by **Consent**, Agenda, CD #8.8, amended

President Jefferson noted that according to ALA Policy A.4.2.3, memorials, tributes, and testimonials will be presented at the beginning of the last session of the ALA Council.

Memorial Resolutions:

- John T. Ma, ALA M#9

- Dr. Vartan Gregorian, ALA M#10
- Kathie Coblentz, ALA M#11
- Dr. Henrietta M. Smith, ALA M#12
- Dr. Cheryl McCarthy, ALA M#13
- Eleanor (Penny) Brome, ALA M#14
- Latanya N. Jenkins, ALA M#15
- Anita Schiller, ALA M#16
- Xiaoqiu Li, ALA M#17
- Bernadette Storck, ALA M#18
- Dr. William C. Robinson, ALA M#19
- Margaret R. Myers, ALA M#20
- Michele Leber, ALA M#21
- Leonard Kniffel, ALA M#22
- William G. Asp, ALA M#23
- Regina U. Minudri, ALA M#24
- Rita Joyce Williams Jones, ALA M#25

Tribute Resolutions:

- Mary Ellen Davis, ALA T#6
- Gwendolyn Prellwitz, ALA T#7
- Carrie Russell, ALA T#8

ALA Treasurer's Report, CD #13.3

ALA Treasurer Maggie Farrell provided the following updates:

- BARC Chair Peter Hepburn provided an update on the current FY21 budget during Council's Information Session
- BARC, Finance and Audit, and the Executive Board reviewed the first draft in April earlier this year and provided the following directives for FY22:
 - Providing a final balanced FY22 budget for the fall
 - Build a contingency fund
 - Pragmatic and conservative projections for LibLearnX and other events
 - Bring expenditures align with our revenue
- FY22 Budget Assumptions:
 - No furloughs for ALA staff
 - 2% pay increase for staff starting in January 2022
 - Overhead rate at 26.5%
- FY22 Budget is a reflection of the strategic Pivot Plan, as presented by ED Hall, as well as part of the draft five-year financial plan that PBA, BARC, F&A, and the Executive Board all discussed during this conference and will be finalized in the autumn
- Anticipated revenues are \$46.6 million
- Expenses still exceeding revenues at \$47.9 million
- The gap \$1.3 million was addressed to create a contingency of 263,000:

- \$1 million of the Payroll Protection Plan applied to FY 22
- Reductions in travel and the Executive Office
- Final budget will be decided during the BARC, F&A, and Executive Board Fall meetings.
- The annual estimates of income for FY22 are just over \$73 million.

Councilor Oscar Lanza-Galindo asked what mechanisms are in place to ensure there is adherence to the budget plan. Treasurer Farrell noted that the mechanisms reported for the FY21 budget are working as reported in the Information Session for Council, which includes continual monitoring of expenses as revenues are or are not realized. The oversight and the diligence of BARC, the Executive Board, and the Finance and Audit Committee ensure close monitoring, as well as the commitment from our Executive Director Hall.

President Jefferson asked Treasurer Farrell to clarify past budget deficits. Treasurer Farrell noted that in past recent years, the Executive Board planned a strategic investment budget, taking some of the net asset balance, or the liquidity of ALA, to invest in strategic areas for the Association including development, advocacy, and information technology. In addition to the planned deficit, there were some unforeseen deficits. Again, the strategies for FY21 and FY22 will mitigate against these unplanned events.

Councilor Natalie DeJonghe asked if ALA knows if it will receive Paycheck Protection Program funding again or is that an assumption as it was received in the past. Treasurer Farrell noted that we have receive \$6 million in loans, which we anticipate will be forgiven. ALA Finance is following the strict guidelines to ensure forgiveness.

Treasurer Farrell moved for approval of the FY22 annual estimates of income of \$73,068,000, as outlined in CD #13.3.

President Jefferson opened the vote to approve the FY22 annual estimates of income. Results:

- 156 yes
- 1 no
- 3 abstain

APPROVED FY22 annual estimates of income of \$73,068,000, as outlined in CD #13.3.

Councilor Brenda Pruitt-Annisette asked if safeguards are in place to protect ALA against technology overruns, and if there are there any consequences? Treasurer Farrell noted that those past overruns were addressed and continued to be monitored, with regular reporting put in place to ensure an overrun does not occur again.

