

ALA Council/Executive Board/Membership Information Session
Saturday, January 26
3:00 PM – 4:30 PM

[ALA CD#8](#)

ALA President's Report

[ALA CD#21](#)

Loida Garcia-Febo assumed her role as ALA President following the 2018 Annual Conference in New Orleans. Since then, she has visited libraries in Massachusetts, Rhode Island, Colorado, and Washington. To support local advocacy efforts, she has created the ALA website [Advocacy University](#), which was launched during Midwinter. Advocacy University provides library advocates with new tools, including a video series on using storytelling in advocacy efforts. She has also redesigned the [ALA-APA Wellness website](#) with new information on eight wellness areas. Related to this information, a wellness-themed preconference as well as webinars on microaggressions will precede the 2019 Annual Conference. In addition, she is working with an advisory team and ALA staff members to create a video series to help library workers incorporate principles of equity, diversity, and inclusion in their work. The first video is expected to launch in March of 2019.

ALA President-Elect Report

[ALA CD#29](#)

Wanda Kay Brown, ALA President-Elect, worked with the Committee on Committees to secure nominations for four Councilors to run for election to the ALA Executive Board. The two candidates receiving the highest number of votes from Councilors at Midwinter will be elected to 3-year terms (2019 – 2022). In December, the Presidential Advisory Team convened to advise around possible presidential initiatives; more information is forthcoming.

ALA Executive Director Report

[ALA CD#23](#)

Mary Ghikas, ALA Executive Director, deliver her report on ALA operations and projects. The report is available in full at the link provided.

ALA Nominating Committee Report for the 2019 ALA Election

[ALA CD#26](#)

Alexandra Rivera, Chair of the 2019 Nominating Committee, shared the Committee's slate of candidates for the positions of ALA President-Elect (2), Treasurer (1, plus 1 additional nomination), and Councilors-at-Large (72, plus several additional nominations).

ALA Endowment Trustees Report

[ALA CD#16](#)

Rod Hersberger, Senior Endowment Trustee shared information pertaining to ALA's Endowment Fund, which had a market value of \$42 million at the close of 2018.

Budget Analysis and Review Committee (BARC)

[ALA CD#33](#)

Maggie Farrell, BARC Chair, shared information about ALA's current financial situation. For the first quarter (September – November) of FY2019, ALA exceeded its target net revenue by \$345,237. The three investment categories for FY2019 were identified as development (\$238,000 to hire 2.5 new staff positions by March plus some marketing and fundraising efforts); advocacy (\$410,000 for legislative efforts), and information technology (\$1.4 million, subject to revision based on pending recommendations from IT consultants).

Steering Committee on Organizational Effectiveness Report

[ALA CD#40](#)

Lessa Pelayo-Lozada, Chair of the Steering Committee on Organizational Effectiveness (SCOE), shared the charge of this committee is to develop and recommend strategies to redesign ALA as a modern association for a modern profession. A remodeling summit held at ALA in October 2018 brought

together people representing divisions, chapters, roundtables, affiliates, Council, Spectrum Scholars, staff, trustees, vendors, and multiple library types. Participants at this summit discussed what is working in ALA currently, what is not working in ALA currently, and what attributes are desirable in a future version of ALA. Following this conversation, SCOE created and refined several models for what ALA could look like. SCOE is currently soliciting member input on this models and anticipates sharing results in June 2019. From here, and action plan will be developed.

ALA Treasurer's Report

[ALA CD#13](#)

Susan Hildreth, ALA Treasurer, shared the proposed programmatic priorities that [ALA CD#13.1](#) Council was later requested to vote on. These priorities guide ALA's focus, operations, and culture and frames its strategic directions. Proposed programmatic priorities include: diversity; equitable access to information and library services; education and lifelong learning; intellectual freedom; advocacy for libraries and the profession; literacy; organizational excellence; and transforming libraries.

