

ALA Annual Highlights, June 22-26, 2018

Submitted by Sara Ring, ALA Chapter Councilor

Below is a summary from the American Library Association Annual Conference, followed by my full report, which begins on page 4.

[ALA Executive Director's Report](#)

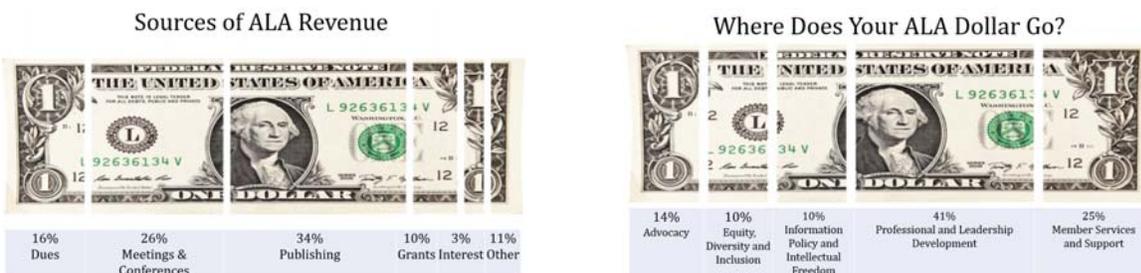
I think I've said this in past reports, but if you read one ALA report, I highly recommend this one as it gives a really nice overview of all the work ALA has engaged in over the past year.

ALA Council I

ALA Organizational Changes: At ALA Midwinter 2018 ALA President Jim Neal proposed an 18 month ALA governance/member organization structure and system review. Former ALA President Maureen Sullivan led Council in a 30 minute discussion on these 2 questions: "What one thing do you think is most important for ALA to do to improve its effectiveness?" and "If the ALA did not exist today, what would we create today?" Here's the latest [Organizational Effectiveness Plan](#) shared with Council.

[ALA Treasurer's Report](#)

Key investment areas for the next fiscal year include development to enhance fundraising capacity, advocacy, and information technology as ALA has had an IT deficit in the past. ALA expenses and investments are based on ALA strategic directions and mission. The Report included sources of ALA revenue as a dollar infographic (see below). I know I've mentioned this in previous reports, but I think MLA could consider creating a similar simple infographic so members can see where their investment in MLA goes.



[Resolution to Honor African Americans Who Fought Library Segregation.](#) This passed unanimously. In my three years on ALA Council, I've never seen such an outpouring of endorsements. MLA voted to endorse this resolution in principle before ALA Annual. There was a suggestion from the MLA Board to add a footnote to the Equity, Diversity, and Inclusion principles and where they could be found that were mentioned in the 6th resolved clause: "Will review policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout..." I messaged the author of the resolution, suggested a footnote was needed, and asked for clarification. The author thanked us for our careful review of the resolution but did not address my request to add a footnote.

ALA Council II

Committee on Diversity (COD)

- After the [Resolution on Creating Responsible Spaces](#) passed at ALA Midwinter 2018, COD surveyed, looking at definitions, and are planning a toolkit libraries can use. They hope to bring the toolkit to the 2019 ALA Midwinter meeting.

- Working on revisions to current ALA policy on Library Services to the Poor. This was last updated in 1990. Going to bring the suggested revisions back for member comment in the fall of 2018.

New Graphic Novels & Comics in Libraries Round Table Council approved the move from an interest group to a round table.

International Relations Committee. 80,000 in contributions from ALA members has gone toward disaster relief. Were able to give out 20 small grants in Puerto Rico and the U.S. Virgin Islands. A program on academic libraries in Cuba was planned for this year's conference, but the Cuban librarians invited to New Orleans were denied visas. In response, ALA sent a letter to Secretary of State Michael Pompeo on this issue affirming and supporting the rights of librarians and library workers from outside the U.S. to travel to conferences and participate in education and professional library-related activities.