Procedural Question during Council II

ALA Parliamentarian Eli Mina noted that during Council II session the previous day, he offered unprompted feedback dismissing a Point of Order raised during voting. In Robert's Rules of Order on page 386, there is a provision that states when a vote is being taken, no interruption is permitted from the time that any member has actually voted until all have presumably voted. Parliamentarian Mina emphasized that a point of order is a statement that one of the rules is being violated, and it seemed that the stated point of order yesterday was actually asking a question of what needs to be done as a result of the adoption of this motion.

Operating Agreement Working Group Update, CD #40.1

Treasurer Farrell and Andrew Pace, Co-Chairs, provided the following updates:

- The Executive Board extended the charge of the Working Group until Annual Conference 2022.
- Discussion on changes to the policy must be undertaken with special attention to the Forward Together plan, the ALA Pivot Plan, the budgetary practice of the Association, and the current financial stressors of managing a large and diverse association.
- The Working Group is drafting changes to the operating agreement policy, which outlines the relationship between ALA and its Divisions, with a goal towards simplifying its details. A new draft of the policy will maintain the important contributions of Divisions while reinforcing unity, collaboration, and a space for innovation in all of ALA's units.
- Revisions to the policy will also take into account the costs associated with shared values, things like diversity and outreach services, intellectual freedom and chapter relations, in addition to the shared indirect costs such as IT, Human Resources, and legal services.
- Defining the role and relationship with ALA's Round Tables is also under consideration.
- Overhead rate, also known as the indirect cost rate, charged to ALA units, is a significant factor in how the relationship is manifested. It is within scope of the group to consider changes to the overhead rate charged to Divisions and Round Tables in support of shared services and member value operations.
- Discussing both modifications to the overhead rate practice and the possibility of its elimination.
- These ideas were workshopped earlier this week with PBA, BARC, and Division leadership, and further feedback will be gathered in the coming months.

Councilor Oscar Lanza-Galindo asked if there will be a change in the overhead rate for FY22 while this work progresses. Treasurer Farrell noted that the overhead rates is 26.5% in the FY22 budget, but the actual expense rate is likely closer to 30%. Incorrect

Councilor Jennifer Boettcher asked if the group is considering a subsidiary structure or to continue everything under the parent of ALA. Co-Chair Pace noted that initially, the

group is looking for changes that do not require altering the Constitution & Bylaws, rather changes via policy. The overhead and direct cost rate is manifested in the financial practices, and the group is looking to change that rather than sweeping changes in the way that the divisions or round tables function.

Constitution & Bylaw Committee, CD #25-25.1

Ann Ewbank, Chair, reported the following updates:

- The committee brings one action item, a constitutional amendment which clarifies that both Council and Membership Meetings may be held electronically and that voting through electronic means may take place at those meetings:
 - Already passed, presented and approved by Council during the 2020 Virtual Meeting per the 2019-2020 ALA CD #25.1 Constitution & Bylaws Report. As a Constitutional amendment, it requires two votes from Council.
 - The 2020-2021 Constitution & Bylaws Committee brings the following motion forward for the second vote in order to place this question on the 2022 Spring membership ballot.

- Motion to approve a Constitution Amendment by adding language to the Constitution which clarifies that both Council and membership meetings may be held electronically and that voting through electronic means may take place at those meetings, CD #25.

President Jefferson opened the vote.

Results:

- 157 yes
- 0 no
- 1 abstain

APPROVED a Constitution Amendment by adding language to the Constitution which clarifies that both Council and membership meetings may be held electronically and that voting through electronic means may take place at those meetings, CD #25.

Committee on Professional Ethics (COPE) Report, CD #24.1-2

Stephen Matthews, Chair, provided the following report:

- Please refer to written report for more specific details on committee activities
- COPE is proposing a ninth principal to be added to the ALA Code of Ethics. This proposed additional principle is meant to codify the LIS profession's commitment to racial and social justice and further emphasize diversity and inclusion as one of the profession's core beliefs. This new principle is a product of work done by the Social and Racial Justice Subgroup of the Committee on Professional Ethics, COPE, in collaboration with groups within ALA, including the ODLOS Advisory Committee, the Committee on Diversity, and the Intellectual Freedom Committee.

- A draft of the principle was shared widely among ALA members, divisions, round tables, the ALA Executive Board, and ALA Council to invite feedback. All feedback was thoughtfully considered, and revisions were made.
- COPE voted to approve the ninth principle and propose it to the ALA Council for addition to the ALA Code of Ethics. The final draft is included in the report to Council submitted as CD #24.1, and is presented today for Council consideration:
 - Motion for adoption of CD #24.2, ALA Code of Ethics, ninth principle, which reads:

We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces.

