

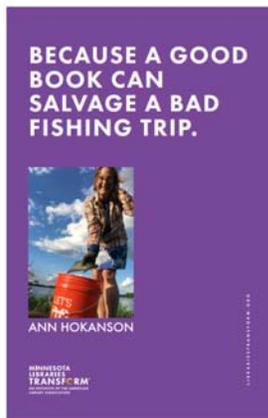
## ALA Midwinter Highlights, February 10-13, 2018

*Submitted by Sara Ring, ALA Chapter Councilor*

Below is a summary from the American Library Association Midwinter Conference for the MLA Board, followed by my full report on page 4.

### Chapter Meetings and Information Session Highlights

**Chapter Toolkits:** Jeff Julian, Director of the ALA Public Relations Office mentioned that ALA is developing toolkits just for Chapters that would include a state version of the Libraries Transform logo and other things (e.g. editable Because posters). I asked if MLA could receive our Minnesota Libraries Transform logo and editable Because poster early to support our Legislative Day/Virtual Week activities in early March 2018 and they obliged. Here's a sample of one poster we created for display at MLA Library Legislative Day, using one of the Minnesota Because Contest winner statements. I see many opportunities to continue using these posters and the campaign in Minnesota over the next year.



**New Policy Corp:** ALA launched a new Policy Corps to expand the ability to advocate on key policy issues on behalf of the library community. Participants will focus on issues for which deep and sustained knowledge are necessary and on skills needed to be effective in targeted policy advocacy work. This may include testifying before legislative committees, meeting with legislative leaders and their staffs, being interviewed by the national media, participating in national forums, and working with policy partners. **The first cohort includes Minnesota's own Hannah Buckland of Leech Lake Tribal College.** ALA Washington Office's plans to expand the number of ALA advocates working in congressional districts across the US.

**ALA Organizational Changes:** ALA President Jim Neal is proposing an ALA governance/member organization structure and system review that will last 18 months. At Council Jim Neal asked us (and will ask members) to consider the 21<sup>st</sup> century effectiveness and agility of an organization whose constitution, bylaws, and policies date back over 140 years. Members are confused by the structure and feel disconnected from the association, and new members don't see entry points for participation. The structure of the committee, interest groups, chapters, affiliates, and divisions with their own structures has become overly complex. [See the Organizational Effectiveness Discussion notes here](#) for more background on this important work. **I will be looking for ways to solicit ALA member feedback at the MLA annual conference this year.**

**March/April 2018 Ballot:** ALA members, remember to vote on the ALA Executive Director Degree Requirement (Vote Yes for MLS "Required" or No for MLS "Preferred"). I have stated my views in previous Council reports and verbal reports to the MLA Board, and it's now up to the ALA membership to vote on this issue. There are pro and

con issues presented on the ALA ballot that I encourage everyone to read these before voting (click on “View Information” on the ballot).

**New Library Disaster Relief Fund:** ALA recently established the Library Disaster Relief Fund, a collaborative initiative among the Association, the book publishers, and vendors serving libraries. The Fund would raise resources and materials, and channel support to libraries and archives to help them recover from disasters, repair facilities, restore and replace damaged collections, technology and telecommunications, and rebuild community programs. [Visit the Libraries Respond website for more information.](#) **At the Chapter Relations Committee meeting, Chapters were encouraged to spread the word.**

**ALA Executive Director’s Report:** If you read one report, I highly recommend the [ALA Executive Director’s report](#). It highlights activity of the ALA Offices and is a nice overview of the broad work of the Association. Here are just a few events highlighted in the report:

- YALSA will host 10 free live monthly webinars beginning in March 2018. Each one will focus on a different competency in YALSA’s Teen Services Competencies for Library Staff. [Learn more.](#)
- ACRL announced the new Academic Library Impact Research Grants. Grants of up to \$3,000 each will enable librarians to carry out new research, particularly in areas suggested by ACRL’s 2017 report *Academic Library Impact: Improving Practice and Essential Areas to Research*. [ACRL website](#)
- ALCTS Preservation Week 2018 will be held April 22-28, 2018.

## ALA Council I

- **Membership Dues Adjustment:** A resolution introduced that approves the personal member dues adjustment strategy and places the following two items on the 2018 ALA ballot: A slight increase in personal dues (between \$3-\$5 dollars), and a proposed dues schedule for 2019-2022.
- Carla Hayden, Librarian of Congress was nominated for ALA honorary membership, unanimously approved by Council.

## ALA Council II

**Freedom to Read Foundation:** Membership supports the work of defending our First Amendment freedoms. By joining, you amplify your support for intellectual freedom and your advocacy on behalf of free expression and the freedom to read freely. Personal members are \$50.00 and \$100.00 for organizations (only \$10.00 for students). Here’s one example of a recent legal victory, and more great information is in the full report.

- The Mexican American studies program in Tucson Unified School District was eliminated seven years ago by the State of Arizona. After 7 years of pursuing the Gonzalez v. Douglas lawsuit, the court issued a decision holding that the Arizona statute as enacted violated the First and Fourteenth Amendments of the Constitution and that the actions of the Superintendent in terminating the Tucson Mexican American Studies program also violated the First and Fourteenth Amendments of the Constitution.

## ALA Council III

**Lora Landers Memorial Resolution:** I submitted the memorial for Lora Landers on behalf of the writers, Gretchen Wronka and Jan Feye-Stukas and Council stood in a moment of silence to honor her and several others. Lora Landers served over 45 years in public libraries, with over 25 years as Deputy Director of Hennepin County Library. The full memorial resolution is attached to the end of this report.