Ms. Hildreth also shared an update regarding ALA's upcoming real estate transaction. For several month, ALA has been working with real estate agents to try to sell its current property. The timeline for this is fluid. An unnamed party has expressed interest in the building. With the proceeds from this transaction, ALA plans to invest in renting (rather than owning) a new space with a smaller footprint; other proceeds will be invested in the endowment. As the currently building ages, future costs for maintenance are expected to rise dramatically. ALA is hoping to sell this space before these costs become overwhelming and seeks to avoid these costs in the future by renting; the search for a new space is currently underway.

ALA-APA Council Session
Sunday, January 27
8:30 AM – 9:00 AM

[ALA-APA CD#1](#)

ALA-APA Executive Director's Report

[ALA-APA CD#5](#)

At the request of Mary Ghikas, Lorelle Swader, ALA-APA Associate Executive Director, provided information on ALA-APA activities. She highlighted participation in ALA-APA's Certified Public Library Administrator Program (312 enrollees and 99 graduates) and the Library Support Staff Certification Program (594 enrollees and 197 graduates). [National Library Workers Day](#) will be held on April 9, 2019; library organizations are encouraged to host a celebration and submit a star to honor a great worker, team or department.

ALA-APA Treasurer's Report

[ALA-APA CD#4](#)

[ALA-APA CD#4.1](#)

Susan Hildreth, ALA-APA Treasurer, provided updates on the FY18 year-end results and FY19 budget. In FY18, ALA-APA's expenses were 14% lower than anticipated, resulting in a net revenue of \$63,423 (compared to \$28,416 expected). Using this surplus, ALA-APA finished paying off a loan totaling \$275,000 provided by ALA in FY09. As of FY18, the remaining balance on this loan was \$41,457; the final payment was made just prior to the 2019 Midwinter Meeting.

ALA Council I
Sunday, January 27
9:00 – 11:00

[ALA CD#8.1](#)

ALA Executive Director Search Committee

[ALA CD#34](#)

Courtney Young, Chair of the Committee, introduced four Chapter Councilor candidates to serve as members of the ALA Executive Director Search Committee. She also introduced the six At-Large, Division, and/or Round Table Councilor candidates.

Appointment of Tellers Committee

[ALA CD#34.1](#)

Loida Garcia-Febo, ALA President, thanked the following individuals for their service as tellers for the ALA Executive Board Election and the ALA Executive Director Search Committee Election.

Nominations for the Council Executive Board Election

[ALA CD#11](#)

Wanda Kay Brown, ALA President-Elect and Chair of the Committee on Committees, introduced five Council Executive Board candidates. One additional nomination was received from the Council floor.

ALA Awards Committee

[ALA CD#31](#)

Susan Jennings, Chair of the Awards Committee, presented a proposal to create the Penguin Random House Library Award for Innovation Through Adversity. This award would replace the Lemony Snicket Prize for Noble Librarians Faced with Adversity, with all award money (totaling \$11,000) provided by Penguin Random House. Following some discussion, Council voted to postpone approval of this award, pending conversation with Penguin Random House regarding overhead costs. ALA's current overhead rate is 24.6%, and Penguin Random House proposed committing only \$1,000—or 10% of the award total—to overhead costs.

ALA Resolutions Committee

[ALA CD#10.1](#)

Ed Sanchez, Chair of the ALA Resolutions Committee, presented a resolution to create a task force on online deliberation and voting for ALA Council. Councilors discussed the potential merits and challenges of allowing online participation in Council meetings, taking into consideration travel costs, future changes coming to the Midwinter Meeting format, and whether in-person meetings are sustainable. The resolution was amended to include the Constitution & Bylaws Committee as part of this task force, and the motion was adopted as amended.

ALA Committee on Diversity

[ALA CD#14](#)

Shauntee Burns-Simpson, Chair of the ALA Committee on Diversity, presented a proposal to revise ALA Policy B.8.10, the former Policy 61 referring to "Library Services to the Poor." Revisions included more inclusive language throughout the policy, such as changing "poor people" to "people experiencing poverty," revisions to existing policy objectives, and addition of six new policy objectives. Council discussion focused on language in the policy objectives. New objective #13 was amended to read ". . . to meet the basic needs of all community members . . .", and objective #16 was amended to read "Ensuring Encouraging a parity of library services . . ." The proposal was adopted as amended.