President Jefferson opened the vote.

Results:

- 160 yes
- 0 no
- 0 abstain

APPROVED adoption of CD #24.2, ALA Code of Ethics, ninth principle.

Intellectual Freedom Committee (IFC), CD #19.4-7

Martin Garnar, Chair, provided the following updates:

- Refer to written report for detailed account of activities since Midwinter Meeting, including a Board-appointed working group on Intellectual Freedom and Social Justice
- Based on the passage of the Resolution on Forming a Working Group to Align Vendor Privacy Policies with ALA policies and Ethics at the 2020 Midwinter Meeting, the IFC Privacy Subcommittee assembled a working group of experts that have a long history of advocating and working on library privacy issues.
 - The first charge was to complete a study of current vendor privacy policies and identify key issues within 12 months. While this objective was delayed due to the COVID-19 pandemic, the Working Group is now ready to present the agreed-on key issues. Among the key issues that are cited:
 - More data is collected about a user than is required to provide access to a product or service
 - Often a lack of informed consent
 - Information security practices are not up-to-date, allowing for data breaches
 - Lack of transparency between vendors and libraries around data lifecycles

- Privacy policies are not written in plain language so that all users can understand.
 - Urge counselors and the library community to read the full report and findings from these valuable discussions between library workers and vendors.
 - Working Group plans to meet in August to explore how to use these findings to advocate for greater user privacy and confidentiality.
- Privacy Subcommittee has also continued its work in updating the ALA privacy guidelines and checklists. IFC has voted to approve the latest edition, which is included in this report as an information item.
- In response to a charge from the passage of the Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work, the Intellectual Freedom and Social Justice Subgroup welcomed new members from groups across the Association and reviewed neutrality rhetoric and began to identify alternative concepts. The subgroup is currently recommending the radical empathy. Radical empathy calls for moving beyond an understanding of others' lives and pain to understand the origins of our biases, including internalized oppression. To expand on this, radical empathy report is included as CD #19.6 as an information item. The subgroup will continue its work and will respond to feedback received from the library community after the 2021 ALA Annual Virtual Conference.
- At the ALA Virtual Annual Conference 2020, the Resolution Condemning U.S. Media Corporations Abridgement of Free Speech, CD #46, was referred to the Intellectual Freedom Committee and International Relations Committee to form a working group that shall include members from both committees as well as the original mover and seconder of the Resolution, with a report due back at Midwinter 2021.
 - Workgroup was created and met several times to review the resolution and craft language.
 - At the 2020 Midwinter Meeting, ALA Council granted the Working Group a continuance of its charge to provide an updated report at the 2021 ALA Annual Conference.
 - The Resolution was reviewed and approved by the International Relations Committee and the Intellectual Freedom Committee to bring to Council for consideration. It is endorsed by the Committee on Professional Ethics and the Intellectual Freedom Round Table.
 - Via the Committee on Legislation and Council Forum, it was recommended that a definition of U.S. enterprises be added to the resolution as a footnote. While the IFC and IRC were in general agreement with this change, they did not make this revision as the resolution had already been approved, endorsed, and submitted. The Committee recommends that Executive Director add the footnote as part of housekeeping measures.

The Intellectual Freedom Committee and International Relations Committee move adoption of CD #19.4, Resolution on the U.S. Enterprises' Abridgement of Free Speech:
Resolved, that the American Library Association (ALA), on behalf of its members:

1. reaffirms its commitment to free speech and free expression as previously stated in “The Universal Right to Free Expression: An Interpretation of the Library Bill of Rights”.
2. strongly urges U.S. enterprises that allow for social interaction and comments on online platforms to resist efforts from governments to suppress or restrict the “right to freedom of opinion and expression” as enshrined in Article 19 of the Universal Declaration of Human Rights;
3. urges those same U.S. enterprises to address disinformation, as well as targeted harassment or hate speech, in order to protect the honor, dignity, and humanity of users of their online platforms; and
4. recommends library workers and governing bodies share this resolution with library users and local media.

Councilor Kari Mitchell noted the use of the word “governments.” Has this Resolution been reviewed by the Committee on Legislation? Chair Garnar noted the committee did review, and aside from the suggested footnote, did not express concern on other language.

Councilor Lori Fisher asked for the definition of "U.S. Enterprises" that will be in the footnote. Chair Garnar noted it will read: “U.S. enterprises is intended to refer to corporations, businesses, and other commercial organizations based in the U.S. It is not directed at nonprofit organizations, such as libraries.”