## Intellectual Freedom Committee Updates

- Choose Privacy Week 2018 is May 1-7<sup>th</sup>. The theme is “Big Data is Watching You.”
- ALA had more book challenges in 2017 than in 2016, tracking 162 challenges to 242 materials. The top 10 Challenged Books of 2017 will be announced during National Library Week in April, 2018. OIF estimates that between 82-97% of book challenges remain unreported.
- Reported an increase in hate crimes in libraries. There were more than 40 incidents since Nov. 2016 (2 were threats to Muslim women, the rest were graffiti). One was from a Minnesota public library where they found several Holocaust books defaced with profanity.
- OIF is creating a Q&A on disinvented speakers and guidelines on how libraries can handle social media comments.

**ALA Committee on Legislation:** Reported on activities and we also heard from Kathi Kromer at the ALA Washington Office. Some of the information is now out of date, but still a useful report on federal library issues and advocacy. On the issue of Net Neutrality, given the recent FCC decision to gut net neutrality protections, ALA has turned their attention to Congress, using ALA’s action alert center to ask the library community to contact their members of Congress to urge them to overturn the FCC’s latest ruling via the Congressional Review Act. There have been 60,626 emails since May 2017 on net neutrality (900,000 mentions on social media) sent to legislators.

### Resolutions Introduced:

- Resolution on Socially Responsible Investments for the ALA Endowment Fund, [ALA CD#36](#)
- Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline, [ALA CD #37](#)

## ALA-APA Council

The ALA Allied Professional Association is a nonprofit organization that promotes “the mutual professional interests of librarians and other library workers.” The ALA-APA is a companion organization to the ALA. There is a legal distinction between ALA (focused on membership as a whole) and ALA-APA (focused on the individual).

The Certified Public Library Administrator (CPLA) Program is a post-MLS certification program for public librarians with three years or more of supervisory experience. There are a total of 301 in the program and 97 graduates. The Library Support Staff Certification (LSSC) Program offers library support staff the opportunity to commit to professional development and continuing education through the completion of competency sets developed and implemented by the ALA-APA. To date, there are a total of 560 enrollees in the program and 183 graduates.

[National Library Workers Day](#) (recognize valuable contributions made by all library workers) is April 10, 2018 and coincides with Equal Pay Day. Although all women lag behind men, data shows that among full-time workers, African American, Latina and Native American women had lower median weekly earnings than White women and Asian women. **Why should libraries celebrate this day?** As a female dominated profession (over 85%) pay equity is an issue that affects all library workers regardless of gender. Wear red in libraries to symbolize how far women and minorities are “in the red” with their pay.

## **Full Report, ALA Midwinter, February 10-13, 2018**

Below is my full report, organized chronologically, from ALA Council and related meetings I attended at the 2018 American Library Association Midwinter Conference. All of the Council documents linked to below can be found on the ALA website [here](#).

### **Chapter Relations Committee I (Saturday, February 10, 2018, 1:00 p.m. – 2:30 p.m.)**

The charge of this committee is to develop and recognize chapters, to encourage discussion, activities and programs, to advise on proposals from other ALA units that may affect chapters, and to serve as an advisory committee to the ALA Chapter Relations Office.

#### **Engage and Capwiz—Status and Training**

Asked who in the room is using these platforms, and not many raised their hands. The group discussed how to make it more effective. Virginia just used it to help school librarians (there was a bill to eliminate school librarians) and worked closely with ALA. They did 3 engagements: a letter writing campaign, a calling campaign, and a tweet campaign. Suggestion: Consider use of the tool by Chapter lobbyists.

#### **Report from the ALA Washington Office, Kathi Kromer, Associate Executive Director**

FY17 wraps up in March. The Appropriations Committee is drafting the Omnibus Bill and we will know soon what's in there for federal funding for libraries. For FY19, expect to see IMLS eliminated from the President's proposed budget. As soon as it comes out, ALA has an action alert ready to send out via Engage, and they now have a new infographic that shows ALA advocating on the path to federal appropriations. During March, Dear Appropriator Letters will start circulating in Congress and we should ask our legislators to sign on to these. If we hear back that they can't sign the letter because there is an amount in it, but still support libraries, let the ALA Washington Office know that. Question about if it's worth it to even comment on social media to legislators-do they pay attention? For Facebook, when they see as few as 20-30 comments, they take notice.

#### **Disaster Relief—Chapters Response (“Good Neighbor Policy”)**

Encourages to reach out to Puerto Rico now, sign on to adopt a library. [More information here](#).

#### **PAO/CRC Libraries Transform Joint Committee—Jeff Julian, Director, PAO**

Working on toolkits just for Chapters that would include a state version of the Libraries Transform logo and other things (e.g. editable Because posters).

#### **Executive Board Liaison Report**

ALA is embarking on an 18 month process to have discussions around organizational effectiveness. This process is different from past studies as they are going directly to membership for input. ALA has put together an [ALA National Policy Corps of 12 people](#). They will be a group of experts with deep and sustained knowledge of national public policies in areas key to ALA's strategic goals. Hannah Buckland, Director of Library Services at Leech Lake Tribal College in Minnesota is one of the 12.