Review of Executive Board Actions Since the 2018 Annual Conference

[ALA CD#15](#)

Mary Ghikas, ALA Executive Director, provided information on Executive Board

[ALA CD#15.1](#)

actions taken since the 2018 Annual Conference. She highlighted the Executive Board's support for initiating a task force on online deliberation and voting and thanked Council for supporting the resolution previously presented by Ed Sanchez. Council posed questions regarding the vote on page 2 of

ALA CD#15.1 to change the location of the 2022 Midwinter Meeting from San Antonio, Texas, followed by the subsequent rescission of this vote on page 3 of ALA CD#15.1. Ms. Ghikas explained the original decision to move the meeting was based on the fact that Californians are prohibited from using state funds to travel to Texas for business purposes due to concerns about lower human rights standards in Texas. The decision was rescinded following input from the Texas Library Association and several large public library systems in Texas. Plans are underway to include educational opportunities at Midwinter 2022 for attendees to learn more about supporting human rights in their communities.

Implementation of the 2018 ALA Annual Conference Council Actions

[ALA CD#9](#)

Mary Ghikas, ALA Executive Director, provided information on implementation of actions taken by Council during the 2018 Annual Conference. She highlighted the resolution on gender inclusive restrooms and praised the Washington State Convention Center for its support of this effort: A third of all restrooms in the Convention Center are gender neutral, marked with clear signage.

Resolution for the Adoption of Sustainability as a Core Value of Librarianship

[ALA CD#37](#)

Sara Dallas, ALA Councilor-at-Large and mover of this resolution, summarized the resolution's purpose of adding "sustainability" as a core value of librarianship. The definition of this concept of sustainability states that "to be truly sustainable, an organization or community must embody practices that are environmentally sound AND economically feasible AND socially equitable." Following discussion, Council voted to adopt this resolution without amendments.

Resolution on Eliminating Monetary Library Fines as a Form of Social Justice

[ALA CD#38](#)

Based on time constraints, discussion of this resolution was rescheduled to Council II.

Organizational Effectiveness Discussion

Based on time constraints, this discussion was rescheduled to Council II.

Council II
Monday, January 28
10:00 AM – 12:00 PM

[ALA CD#8.2](#)

Policy Monitoring Committee

[ALA CD#17](#)

Gladys Smiley Bell, Chair of the Policy Monitoring Committee, shared three items requiring Council action. Item #1, Library-Initiated Programs as a Resource, inserted language voted upon during the 2018 Annual Conference into ALA Policy section B.2.1.11. Item #2, Services to People with Disabilities, inserted language voted upon during the 2018 Annual Conference into ALA Policy section B.2.1.21. Item #3, Council Resolutions: Guidelines for Preparation of Resolutions to Council, inserted language voted upon during the 2018 Annual Conference into ALA Policy section A.4.2.3, Process #5. Following some discussion, motions passed to adopt all three items.

Committee on Organization

[ALA CD#27](#)

Shali Zhang, Chair of the Committee on Organization, shared four items requiring Council action. Item #1 proposed a revised charge for the Committee on Legislation; item #2 proposed revising the composition of the Office of Diversity, Literacy, and Outreach Services; item #3 proposed revising the Committee on Literacy charge to add the phrase “multiple literacies” to its scope; and item #4 proposed revising the Literacy Assembly Charge to add the phrase “multiple literacies” to its scope. Motions to adopt all four items passed after some discussion from Council. In ALA CD#27, two additional items—one to request the Committee on Organization establish a Veteran Caucus Member Initiative Group and one to new the Libraries Foster Community Engagement Member Interest Group for another three-year term—were not introduced.

International Relations Committee

[ALA CD#18](#)

Robin Kear, Chair of the International Relations Committee, shared information about the Committee’s activities since the 2018 Annual Conference.