President Jefferson opened the vote.

Results:

- 158 yes
- 0 no
- 2 abstain

APPROVED Resolution on U.S. Enterprises' Abridgement of Free Speech, CD #19.4

- A subgroup was formed of councilors and representatives from the Intellectual Freedom Committee and the Committee on Legislation that drafted a resolution that affirms the benefits of open educational resources (OER) and encourages library workers to promote OER and support OER by advocating at all levels of government.
- The Resolution in Support of Open Educational Resources was approved by the Intellectual Freedom Committee and the Committee on Legislation. Both committees also incorporated and approved the revisions to the Resolved Clause 2 that were suggested at Council Forum into the proposed resolution. Additionally, a toolkit from the American Association of School Librarians was added to the footnote listing available resources. The resolution is endorsed by the Information Technology Policy Advisory Committee, Intellectual Freedom Round Table, and in principle, by the Committee on Professional Ethics.

The Intellectual Freedom Committee and the Committee on Legislation move adoption of Council Document CD #19.7, Resolution in Support of Open Educational Resources:

Resolved, that the American Library Association (ALA):

1. affirms that open educational resources can be as effective, authoritative, and of academically rigorous quality as traditionally published learning materials;
2. encourages library workers to support initiatives that promote the creation, discovery, dissemination, awareness, and preservation of open educational resources; and
3. encourages library workers to advocate for initiatives at all levels of government that support open educational resources.

President Jefferson opened the vote.

Results:

- 155 yes
- 0 no
- 0 abstain

APPROVED Resolution in Support of Open Educational Resources, CD #19.7

Committee on Legislation Report, CD #20.3

Joe Thompson, Chair, provided the following updates:

- ALA members, library advocates, state chapters, key advocates and districts, and public policy and advocacy staff work has ensured that America's libraries received an unprecedented level of stimulus funding in the \$1.9 trillion American Rescue Plan (ARPA)
- ARPA included:
 - \$200 million for libraries through the Institute of Museum and Library Services (IMLS), of which 89% - \$178 million - is allocated for state library agencies.
 - Provides billions of dollars of library-eligible funding with more than \$360 billion going to state, local, and tribal governments.
 - Provides more than \$7 billion for libraries, including tribal libraries and schools, to purchase and distribute technology necessary for remote learning, working from home, virtual healthcare visits, and more.
 - Calls for an Emergency Education Connectivity Fund (ECF) through the FCC's E-rate program, and participating libraries will receive 100% reimbursement for the cost of hotspots and other Wi-Fi-capable devices, such as modems, routers, laptops, and tablets.
 - The application window for ECF is only 45 days, and it begins today. ALA has prepared the Emergency Connectivity Fund Solutions Toolkit, and it's on the dedicated ECF webpage at ala.org/advocacy/ecf.
 - Another program funded is Emergency Broadband Benefit Program, which provides a discount up to \$50 per month for broadband service or up to \$75 per

month on qualifying tribal lands and a one-time discount of up to \$100 for a laptop, desktop, or tablet purchased through a participating provider. A customized press release, fact sheet, and newsletter blurb are all available at ala.org/advocacy/broadband.

- Libraries have succeeded again with increases in federal funding for IMLS. The Biden Administration does support \$265 million in total for IMLS. That includes \$197 million for IMLS-administered Library Services and Technology Act (LSTA) and \$28 million for Innovative Approaches to Literacy (IAL) which is administered through the Department of Education.
- The proposed number for the full IMLS budget saw an increase of \$8 million from last year. The proposed funding for LSTA and IAL are level with FY21 budget, which both received increases from the previous year.
- Visibility and support for the Build Americas Libraries Act (BALA) increases, with full court press outreach in 2021. The \$5 billion one-time infusion of funding for public, tribal, and state libraries that serve the public would radically enhance library services, particularly in long underserved communities of color. As of June 16, the bill's cosponsors have grown to 128 bipartisan representatives, including a majority of House Democrats and 28 senators.
- Anticipate that the 117th Congress will continue to be extremely busy, and in order to move ALA's public policies forward, it will take all of us working together and staying laser focused on library-specific policies. We need every member of Council to join the ALA Action Center at ala.org/takeaction and to respond to action alerts and advocacy opportunities, to follow ALA's public policy and advocacy efforts on Twitter @librarypolicy and other social media.