### **ALA Council/Executive Board/Membership Information Session (Saturday, February 10, 2018, 3:00 p.m. – 4:00 p.m.)**

#### **ALA President's Report, James (Jim) G. Neal, ALA President, [ALA CD#21](#)**

Areas of critical priority has been the recruitment of a new ALA executive director, federal funding for libraries and other information policy areas, support to libraries facing natural disasters in Texas, Southern U.S., Mexico, Puerto Rico, and Virginia Islands, and other areas in the Caribbean. Looking to expand grassroots efforts so that there are policy corps experts in every district. Several key initiatives have been advanced in the last 3 months:

- ALA is launching a new Policy Corps to expand the ability to advocate on key policy issues on behalf of the library community. Participants will focus on issues for which deep and sustained knowledge are necessary and on skills needed to be effective in targeted policy advocacy work. This may include testifying before legislative committees, meeting with legislative leaders and their staffs, being interviewed by the national media, participating in national forums, and working with policy partners. The first cohort of participants has been selected and will begin its work at Midwinter in Denver. An additional idea in development as part of the Washington Office’s strategic plan is to expand the number of ALA advocates working in congressional districts across the US. These local advocates can demonstrate to Senators and Representatives the positive impact of federal support for libraries and the importance of information policies that support equitable access to information.
- A proposal to organize a process to review the ALA governance/member organization structures and systems. There is a need to revitalize ALA as a 21<sup>st</sup> century professional association. It will be a 12-18 months process that will engage the membership, stakeholders, and affiliated groups.
- Established the ALA Library Disaster Relief Fund, a collaborative initiative among the Association, the book publishers, and vendors serving libraries. The Fund would raise resources and materials, and channel support to libraries and archives to help them recover from disasters, repair facilities, restore and replace damaged collections, technology and telecommunications, and rebuild community programs.
- President’s Program at Midwinter in Denver “Are Libraries Neutral? Have they Ever Been? Should They Be?”

There are five initiatives that were on hold pending the arrival of an early 2018 ALA executive director. Since the search has been postponed, ALA President Jim Neal will be working on the following projects with the presidential advisory committee, division presidents, the executive board, the executive director and key ALA staff:

- Advancing the work of the Equity, Diversity and Inclusion task force.
- School Libraries and the fight against closing of school libraries, reductions in staffing, and the erosion of budgets.
- Library/Journalism Partnership to discuss the state of fake or false news.
- Partnerships and Working Relationships with other library associations, federal funding agencies, OCLC, Internet Archive, DPLA, and advocacy partners.
- New Business Development for revenue enhancement to support the programs of the Association.
- Exploration of the financial health of the Association.

**ALA President-Elect Report, Loida Garcia-Febo, ALA President-Elect, [ALA CD#29](#)**

- Loida Garcia-Febo’s Presidential Year will begin right after ALA Annual in New Orleans, June 2018. Her Presidential Initiatives will be focused in the areas of: Advocacy, Diversity, Wellness, International relations, and Professional development.
- Plans to coordinate a national tour with the goal of raising the profile of libraries, engaging communities, and encouraging support for libraries in the U.S. The national tour will be titled: Together, Libraries Building Communities. There are no stops in Minnesota or the surrounding area.

**ALA Executive Director Report, Mary W. Ghikas, ALA Executive Director and Secretary to the ALA Council, [ALA CD#23](#)**

- Membership (at end of Dec. 2017) was 57,221, up 2.5% from 2016. Check out the [nice new infographic](#) on membership categories.

- At the 2017 Annual Conference of the American Library Association, ALA Council adopted a Resolution on Responsible Spaces and charged the COD to "develop, provide, and disseminate materials and programming for libraries that deter hate, foster community, and oppose bigotry toward oppression against any group." The Committee on Diversity (COD) developed a survey to determine what materials, programming, and other resources related to responsible spaces would be most useful to libraries (survey closed on Jan. 12, 2018).
- At the ALA Annual Conference in New Orleans there will be a Diversity and Outreach Fair highlighting library services to underserved or underrepresented communities, including people with disabilities; people experiencing poverty and homelessness; people of color; English-language learners; gay, lesbian, bisexual, and transgender people; new Americans, new and non-readers; older adults, people living in rural areas, incarcerated people and ex-offenders; and mobile library services and bookmobiles.
- Office for Government Relations (OGR) updates:
  - U.S. Senator Reed Leads Introduction of Museum and Library Services Act (MLSA) to reauthorize IMLS through 2023.
  - Senators Introduce Bill to Close Gap in Tribal Broadband Access.
  - Registration for National Library Legislative Day 2018 opened in December. The annual two-day advocacy training event will be held on May 7-8, 2018 in Washington, D.C. at the Liaison Hotel.
  - Since October 2017, ALA has supported reforms to the Foreign Intelligence Surveillance Act (FISA), such as the USA Rights Act (S. 1997), which would close the “backdoor search loophole” by requiring that surveillance of Americans only be done with a warrant. On January 19, 2018, the president signed a six-year extension of the warrantless surveillance program, continuing to allow intelligence agencies to monitor, collect and save communications between Americans and foreigners, even if there is no reason to believe that the American is a security risk.
- Office for Information Technology Policy (OITP) updates include:
  - ALA and its allies engaged in numerous efforts to forestall the rollback in net neutrality leading up to the Commission’s December 14, 2017 vote. Nevertheless, the FCC voted to roll back net neutrality. ALA has issued an action alert asking members to contact their members of Congress and urge them to support a Joint Resolution of Disapproval under the Congressional Review Act (CRA) to repeal the new FCC rule and restore the 2015 Open Internet Order protections.
  - The ALA Washington Office and ALA President James Neal launched the ALA Policy Corps. Twelve members of the inaugural class were announced January 4, 2018.
- Libraries Transform: As of January 21, 2018, more than 8,400 libraries and advocates have joined the campaign.
- The Truth, Racial Healing & Transformation Great Stories Club (TRHT GSC), supported by the W.K. Kellogg Foundation and part of ALA’s Equity, Diversity & Inclusion (EDI) focus, is now entering its pilot phase. The TRHT GSC is a part of the Kellogg Foundation’s Truth, Racial Healing & Transformation efforts, a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change, and to address the historic and contemporary effects of racism. The 30-month project will engage 5,000 underserved young adults in transformative, humanities-based reading and discussion programs at 125 libraries. The project will offer racial healing sessions for participating youth, community partners, and library staff, and racial healing sessions will also be offered at ALA national conferences.