Committee on Accreditation

[ALA CD#36](#)

Loretta Parham, Chair of the Committee on Accreditation, requested Council action [ALA CD#36.1](#) to adopt a revision to MLIS standard element V.3. This revision was as follows: “The administrative head of the [MLIS] program has title, salary, status, and authority to ensure that students are supported in their academic program of study.” Following some discussion, the motion to adopt this revision passed.

Freedom to Read Foundation

[ALA CD#22](#)

Charles Brownstein, President of the Freedom to Read Foundation, shared information with Council about the Foundation’s ongoing activities. Council posed no questions.

Awards Committee

[ALA CD#31](#)

Susan Jennings, Chair of the Awards Committee, shared information Council had requested during Council I regarding the way Penguin Random House is factoring overhead into its Award for Innovation Through Adversity. She confirmed the rate they would offer is 10% of the award total. Council passed a motion to adopt these changes.

Resolution on Eliminating Monetary Library Fines as a Form of Social Inequity

[ALA CD#38](#)

Peter Hepburn, Councilor-at-Large and mover of this resolution, summarized the resolution’s purpose in encouraging libraries to scrutinize and reconsider the practice of imposing fines on library patrons. A motion was passed to amend the resolution, adding a fourth resolved clause to establish a working

group charged with developing strategies and tips for libraries that are exploring the possibility of eliminating fines. Subsequent discussion centered on the function that this resolution, if passed, should have in local decisions to eliminate or retain fine procedures. A motion to adopt the resolution as amended passed with 103 Councilors voting in favor and 59 Councilors opposed.

Discussion: Organizational Effectiveness

[ALA CD#40.1](#)

Lessa Pelayo-Lozada, Chair of the Steering Committee on Organizational Effectiveness (SCOE), shared information about SCOE's charge, process, and future plans, summarized in the ALA Council/Executive Board/Membership Information Session section of this report. Jim Meffert from Tecker International, who is guiding this process, also spoke. He shared four broad options for the future of Council that ALA might consider in its organizational remodel. These options included eliminating Council altogether, reducing the size of Council, and keeping Council the same. Councilors were invited to attend a separate discussion at Midwinter regarding these options and the direction they feel Council should move.

Resolution in Support of Civil Rights Protections for People of Diverse Gender Identities [ALA CD#41](#)

Based on time constraints, discussion of this resolution was rescheduled to Council III.

Update on ALA Headquarters Real Estate

Based on time constraints, this information was rescheduled to Council III.

Council III
Tuesday, January 29
9:00 AM – 11:30 AM

[ALA CD#8.3](#)

Discussion about Racism in ALA

Council elected to deviate from the planned agenda to try to discuss systemic racism as it exists within ALA, in relation to an act of racism that occurred during the Monday evening Forum. A motion was made to form small groups to discuss ways white Councilors can intervene when they are in situations where someone is causing harm to another person. This motion failed. A second motion was made to return to the agenda. This motion passed. After about 45 total minutes of discussion, Council returned to the agenda with some changes made for time.

Memorials and Tributes

M-#1 – M#5

Council recognized memorials made to honor the following individuals: James Ray Jarrell; Merlyn Miller; Wanda Dole; Dr. Carlton Rochell; Amber Clark; and Dr. Leroy Hommerding. A tribute was made to honor Danielle M. Ponton (Alderson).

T-#1

Resolution in Support of Civil Rights Protections for People of Diverse Gender Identities [ALA CD#41](#)

Ann Symons, Councilor-at-Large, shared a resolution in support of people of diverse gender identities. A motion to adopt this resolution passed with minimal discussion.

Report of the Tellers on the ALA Executive Director Search Committee Election Results ALA CD#34.2

Susan Jennings and Peter Hepburn were elected to serve on the ALA Executive Director Search Committee.

Report of the Tellers on the ALA Executive Director Board Council Election Results

ALA CD#11.1

Eboni Henry and Karen Schneider were elected to serve on the ALA Executive Board.