International Relations Committee (IRC) Report, CD # 18.1

Dr. Ismail Abdullahi, Chair, presented the following report:

- 360 international librarians and library workers from 48 countries and 15 international exhibitors from 6 countries registered for Annual Conference
- Robust number of international programs and presentations at Annual Conference, including: *Central American Library Successes in the Face of Humanitarian Crisis*; *African Libraries Resources: Access and Equity during COVID-19*; *Asia and Oceania Libraries: Reword error rating the Future of Libraries*; *Libraries in a Rapidly Changing World: Working Towards Access and Equity*; and *Leaning International: Stories from the Field*.
- 15 international focus poster sessions about aspects of libraries and library services in China, Ethiopia, Maldives, Pakistan, South Korea, Serbia, Taiwan, and Zambia.
- The citation for innovative international library projects was presented recognizing innovative contributions to international librarianship. This year's winners are Virtual Library Info Lit Race Challenge, Nazarbayev University Library, Nur-Sultan, Kazakhstan; Caring Calls Project, South Shore Public Libraries, Nova Scotia, Canada; Lighthouse Heritage Research Connections Project, Hong Kong; VIRL Connects Team, Vancouver Island Regional Library, Nanaimo, BC, Canada; and Red River College Library in Winnipeg, Canada. International Relations Round Table (IRRT) assisted ALA President Jefferson in the review and selection these awards.

- ACRL Virtual 2021 also attracted a large number from outside the United States with 174 attendees from 21 countries and exhibitors from Belgium, Canada, France, the Netherlands, and the United Kingdom.
- International Federation of Library Associations (IFLA):
 - IRC continued to review and recommend ALA members to Executive Board, members for position in IFLA leadership and within IFLA sections. ALA nominated 49 members in total. IFLA Division of 2021 will include ALA President Julius Jefferson Jr. And 12 other ALA members from the U.S. and Canada.
 - Virtual Library World Congress: August 17-19, 2021.
 - Launched a pilot program to promote and enable support to IRRT member attendance and participation in international library conferences: first initiative will provide competitive grants to cover early bird registration for the Virtual IFLA Congress. Awards will be announced ahead of the IFLA early registration deadline. Preference will be given to IRRT members and those who would be attending their first IFLA conference.
- Through ALA and library supporters' donations, provided \$5,000 in disaster assistance to the University of Cape Town Library, which was severely damaged by a wildfire and large parts of its Africana collection destroyed.
- U.S.-Russia dialogue of activities and connections continue during this last year through a grant to ALA from the U.S. Russia Foundation. On June 3, a webinar titled "Russian and U.S. Libraries Supporting the Well-Being of Individuals and Communities" was established to recognize how libraries in both countries can support their communities as we start to emerge from isolation and libraries reopen.
- Further international webinars:
 - Following up on Council's Midwinter resolution, on May 4, "Broadband as a Human Right" webinar attracted over a hundred attendees from nearly 20 countries
 - In June, a three-part webinar discussion series was organized by IRRT webinar committee on the mission enhancement project on the Croatian Library Association's interests in linked data projects and works
- IRRT mission enhancement grant: IRRT Endowment Committee selected its third winner for the International Relations Round Table Mission Enhancement Grant. This year the winning project is 3D Printing Technology Training in the San Juan del Sur Nicaragua Public Library.
- ALA Task Force on United Nations 2030 Sustainable Development Goals:
 - Completed its 18-month effort raising the visibility of the UN Sustainable Development Goals in U.S. libraries and encouraging libraries to promote the goals and the libraries' effort it is achieving the goals.
 - Provided a multiyear strategic plan. The IRC will be incorporating it into its strategies.

Question: How does international attendance at this conference compare to previous years? If or to what extent the virtual format has allowed more international libraries to

participate? Chair Abdullahi noted there has been more registration of international librarians and library workers.

Election Tellers Report, CD #12.2

Chair Matt Beck Strom, Chair, provided the following results on behalf of the Council Election Tellers Committee members (Hannah Buckland, Laura Hicks, and Jonathan Newton), which met at 8:00 a.m. CT today:

- For the 2021-2022 Committee on Committees the following four candidates were elected to serve a one-year term: KC Boyd, Oscar Baeza, Binh Le, and Regina Beard.
- For the 2021-2023 plan and budget Assembly at-at-large counselors, the following two candidates are elected to a two-year term: Edward Sanchez and Alanna Aiko Moore.
- For the 2021 to 2023 Planning and Budget Assembly Chapter councilors, the following three candidates were elect today two-year terms: Sharrese Castillo, Jos Holman, a Patricia (Trish) Hull.