- Libraries Transforming Communities (LTC): Models for Change, an IMLS-funded initiative that trains library professionals in various dialogue and deliberation models, is heading into its third and final series for small/rural libraries.
- ACRL announced the launch of the new Academic Library Impact Research Grants. The ACRL Board of Directors has allocated \$20,000 in fiscal year 2018 to offer research grants of up to \$3,000 each. These grants will enable librarians to carry out new research, particularly in areas suggested by ACRL's 2017 report Academic Library Impact: Improving Practice and Essential Areas to Research. **Applications for the new grants are due by April 1, 2018.** ACRL expects to announce future rounds of research grants in 2019. Complete details of the Academic Library Impact Research Grants, including how to apply, are available on the [ACRL website](#).
- ALCTS Preservation Week 2018 will be held April 22-28, 2018.
- YALSA will host 10 free live monthly webinars beginning in March 2018. Each one will focus on a different competency in YALSA's Teen Services Competencies for Library Staff. [Learn more and reserve your free seat](#). YALSA along with AASL and ALSC developed a practical, free guide for library staff to help them plan and implement successful partnerships that increase their positive impact on youth. The kit is launching at ALA's Midwinter Meeting and will be available [on the website here](#).

#### **ALA Endowment Trustees Report, Rodney Hersberger, Senior Endowment Trustee, [ALA CD#16](#)**

- ALA has a 45 million dollar long-term endowment fund right now. ALA endowments are in good shape. See the full report for more information.

#### **ALA Treasurer's Report, Susan H. Hildreth, ALA Treasurer, [ALA CD#13](#)**

Susan Hildreth went over FY17 year end results. Overall, we're in a strong financial position.

- Total ALA revenues were \$48.8 million compared to the budget of \$50.1 million, a 3% shortfall. Expenses were 51 million compared to a budget of 51.9 million. Anticipated a 1.4 million deficit, and ended with a deficit of 2.1 million dollars.
- Where does ALA revenue come from? Continues to be publishing (34%), meetings and conferences (24%), dues (16%), and grants (13%). Major revenue sources are at best stable, but most are declining. Good news is gifts/donations are up. Publishing is having problems, but have modified projections for 2018. Publishing is also under new leadership.
- Strategy for FY19: Fund investment that will generate revenue and reduce operating expenses (endowment loan, ALA line of credit, bank debt supported by value of buildings/other assets), consider the best use of ALA Headquarters, take advantage of all opportunities to streamline the organization and workflow, and the Business Development Committee revitalized.

#### **Budget Analysis and Review Committee (BARC), Rhea Lawson, Chair, [ALA CD#33](#)**

- The Committee will be discussing ALA finances that cover 3 different fiscal years: FY 2017 year end closing (September 2016-August 2017), FY2018 (four month financial report, Sept - Dec. 2017), and FY 2019 planning.
- FY18 ALA Budgetary Ceiling is \$67,792,739. The budgetary ceiling is Net Assets (unexpended balance remaining from fiscal year closing) + Revenue (anticipated in upcoming fiscal year) = Budgetary Ceiling. During first four months of FY18, ALA still financially sound.

#### **2018 Nominating Committee Report for the 2018 ALA Election, Maurice Coleman, 2018 Nominating Committee Member, [ALA CD#26-26.1](#)**

- 3 candidates for ALA President-Elect, but one had to drop out. Wanda Brown, Director of Library Services at Winston-Salem State University and Peter Hepburn, Head Librarian at Santa Clarita, California are running. Report also names the list of Councilor-at-Large candidates.

### **Executive Director Search Committee (EDSC) Report Courtney L. Young, EDSC Chair**

This is a timeline of the search process and outcomes.

- Feb/March 2017 and RFP was sent out to search firms
- From the list, 3 search firms were selected. Isaacson Miller was chosen as the search firm from those three.
- May 2017: the search committee met in person to start a position profile.
- June 2017: Posted the position and met with interested individuals at ALA Annual.
- July 24 2017: Progress report meeting
- Aug. 15 2017: Met face to face and presented 17 candidates for Skype interviews. Of those, 7 candidates selected for Skype interviews (2 withdraws).
- Sept. 12-14 2017: Skype interviews. 4 selected for more interviews (Sept. 26<sup>th</sup>-28<sup>th</sup>)
- The search committee did not recommend that any candidates move forward to final interviews. Asked the ALA Executive Board to reconsider the degree requirement of an MLS.
- Oct. 26 2017: 10 of 11 divisions recommended the change to make the MLS preferred but not required.
- Oct. 27 2017: The ALA Executive Board accepted the search committee recommendations and voted unanimously to proceed with electronic vote by council.
- Nov. 13-20 2017 was the electronic voting period and was in compliance with the bylaws. 151 total votes cast: 115 yes, 32 no, 2 abstain. Passed by 77 percent voting yes to change the MLS to preferred but not required.
- Dec. 1 2017, a petition was filed to overturn council vote. The petition closed on Feb. 13<sup>th</sup>, 2018.
- Vote goes to membership in spring election, and the results will be presented on April 11, 2018.

### **ALA Council I (Sunday, February 11, 2018, 8:30 a.m. – 10:30 a.m.)**

At the first ALA Council meeting we heard the following announcements and reports, and you can also read a nice summary in American Libraries magazine [here](#).

### **Reports of ALA/Council Committees, Resolutions Committee Report, Ed Sanchez, [ALA CD#10.1](#)**

- Created an extended training program with videos about how to submit ALA resolutions: <http://bit.ly/2E6Jtq4>
- Trying to get members and Council more information on what it means to have “fiscal implications” for a resolution, and clarify what actions Councilors and other resolution writers can expect when resolutions are referred to other deliberative bodies.