Socially Responsible Investments for the ALA Endowment Fund Resolution. The resolution resolved to increase the percentage of Endowment funds invested in socially responsible portfolios every year, exclude from the Environmental, Social and Governance/Socially Responsible Investments (ESG/SRI) portfolios all fossil fuel investments, and report on progress annually. BARC (the committee who the resolution was referred to at ALA Midwinter 2018) found that mandating an even larger investment in Environmental, Social, and Governance funds during an unpredictable financial market will place ALA's investment earnings at risk, and they have been steadily increasing ESG investments as the market evolves. Councilors argued that just because ALA would potentially lose money is not a reason to not divest from all fossil fuel investments. I voted yes on this resolution because the resolution was not mandating these actions. If you read the resolution, the language is "Resolved, that the ALA Council strongly *recommends* the following to the ALA Endowment Trustees." The resolution ultimately failed to pass.

Freedom to Read Foundation (FTRF) This foundation does important work to defend First Amendment freedoms in libraries, and I encourage membership (\$50.00 for personal members, \$100 for organizations, \$35 for new professionals, \$10 for students). Here's one of the latest examples of the work they do:

- Robinson v. Hunt County in Texas. Deanna Robinson filed a lawsuit after she was banned from posting on the Facebook page maintained by the Hunt County Sheriff's Office, arguing that the ban violated her First Amendment rights. The court ruled in favor of the Sheriff's Office, and FTRF agreed to join an amicus Curiae brief that argues a Facebook page of the sheriff is a public forum, and the Sheriff's Office is prohibited from enforcing restraints on speech or enforcing viewpoint-based preferences as to whose speech may be heard. This has implications for libraries, those who allow comments on our page.

ALA Special Task Force on Sustainability. This task force was formed in 2017 by the ALA Executive Board in response to the 2015 [ALA Resolution on the Importance of Sustainable Libraries](#). Rebekkah Smith Aldrich kicked off her report by passionately stating "there is no more saving the earth, there is only saving humanity and our ability to survive as a civilization on a number of fronts." Libraries are well positioned to play an increasingly important role in helping communities thrive in the face of the disruptions our world is facing. Rebekkah was a force and passionate speaker, and I highly recommend inviting her or someone to present on this topic at a future MLA Annual Conference. There are 52 recommendations in the report. Many opportunities for us as an Association, as libraries to step up on sustainability.

ALA Council III

Committee on Legislation.

- It is the 25th Anniversary of the GPO Access Act, and ALA COL introduced a resolution recognizing the anniversary calls for further modernization of government information services to improve the public's access to government information by enactment of the FDLP Modernization Act, H.R. 5305.

- With concern about the US policy of family separation at the US border, COL introduced the “Resolution to Reunite Detained Migrant Children with their Parents.”
- **Policy Corps.** Launched this year to expand the ability to advocate on key policy issues on behalf of the library community. The first cohort has been working for the past 6 months, and an action plan is currently being developed for year two of the program. Another idea under development at the Washington Office is to expand the number of ALA advocates working in congressional districts across the U.S., with the goal of having at least one advocate in each of the 435 congressional districts.

Intellectual Freedom Committee. ALA’s Choose Privacy Week as been rebranded as Choose Privacy Every Day, and they have a new website: chooseprivacyeveryday.org. There is a [new Q&A resource](#) to help with responding to and preparing for controversial programs and speakers. New social media guidelines for public and academic libraries was approved recently by the Intellectual Freedom Committee at ALA Annual 2018 and will soon be available online.

The Committee proposed 3 interpretation revisions to IFC Intellectual Freedom Manual. These revisions received little discussion on the Council floor at the time and all passed.

- [Meeting Rooms: An Interpretation of the Library Bill of Rights](#). Note: This is the interpretation that has since come under scrutiny after a number of members responded strongly against the inclusion of the term “hate speech” and the repercussions. I’ve included several recent articles and opinions published online. At the time this report was written, much was in flux and will likely change. A group of Councilors is working on a draft resolution to rescind the interpretation that was passed in June. After discussion with our ALA Parliamentarian, this will go to Council for discussion, then to the ALA Executive Board. The ALA Executive Board will vote on whether or not to approve an online vote, and if approved, Council will continue with an online vote.
 - [ALA OIF Responds to the Library Bill of Rights Meeting Room Interpretation update](#)
 - [Library Meeting Rooms for All](#) (OIF Blog)
 - [Free Speech Debate Erupts with ALA’s inclusion of hate groups in revision of Bill of Rights Interpretations](#) (School Library Journal)
 - [My Bought Sense: Or ALA Has Done It Again](#)
 - [Libraries Can’t Afford to Welcome Hate](#) (Socialistwork.org)
- [Library-Initiated Programs as a Resource: An Interpretation of the Library Bill of Rights](#)
- [Services to People with Disabilities: An Interpretation of the Library Bill of Rights](#)