Freedom to Read Foundation (FTRF) Report, CD #22.1

Barbara Stripling, FTRF President, provided the following update on FTRF activities:

- Serving as amicus curiae on litigations outlined in the report.
- Two cases before the U.S. Supreme Court, which has just issued a decision on one of them and a decision is expected on the other very soon:
 - *BL v. Mahoney*: The lawsuit was filed by a high school cheerleader, who was expelled from her school's cheer team as punishment for posting a profanity-laced Snapchat post, which she wrote on her own time, outside of school property, and using her own cell phone. She was distressed that she was not selected for the cheer team. The legal precedent that was threatened was *Tinker v. the Des Moines Independent Community School District*, which held that students do not shed their First Amendment rights at the schoolhouse gate and only limited by the proviso that schools could discipline students for speech that disrupted the operation of the school. On Wednesday, June 23, the Supreme Court ruled that the student's First Amendment rights were violated.
 - *Americans For Prosperity Foundation v Bonta*: Challenges a rule that charitable and nonprofit organizations can solicit contributions in California only if they disclose the name, address, total contributions, and types of donations of any contributor that donated more than \$5,000 or 2% of the organization's budget. FTRF joined an amicus brief that argued that any disclosure requirement would chill the protected activity of donors who do not want the government to have their information or know about their associations. FTRF expects a decision by the end of June.
- Task Force on Intellectual Freedom and Social Justice: AT FTRF Board Meeting last Thursday, the Board accepted the report from the Task Force and accepted

the specific recommendations for actions to advance the Foundation's work on behalf of intellectual freedom and social justice.

- Developing issues are linked in report on the Freedom to Read Foundation website, but two of note are:
 - There should be some thought about how the Foundation will be affected with the recommendations from the Forward Together restructuring.
 - Important to consider the intellectual freedom implications for librarians as they face the toxic environment of divided communities. Librarians are standing up for intellectual freedom, often receiving discrimination or issues based on that.
- Judith Krug Memorial Fund and Banned Books Week 2021 grant winners are Acadia Parish Library in Crowley, Louisiana; Highland County District Library in Hillsboro, Ohio; Newman Rick County Library in Missouri; Pachoag Medford library in New York; and Westlake Middle School in Broomfield, Colorado.
- Theme for next year's Banned Books Week is "Books Unite Us, Censorship Divides Us," and Jason Reynolds has agreed to be the inaugural Honorary Chair of Banned Books Week.
- Joint award ceremony for Intellectual Freedom awards with Intellectual Freedom Round Table and the iSchool at the University of Illinois at Urbana-Champaign that offers an intellectual freedom award. The ceremony honored 2020 and 2021 winners, including 2020 Freedom to Read Foundation Roll of Honor winner Kelly Alan, Director of Books at the gaming site, Humble Books; and the 2021 Roll of Honor winner, author Robie Harris.
- Members should consider joining FTRF at ftrf.org

Guidance to Libraries on Protecting Privacy and Safety in Coronavirus Related Library Policy Update, CD #49

Executive Board Member Maria McCauley provided the following updates:

- At the 2020 June Virtual Council meeting, Council directed the ALA Executive Board to issue further guidance to libraries in support of patron privacy as it related to contact tracing.
- The Executive Board sought guidance from the Office for Intellectual Freedom and the chairs of the Intellectual Freedom Committee. The Board's guidance includes recommendations by Becky Yoose and Erin Berman, who wrote an OIF blog post, "The Privacy Perils of Contact Tracing in Libraries."
- CD #49 includes recommendations to minimize data collection and exposure, including only collecting what is specifically required by public health, local agency, or legal mandate to make sure that patrons cannot see other names on lists and that the data is secure.
- As libraries transition back to full services, and if contact logging was mandated by law, government agency, or elected official, the Board encourages libraries to determine when contact logging can be stopped. Although most States are now fully open and libraries are open or in transition of reopening, the underpinning of our professional core values of upholding the protection of patron privacy and

intellectual freedom with an eye toward equity should not be lost. Full patron privacy protections that existed pre-pandemic should be restored post-stage of emergency as soon as possible.