### **Nominations for the Council Executive Board Election, Loida Garcia-Febo, ALA President-Elect and Chair, Committee on Committees, [ALA CD#11](#)**

### **Appointment of the Tellers Committee for the Executive Board Election, James (Jim) G. Neal, ALA President, [ALA CD#11.1](#)**

- **ALA Scholarships and Study Grants Committee, Sarah LeMire, Chair, [ALA CD#31](#)**  
In honor of Lois Ann Gregory-Wood’s approaching 50-year anniversary of service with ALA (27 of those years as Council Secretariat), ALA President Jim Neal and ALA Honorary Member, ALA Past President, and GLBTRT Councilor Ann K. Symons have proposed a new award to be given by the American Library Association. “The Lois Ann Gregory-Wood Fellows” award is a conference scholarship program for mid-

career members who are interested in governance to attend a full cycle of ALA: a Midwinter and Annual Conference. This program will include a mentor component under the title: Lois Ann Gregory-Wood Supporter. **This passed unanimously by council.**

**ALA Membership Committee Report on ALA Personal Dues Adjustment, Janet T. O’Keefe, Acting Chair, ALA CD#32**

This resolution was passed by Council, and it will be voted on by the membership in Spring 2018.

- Resolved, that the American Library Association, on behalf of its members, approves the personal member dues adjustment strategy and places the following two items on the 2018 ALA ballot:

Beginning in September 2018, personal member dues shall be adjusted as follows:

Member Type	Current Dues	Sept. 2018 Dues
1st year	\$69	\$72
2nd year	106	110
3rd year+	140	145
Student	37	38
Earning <\$30,000	50	52
Support Staff	50	52
Retired	50	52
Associate	63	66
Trustee	63	66
Friend	63	66
International	84	87

- Proposed Dues Schedule for 2019 -2022. Beginning in September 2019 and continuing annually through September 2022, personal member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar. Any increase beyond the above provision proposed by the Executive Board will require approval by a vote of Council and a vote of ALA personal members.

**Review of Executive Board Actions Since the 2017 Annual Conference, Mary W. Ghikas, ALA Executive Director and ALA Secretary of Council, ALA CD #15-15.2**

Highlights only. See the full report for the complete picture.

- Voted to approve the Disaster Relief Fund: \$76,247 for 444 individuals and organizations. Received a grant from the National Library of Medicine for \$19,999 to purchase computers and other resources for libraries in Puerto Rico and U.S. Virgin Islands.
- Voted to issue a statement in conjunction with the GLBRT and ODLOS addressing the banning of transgender individuals from service in the military, removing sexual orientation from the civil rights act coverage, and the announced appointment of a new ambassador for religious liberty.

**ALA Honorary Membership Nomination, Julie B. Todaro, ALA Immediate Past President, ALA CD#34**

- Carla Hayden, Librarian of Congress, nominated for ALA honorary membership. Unanimously approved by Council.

**ALA-APA Council (Sunday, February 11, 2018, 10:30 a.m. – 11:00 a.m.)**

ALA Council I was followed immediately by the ALA APA Council meeting. The ALA Allied Professional Association is a nonprofit organization chartered in the State of Illinois for the purpose of promoting “the mutual professional interests of librarians and other library workers.” The ALA-APA is a companion organization to the ALA. ALA promotes library service and librarianship. There is a legal distinction between ALA (focused on membership as a whole) and ALA-APA (focused on the individual).

## **ALA-APA Executive Director's Report, Mary W. Ghikas, [ALA-APA CD #5](#)**

- The Certified Public Library Administrator (CPLA) Program is a post-MLS certification program for public librarians with three years or more of supervisory experience. There are a total of 301 in the program and 97 graduates.
- The Library Support Staff Certification (LSSC) Program offers library support staff the opportunity to commit to professional development and continuing education through the completion of competency sets developed and implemented by the ALA-APA. To date, there are a total of 560 enrollees in the program and 183 graduates.
- [National Library Workers Day](#) (recognize valuable contributions made by all library workers) is April 10, 2018 and coincides with Equal Pay Day. Although all women lag behind men, data shows that among full-time workers, African American, Latina and Native American women had lower median weekly earnings than White women and Asian women. Why should libraries celebrate this day? As a female dominated profession (over 85%) pay equity is an issue that affects all library workers regardless of gender. Wear red in libraries to symbolize how far women and minorities are "in the red" with their pay.
- ALA has policies on sexual harassment for employees and libraries. Working to update those now and they will be up online soon. ALA-APA is on Twitter and Facebook.

## **ALA-APA Treasurer's Report, Susan H. Hildreth, ALA CD #4-4.1**

- Did very well in FY 2017. Not as much revenue, but expenses were down. Almost done repaying the loan from ALA. Ending loan balance is \$41,457.
- FY18, 4 month budget update (Sept. - Dec.). Revenue is higher than projected.

## **Chapter Councilors Forum (Sunday, February 11, 2018, 12:30 p.m. – 2:00 p.m.)**

These are less formal than Council business meetings, and the agenda is whatever people wish to discuss.

- Emails from ALA. How do chapter councilors decide what to forward to members of their state associations? It varies, depending on the communication methods chapters use (listserv, newsletter, social media, etc).
- What do you report back to your state? One councilor does a virtual summary via WebEx to the membership that is quarterly.
- What are the Association management services used by chapters? Some of the southern states are using Amigos. North Dakota is using StarChapter.
- How do states contract with lobbyists (hourly or per annum) and how do they account for those expenses as part of their non-profit status? Discovered a list of chapters who have a lobbyist on the ALA website. Needs updating: <http://www.ala.org/aboutala/tax-status-and-lobbying#mn>
- Any states considering legislation requiring schools to have a school library/school librarian? No, but discussed other options.
- We heard an organizational change is coming for the ALA Office of Library Advocacy and they will likely be reporting to the ALA Washington Office. Councilors expressed the need to make it known that we use and appreciate their services, and we would not want to lose that connection when/if they are subsumed by the the ALA Washington Office. Will bring this to the ALA Chapter Relations Committee meeting.