Committee on Professional Ethics (COPE) Report

[ALA CD#24](#)

Sara Dallas, Chair of COPE, shared the Committee's report, including one action item for Council's vote: adopting revisions to "Copyright: An Interpretation of the Code of Ethics." Revisions focused on changing the word "creator" to "copyright holder" and adding a paragraph to address digital licensing. Council posed no questions. The motion to adopt these revisions passed.

[ALA CD#24.1](#)

Intellectual Freedom Committee (IFC) Report

[ALA CD#19](#)

Julie Warga, IFC Chair, presented four action items for Council's vote: First, she shared a revision to the *Library Bill of Rights*, Article VII, focused on data privacy in libraries. A motion passed to adopt the revisions. Second, Council reviewed revisions that had been made to "Meeting Rooms: An Interpretation of the *Library Bill of Rights*." Discussion was minimal, and the motion to adopt these revision passed. Second, she shared revisions made to "Prisoner's Right to Read: An Interpretation of the *Library Bill of Rights*." Discussion focused primarily on whether to change the document's title to reflect the person-first language ("prisoners" vs. "people who are incarcerated") used throughout the document. A motion to make this amendment to the document's title failed. A subsequent motion to adopt the revisions passed. Third, Council reviewed revisions made to "Challenged Resources: An Interpretation of the *Library Bill of Rights*." Discussion was minimal, and the motion to adopt the revisions passed.

[ALA CD#19.1](#)

[ALA CD#19.2](#)

[ALA CD#19.3](#)

[ALA CD#19.4](#)

Committee on Legislation (COL) Report

[ALA CD#20](#)

Rob Banks, chair of COL, presented four resolutions for Council action: a resolution observing Public Domain Day on January 1, 2019; a resolution on public access to Congressional Service Reports; a resolution commending the reauthorization of the Museum and Library Services Act; and a resolution celebrating the U.S. ratification and passage of the Marrakesh Treaty Implementation Act. Motions to adopt all four of these resolutions passed without substantive discussion.

FY2020 Programmatic Priorities

[ALA CD#13.1](#)

Susan Hildreth, ALA Treasurer, requested Council's vote to adopt the following programmatic priorities: diversity; equitable access to information and library services; education and lifelong learning; intellectual freedom; advocacy for libraries and the profession; literacy; organizational excellence; and transforming libraries. These priorities guide ALA's focus, operations, and culture and frames its strategic directions. The motion passed without discussion.

Update on ALA Headquarters Real Estate

Susan Hildreth, ALA Treasurer, shared an update on the sale of ALA Headquarters real estate. More information about this is available in the ALA Council/Executive Board/Member Information Session section of this report.

ALA Conference Committee Report

[ALA CD#39](#)

Clara Bohrer, Chair of the Committee, shared ALA's success in achieving its goal of decreasing the footprint of the 2018 Annual Conference while simultaneously increasing conference navigability. Cost-savings were produced as a result of the reduced number of meeting rooms needed and the reduced need for AV equipment. The Committee is exploring how the Midwinter Meeting format might be changed in the future. The options investigated included eliminating Midwinter altogether (rejected in part due to ALA's dependence on Midwinter revenue); making only minor changes to Midwinter (rejected in part due to concern about brand dilution for the event); and replacing Midwinter with a new event designed to meet the needs of attendees and exhibitors. This final option is being investigated in greater detail. The goal is to hold this "new event" for the first time in January 2021. Input from members is being solicited as part of this process.

Announcements

Mary Ghikas shared final registration counts for the 2019 Midwinter Meeting alongside numbers for the previous two years:

	Seattle 2019	Denver 2018	Atlanta 2017
Attendees	6,490	5,242	5,997
Exhibitors	2,721	2,652	2,895
Total	9,211	7,894	8,892

Two Councilors encouraged others interested in discussing ways white Councilors can approach their service with anti-racist ideals to gather informally following Council's adjournment. Seventeen Councilors attended this discussion.