Resolution on Greater Transparency in the Library of Congress Subject Headings Revision Process, ALA CD #55

Councilor Hannah Buckland read the following resolved clauses:

- Resolved, that the American Library Association (ALA), on behalf of its members,
1. requests the Library of Congress, with ALA's backing, advocate to increase the staffing allocated to the Policy, Training, and Cooperative Programs Division, ensuring that questions are answered in a timely manner and regular reviews of problematic topical headings take place.
 2. requests that the Library of Congress ensure transparency by revising the Cataloging and Acquisitions webpages and all documentation to ensure that outdated, inaccurate information is removed and relevant information is easy to find; and
 3. requests greater openness and transparency in the Library of Congress Subject Heading proposal process, with regular status reports to the Subject Analysis Committee on anticipated timelines for future work, specifically in regard to ongoing or special projects.

Councilor Buckland noted that this resolution has deeper implications beyond cataloguing and is moving this resolution entirely as the Minnesota chapter councilor. Two of this resolution's authors are Minnesotans Tina Gross and Violet Fox, with contributions from Jill Baron of Dartmouth College.

The resolution focuses on transparency in communication between ALA and Library of Congress (LOC), with the goal of supporting ALA members in equitably serving patrons. Subject headings as a way of organizing the world inherit the same value systems as their creators, and value systems may be racist, sexist, ableist, homophobic, or otherwise harmful. In favor of transparency, feedback on this resolution was solicited during Council Forum 1, from the SAC Working Group on Alternatives to Library of Congress subject heading "Illegal aliens," and the Social Responsibilities Roundtable (SRRT) endorse this is resolution. The Seminar in the Acquisition of Latin American library materials, REFORMA, and the Black Caucus of ALA opted to neither endorse nor oppose. The Subject Analysis Committee, which is within Core but does not speak for Core, voted 6-4 to oppose this resolution under advisement of the Public Policy and Advocacy team.

Councilor Kari Mitchell noted that she raised the motion for clarity at the previous Midwinter due to Council previously passing this in 2015. Councilor Mitchell noted that her understanding is that legislation is needed when dealing with Library of Congress resolutions, and as such, is a committee of legislation referral needed in order to proceed with such resolutions.

Councilor John DeSantis noted there are intricacies in the subject heading process, which is what this resolution addresses. The process of adding or changing subject headings has always been transparent. It is also not in the purview of ALA to dictate hiring policies, staffing, and decisions made within the Library of Congress, just as it would not involve ourselves in the internal operations of any other library. He urged Council not to pass the resolution.

Councilor Anchalee Panigabutra-Roberts noted, as head of the cataloging of an organization, while supportive of the overall goal of this resolution, noted the language of the resolution is of concern, and the resolution will not support the work that ALA has done in collaboration with LOC over the years and could damage the relationship.

Councilor Tara Brady noted that Social Responsibilities Round Table (SRRT) Action Council has voted to endorse this resolution. An open, transparent process will support library workers and the patrons we serve by encouraging the best scrutiny of the subject heading revision process and by educating us in ways to scrutinize our own choices. Even assuming legislation is needed to permit further changes, there is no obstacle when it comes to advocating for a more transparent process.

Councilor Gina Kromhout noted clarification regarding the statement on lack of transparency. The LOC subject heading process was only posted publicly on its website in 2017, and it may not seem very accessible to most librarians. AS LOC headings are used by most libraries in the US, this is a unique situation.

Councilor Eileen Palmer noted that the resolution speaks to LOC's role in setting national standards, and ALA should be able to speak to that.

Councilor Lindsay Cronk noted that member engagement and activism is crucial to the survival of our organization, and feedback is always a gift. While it is crucial to acknowledge the expertise of the Subject Analysis Committee that voted on this and the public policy and advocacy team, we need to be taking strides in this direction.

Councilor Muzhgan Nazarova noted that staffing for LOC cannot be dictated by Congress. The LOC process is transparent, but it may be an issue of improving communication channels rather than transparency. We also cannot ask Congress to report to the subject analysis committee because LOC is a different body.

Councilor Jim Neal asked the mover to speak further to the prospective impact of this resolution on ALA's working relationship with Congress. Councilor Buckland asked a member of the Policy Corps to respond. Councilor Lori Fisher, member of Policy Corps, noted that concerns from ALA staff, as well as the catalogers, is that passage of this

would potentially damage relationships with Library of Congress staff. It is telling that the core subject analysis committee voted against the resolution.