## **Council II (Monday, February 12, 2018, 10:00 a.m. – 12:00 p.m.)**

At the second ALA Council meeting we heard the following announcements and reports, and participated in discussion on how ALA might organize itself to continue to fulfill its mission in the 21st Century. You can also read a summary by American Libraries of Council II [here](#).

### **Policy Monitoring Committee, ALA Councilor Jennifer Boettcher, PMC Member, [ALA CD#17](#)**

All three of these changes to the ALA Policy Manual were voted on and passed.

- Item 1: Add a new text: “Politics in American Libraries: An interpretation of the Library Bill of Rights.”
- Item 2: Add new text: “Equity, Diversity, Inclusion: An interpretation of the Library Bill of Rights.”
- Item 3: Add “Definitions of Equity, Diversity, and Inclusion” to the ALA Policy Manual.

### **Committee on Organization, Susan Considine, Chair, [ALA CD #27](#)**

This item was voted on and passed.

- Item 1: Dissolution of the Federal and Armed Forces Libraries Round Table (FAFLRT) to merge with Association of Specialized and Cooperative Library Agencies to form a new division “Association of Specialized, Governments, and Cooperative Library Agencies (ASGCLA).”

### **Committee on Diversity, Martin L. Garnar, Chair, [ALA CD #14](#)**

- ALA CD #44.2 Resolution on Libraries as Responsible Spaces (Passed at ALA Annual 2017) actions taken: successfully secured a program space and will be presenting *Transforming Community Relationships through Dialogue* at ALA Annual 2018. From December 13<sup>th</sup>, 2017 to January 12, 2018, the committee ran a survey to help determine what materials, programming, and other resources related to responsible spaces would be most useful to libraries. 558 responses were received. They are reviewing the responses and will compile the results into a resource.
- Starting work to revise the *Library Services to the Poor* ALA Policy with more inclusive language, which hasn't been revised since 1990.

### **Freedom to Read Foundation Report, Martin L. Garnar, FTRF President, [ALA CD #22](#)**

- Legal victory: The Mexican American studies program in Tucson Unified School District was eliminated seven years ago by the State of Arizona. After seven years of pursuing the Gonzalez v. Douglas lawsuit, on August 22, 2017, the court issued its decision, holding that the statute as enacted violated the First and Fourteenth Amendments of the Constitution and that the actions of the Superintendent in terminating the Tucson Mexican American Studies program also violated the First and Fourteenth Amendments of the Constitution. The district court held that the statute was not enacted or enforced for a legitimate educational purpose but rather for an invidious discriminatory racial purpose and a politically partisan purpose, stating that it was convinced that decisions regarding the MAS program were "motivated by a desire to advance a political agenda by capitalizing on race-based fears.
- Legal victory: Animal Legal Defense Fund v. Wasden challenged Idaho's ag-gag law, one of several laws recently adopted by states seeking to hobble the efforts of environmental and animal rights groups to expose illegal pollution and animal cruelty in agricultural industries. FTRF joined an amicus brief that argued that the law violated the First Amendment by imposing content-based and viewpoint-based restrictions on speech that were not narrowly tailored to address a compelling government interest. On January 4, 2018 the Ninth Circuit's ruling upheld the most crucial decisions of the district court: that those portions of the statute that criminalized misrepresentations to enter a production facility and which banned audio and video recordings of the facility's operations were overbroad and targeted protected speech and investigative journalism in violation of the First Amendment.
- New case: The lawsuit, Gravano and Lohan v. Take Two Interactive Software, was filed by plaintiffs Karen Gravano and Lindsey Lohan, who claim that the video game maker Take Two Interactive violated their rights of publicity when it used characters that resembled their personas or their likenesses in the video game "Grand Theft Auto." FTRF has signed on to an amicus curiae brief that argues that the plaintiffs' request to expand the reading of the New York statute to prohibit use of an "image," "likeness" or

"persona" in fiction is not permitted by the statute and would unconstitutionally restrict freedom of expression and violate the First Amendment.

- FTRF has joined with the National Press Photographers' Association and 25 other free speech and media organizations to file an amicus brief that urges the Supreme Court to establish a legal standard that will allow reporters and citizens to pursue First Amendment civil rights claims against police and government bodies when they are arrested while exercising their First Amendment rights to speak, observe, and report at public events, demonstrations, and crime scenes.
- FTRF highlighted several emerging issues that could prompt litigation to preserve the right to free speech, privacy, and access to information. Here are the issues:
  - The FCC vote to repeal net neutrality.
  - The rise of hate crimes in libraries and proposals to restrict or censor hate speech.
  - A new movement calling for censorship or filtering of research databases (unsupported believe that databases allow children to access pornography).
  - Censorship of reading materials in prisons and prison libraries.
  - Government surveillance and the actions of the Foreign Intelligence Surveillance Court.
- LIS and Professional Education: San Jose State University School of Information agreed to collaborate with FTRF to sponsor additional coursework on intellectual freedom and privacy for students in the program.
- 50th Anniversary of FTRF coming up in 2019.
- Membership supports the work of defending our First Amendment freedoms. By joining, you amplify your support for intellectual freedom and your advocacy on behalf of free expression and the freedom to read freely. Personal members are \$50.00 and \$100.00 for organizations (only \$10.00 for students).

**Discussion on How ALA Might Organize Itself to Continue to Fulfill Its Mission in the 21st Century, James (Jim) G. Neal, ALA President, [ALA CD #35](#)**

ALA Council and ALA members were invited to participate in the discussion around organizational effectiveness. Neal asked us (and will ask members) to consider the 21<sup>st</sup> century effectiveness and agility of an organization whose constitution, bylaws, and policies date back over 140 years.

- Members are confused by the structure and feel disconnected from the association.
- New members are equally confused and don't see entry points for participation.
- ALA has suffered significant membership declines since the 2008 recession, falling 17%.
- Employment in the library sector declined 15% between 2007 and 2013, a loss of 60,000 jobs (of which, 20,000 were degreed librarians).
- The structure has become overly complex:
  - 37 ALA and ALA Council Committees
  - 29 Round Tables and Member Interest Groups
  - 56 Chapters, 27 Affiliates, and 4 Related Groups

- 11 Divisions with their own Committee, Section, Task Force, and Community of Practice structures
- The ALA Constitution, Bylaws, and Policy Manual that govern our process and organizational procedures have not kept pace and are misaligned with ALA Core Values, Strategic Directions, and Key Action Areas.

Small group discussion, and ideas were submitted to the ALA President. [See the Organizational Effectiveness Discussion notes here](#) for more background on this important work.

## **Chapter Relations Committee II (Monday, February 12, 2018, 1:00 p.m. – 2:30 p.m.)**

### **ICLAE Report (International Council of Library Association Executives), Doug Evans, Ohio Library Council Executive Director**

- They are increasing dues. Discussion about advocacy work (Marci Merola spoke from the ALA Office for Library Advocacy) and the need to get more associations trained in advocacy.

### **Subcommittee on Improving Communication and Coordination Among ALA and its Chapters**

- This subcommittee will continue. The Chapter Leaders introductory webinar was brought back, and will continue to be offered, and welcome letters are sent to all new leaders now. Chapter Exchange webinars continue to be offered.

### **ALA Presence at Chapter Conferences**

- ALA President Loida Garcia is going to have visits to 5 regions in the U.S. ALA will be reaching out to those areas (Minnesota is not one of them). A report was shared that showed how many Chapters offered the Advocacy Bootcamp workshop (Minnesota was the first). If we are looking for conference speakers, ALA can offer speakers from The Center for the Future of Libraries and speakers on the topic of diversity and others.

### **Discussion of Topics from Chapter Councilors Forum**

- Reported that the lobbyist information webpage on ALA's website is out of date, and it would be great to get that up to date.
- The Chapters heard that the Office for Library Advocacy is likely going to move to be under the direction of the Washington Office. Chapters would like to send a letter of support for the work that the Office for Library Advocacy is doing with Chapters.

## **Council III (Tuesday, February 13, 2018, 9:00 a.m. – 11:30 a.m.)**

At the third ALA Council meeting we heard the following announcements reports, referred two new resolutions. You can also [read a summary](#) by American Libraries of Council III.

### **Memorials & Tributes**

- [Mae Benne, M-#1](#)
- [Edwin Gleaves, M-#2](#)
- [Mary Kathleen Hanselmann, M-#3](#)
- [Julius Lester, M-#4](#)
- [Lora Landers, M-#5](#)
- [Gene Dickerson, M-#6](#)
- Henry R. Stewart, Jr. (no document--oral acknowledgment)

Tributes:

- [70th Anniversary of MPLA, T-#1](#)
- [Davita Vance-Cooks, T-#2](#)
- [20th Anniversary of E-Rate, T-#3](#)

### **Report of the Tellers on the ALA Executive Board Council Election Results, [ALA CD #11.2](#)**

- These four ALA Councilors were elected to serve on the ALA Executive Board: Diane Chen, Ed Garcia, Maria McCauley, and Tamika Barnes.

### **Intellectual Freedom Committee, Helen Ruth Adams, Chair, [ALA CD#19 19.2](#)**

- IFC/Office of Library Advocacy Bootcamp has trained more than 300 people from 11 chapters.
- Choose Privacy Week 2018 is May 1-7<sup>th</sup>. The theme is “Big Data is Watching You.”
- OIF estimates that between 82-97% of book challenges remain unreported. To address this, OIF Assistant Director Kristin Pekoll collaborated with state intellectual freedom committee chairs to distribute cohesive messaging to state chapter members, which publicized the importance of reporting censorship. The office has received responses from more than 30 states.
- Had more book challenges in 2017 than in 2016. OIF tracked 162 challenges to 242 materials. The top 10 Challenged Books of 2017 will be announced during National Library Week in April, 2018.
- Increased awareness about policy challenges rather than challenges to individual materials (entire subjects vs. one book). For example, removal of books on the topic of suicide.
- Instances of administrators bypassing policy and banning books. For example, a superintendent of a Florida school issued a statement to the district ordering that no instructional materials should include profanity or inappropriate subject matter. The ban included textbooks, classroom novels, and library books.
- Increase in hate crimes. There were more than 40 incidents since Nov. 2016 (2 were threats to Muslim women, the rest were graffiti). One was from a Minnesota public library where they found several Holocaust books defaced with profanity.
- OIF is creating a Q&A on disinvited speakers and guidelines on how libraries can handle social media comments.
- IFC proposed a panel and it was accepted at the ALA Annual Conference 2018: “Fake News or Free Speech: Is there a right to be misinformed?”
- Selection and Reconsideration Policy Toolkit can now be found on the [ALA website](#). It is a revamped version of an older workbook that catered only to school libraries.
- Revising the 2009 Library Bill of Rights interpretation “Services to Persons with Disabilities.”
- IFC moved the adoption of the following actions items. They both passed ALA Council.
  - Issue 1: “Net Neutrality: An Intellectual Freedom Issues” Position Paper.
  - Issue 2: Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights.