President Jefferson opened the voting on the resolution

Results:

- 24 yes
- 125 no
- 9 abstain

DEFEATED Resolution on Greater Transparency in the Library of Congress Subject Headings Revision Process, ALA CD#55

Resolution on Replacing the Library of Congress Heading, CD #56

Councilor Roberto Delgadillo read the following resolved clauses:

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

1. urges the Library of Congress to change the subject heading Illegal aliens without further delay;
2. encourages libraries to dedicate staff time and capacity to addressing and remediating problematic metadata, either through official channels with the Library of Congress, discovery platforms, or publishers, or implementing local and alternative solutions; and
3. reaffirms the positions it took in two previous resolutions -
 - Resolution on Replacing the Library of Congress Subject Heading "Illegal Aliens" with "Undocumented Immigrants," adopted January 12, 2016)
 - Resolution on Support of the Professional Cataloging Processes and Determinations of the Library of Congress, adopted June 26, 2016)

Councilor Delgadillo noted the resolution has been endorsed by the previous entities outlined for CD #55 and emphasized that the changes outlined are far overdue.

Councilor John DeSantis noted, as the librarian who initiated the previous resolution of making this change in LOC headings in 2014, objections to the critical and accusatory tone in this resolution. Much LOC work and staff time was devoted to making this change but was not implemented due to unexpected congressional interference. LOC is extremely aware of the public interest in this issue.

Councilor Tara Brady noted that SRRT has voted to support this resolution. It is vitally important that the LOC keep moving forward in the process of rooting out the bias embedded in the language it chooses. ALA has waited very long for this change to be implemented, and it is unlikely the political climate is going to become more favorable.

Councilor Anchalee Panigaburta-Roberts noted the term "without further delay" is problematic as the timeline is beyond ALA's and LOC's control.

Councilor Lindsay Cronk emphasized that Councilors should be cognizant of the appearance of gatekeeping when speaking about the tone of the resolution. While not necessarily in support of resolution as the model of the way forward, Councilor Cronk noted that councilors should encourage discussion rather than to attempt to shut it down.

Councilor Oscar Lanza Galindo endorsed and supported this resolution. As a Latino and native person, Councilor Lanza Galindo asked when is the right time for any of us? For many BIPOC, it means never because progress is halted many times by these types of discussions.

The debate time was extended by ten minutes through consent of Council.

Councilor April Hathcock expressed support of this resolution and the previous resolution. Councilor Hathcock noted that ALA keeps saying that these things are important to us, such as the recent Core Values revision, but then back away and opt for the status quo and neutrality. We are not interested in holding our profession, standard-setting organizations or government accountable, which results in a lack of member and volunteer engagement. Councilor Hathcock noted as a Black, Native, queer, woman-identifying person, there is a reason why people do not want to engage with our organization or are burnt out. We need to do better.

Councilor Mario Gonzalez expressed support of this resolution. ALA needs to again be on record opposing a heading "Illegal aliens." It is an insult to people who have come to this country from outside the United States.

Councilor Ann Ewbank noted that sometimes a quiet approach is the best approach in advocacy because advocacy is a long game. ALA needs to be strategic. Political capital on the Hill is currency, and a quiet approach to working on this matter is not oppositional. These issues could be raised outside of conference when there is more time to consider.

Councilor Aaron Dobbs noted that in 2017, Council passed a similar resolution, and there are likely conversations going on right now behind the scenes that are moving this forward. With the current polarized political climate external to ALA, we risk jostling the elbows of the people that are working on this.

Councilor Eileen Palmer noted that local libraries have to make decisions about how to approach this issue within their own catalog and without the guidance on the standards set by LOC. ALA's continued public speaking on this issue and working with Congress says a lot for our local advocacy as opposed to national advocacy. This resolution could help with that.

Councilor Ann Ewbank moved to refer this resolution to the Committee on Legislation for further analysis and report back to Council with recommendations at the January 2022 Council meeting. From 2017 to 2020, the national environment was very, very divisive, and there was no way to move forward. Now that we have change in Washington, there is an opportunity, but there are razor thin margins in Congress. ALA must act strategically without jeopardizing years of advocacy work.

President Jefferson opened the voting on the motion to refer the Resolution
Results:

- 91 yes
- 61 no
- 6 abstain

APPROVED Motion to refer CD #56 to Committee on Legislation for further analysis and report back to Council with recommendations at the January 2022 Council meeting.

Announcements

- Save the date for the new January event, LibLearnX in January 20-21, 2022.
- In order for staff to prepare accordingly, please participate in the live poll on your plans to attend the 2022 event.
- Conference registration currently at 9133 registrants, with the goal of 9,100.
- Please join President-elect Wong at 1:00 p.m. CT today as she begins her term as the first Asian-American Pacific-Islander to serve as President of the American Library Association.

Council III adjourned.