### **Committee on Legislation, Robert Banks, COL Member, [ALA CD #20](#)**

- The White House budget proposal once again proposed elimination of federal funding for libraries in the FY 19 budget. The majority of the funding provided through IMLS (183 million) for libraries through the Library Services and Technology Act (LSTA). It also cuts 27 million for Innovative Approaches to Literacy (IAL) program, which helps school libraries buy books, materials, and training in the most vulnerable communities across America. Cuts to NEH and NEA were also proposed. Withholding federal support for libraries means withholding services that foster achievement, development of workforce, and contribution to local economies. Approximately 1 minute after the White House budget proposal was released, this website was updated: [ala.org/fundlibraries](http://ala.org/fundlibraries). By 3:30 p.m. on the same day, 4,000 emails to

legislators and thousands of social media posts (#fundlibraries) went out. On the Fund Libraries website, you'll find an infographic which tracks the next phases of the funding cycle as it moves through Congress.

- **Net Neutrality.** ALA has been on the front lines of this battle to protect net neutrality with the FCC, Congress, and the courts for more than a decade. Despite deep engagement by ALA and network neutrality allies, and demonstrated public support for keeping these protections, a majority of FCC commissioners voted along party lines to gut net neutrality protections limiting the power of Internet Service Providers (ISPs) to block, throttle, degrade or assign preference to some online content and services over others. ALA has turned their attention to Congress and the library community has used ALA's action alert center to contact their members of Congress to urge them to overturn the FCC's latest ruling via the Congressional Review Act. There have been 60,626 emails since May 2017 on net neutrality (900,000 mentions on social media) sent to legislators.
- **Kathi Kromer, ALA Washington Office**
  - For the ALA Fund Libraries campaign for FY19 just launched on Monday Feb. 12th, 500 members of Congress have already been contacted, and over 5,000 emails have been sent in the last 14 hours. The Corporate Committee for Library Investment will be putting out a letter of support.
  - The ALA Washington Office will be working with COSLA (state librarians) and setting up calls soon with division chapter presidents.
  - There is a continuing resolution until March 23rd for FY18 funding. Week of March 19<sup>th</sup> we will know where the conference committee comes out and they will have FY18 passed.

#### **FY2019 Programmatic Priorities, Susan H. Hildreth, ALA Treasurer, [ALA CD#13.1](#)**

The Motion to approve these Programmatic Priorities passed.

- Leverage a strong balance sheet to fund investments that will generate revenue and reduce operating expenses (Endowment loan, ALA line of credit, bank debt supported by value of buildings/other assets).
- Consider the best use of the ALA Headquarters. Doing a study to look at value of the building.
- Take advantage of all opportunities to streamline the organization and workflow.
- New Business Development Committee revitalized (was last active in the early 2000s)

#### **Resolution on Socially Responsible Investments for the ALA Endowment Fund, [ALA CD#36](#)**

ALA Council referred this resolution to the Budget Analysis and Review Committee. Here are the resolved clauses only.

Resolved, that the ALA Council strongly recommends the following to the ALA Endowment Trustees:

1. Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future;
2. Exclude from the Environmental, Social and Governance/Socially Responsible Investments (ESG/SRI) portfolios all fossil fuel investments, notwithstanding any socially responsible designations by any company or organization; and
3. Report on progress made towards these goals at least annually to the ALA Council and membership.

#### **Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline, [ALA CD #37](#)**

ALA Council referred this resolution to the Budget Analysis and Review Committee and the Committee on Diversity. Here are the resolved clauses only.

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

1. Commissions a research study to determine barriers to producing a diverse leadership pipeline within the field of librarianship,
2. Explores external opportunities for funding such a study, and
3. Communicates strategies and best practices for breaking down said barriers in effective and timely ways.

2017-2018 ALA Memorial #5\_3718\_FINAL  
2018 ALA Midwinter Meeting

***This memorial resolution was adopted by the ALA Council on  
Tuesday, February 13, 2018***

A MEMORIAL RESOLUTION HONORING LORA LANDERS

*Whereas*, the American Library Association (ALA), the Minnesota Library Association (MLA) and the broader library community lost a strong leader and knowledgeable mentor on November 29, 2017 with the death of Lora Landers;

*Whereas*, Lora Landers served over 45 years in various public libraries including New York Public Library, Minneapolis Public Library (MN) and over 25 years as the Deputy Director of Hennepin County Library (MN);

*Whereas*, Lora Landers served with distinction on the Council of the American Library Association and the Board of Directors, Minnesota Library Association, and on numerous committees at the state and regional library system level;

*Whereas*, Lora Landers was an outspoken advocate on many library issues including Intellectual Freedom and Pay Equity for Women;

*Whereas*, Lora Landers' professional legacy includes the profound effect she had on countless library staff for whom she modeled exemplary professional ethics and standards of service especially in Hennepin County Library where she institutionalized standards for excellent collection management, public service and the importance of clear, frequently updated policy and procedures; and

*Whereas*, Lora Landers contributed to the library profession by encouraging and administratively supporting staff to actively participate in the American Library Association and its divisions and the Minnesota Library Association, now, therefore, be it

## A Memorial Resolution Honoring Lora Landers/2

*Resolved*, that the American Library Association, on behalf of its members:

1. recognizes the significant contributions of Lora Landers over the course of her distinguished career; and
2. extends its sincerest condolences to her family, friends, and former colleagues.

Adopted by the Council of the American Library Association  
Tuesday, February 13, 2018, in Denver, Colorado

A handwritten signature in cursive script, reading "Mary W. Ghikas".

Mary W. Ghikas  
Executive Director and Secretary of the ALA Council