Resolution on Gender Inclusive Bathrooms at ALA Conferences and Meetings, ALA CD #42

This resolution was not online at the time report was written. There were issues at the last two conferences with gender inclusive bathrooms not well marked and hard to find, and some were denied access to gender inclusive restrooms at ALA Annual 2018 by convention center employees. This resolution was introduced and passed with one amendment. Note the first resolved clause language about the 100% goal was stricken and replaced with language about working with GLBT round table to determine the number of gender inclusive bathrooms. Here’s the original resolved clauses. Resolved that the American Library Association (ALA): on behalf of its members:

- Requests that ALA conference set-up procedures provide as many gender inclusive bathrooms at ALA conferences as allowed by current contracts with the goal of being 100%; and
- Requires that convention center staff honor ALA policies regarding gender-inclusive facilities and requests that all attendees be treated with dignity and respect.

Full Report, ALA Annual Conference, June 22-26, 2018

Below is my full report, organized chronologically, from ALA Council and related meetings I attended at the 2018 American Library Association Annual Conference. All of the Council documents linked to below can be found on the ALA website [here](#). If there are no direct links listed below, the report was not yet available online at the time my report was written.

[ALA Council/Executive Board/Membership Information Session_\(Saturday, June 23, 2018, 3:00 p.m. – 4:30 p.m.\)](#)

[ALA President's Report, Jim Neal, ALA President, ALA CD#21.1](#)

- The most challenging issue this year was federal funding, and due to the work of the ALA Washington Office staff and grassroots efforts by library advocates, we saw an increase in federal funding for FY18. Federal funding for the FY19 budget has been cut, and ALA is hard at work to get it restored.
- ALA launched the new Policy Corps to expand the ability to advocate on key policy issues on behalf of the library community. The first cohort has been working for the past 6 months, and an action plan is currently being developed for year two of the program. Another idea under development at the Washington Office is to expand the number of ALA advocates working in congressional districts across the U.S. The goal is to have at least one advocate in each of the 435 congressional districts.
- Key initiatives will be expanded upon such as disaster relief, improving recruitment and retention of a diverse library workforce, stronger working relationships with libraries, and more.

[ALA President-Elect's Report, Loida Garcia-Febo, ALA President-Elect, ALA CD#29.1](#)

- Advocacy: A redesign of the Advocacy University website is underway. Supporting a new video series to teach library advocates to use storytelling as a method for library advocacy.
- International Relations: New feature to highlight international ALA members to encourage engagement and retention of international members.
- Wellness Initiatives: Updating the Wellness web content on the ALA-APA website, enhancing conference wellness programming, and creating new online wellness programs.
- This year the ALA President will be doing a National Tour called "Libraries = Strong Communities." The goal is to raise the profile of libraries, engage communities, and encourage support for libraries across the U.S. There are no stops planned near the Minnesota and the Upper Midwest. (MA, FL, CO, CA, and WA are the states).
- The ALA President is also going on a Global Tour with stops at the Guadalajara Book Fair (FIL), Sharja, and the German Library Association Annual Conference, with others added.

[ALA Executive Director's Report, Mary W. Ghikas, ALA Executive Director, ALA CD#23.1](#)

- Center for the Future of Libraries have added these new trends: Co-Working/Co-Living, Design Thinking, and Smart Cities.
- Of note: ALA Publishing/Neil Schuman has published more new books in FY2018 than FY2017, and there is still another quarter left. The National School Library Standards for Learners, School Librarians, and School Libraries (AASL Standards) book sold through its initial print run of 10,000 copies by late June. A strong indicator they are being incorporate into school library practice.

- More than 9,700 libraries and advocates joined Libraries Transform campaign. 2 new Because statements:
 - Because Your Data Shouldn't Be an Open Book (for Choose Privacy Week May 1-7)
 - Because Books Show Us Every Color of the Rainbow (GLBT book Month, June)

Budget Analysis and Review Committee (BARC) Report, Rhea Lawson, Chair, ALA CD#33.1

- For 8 month results, total ALA revenue is 33.2 million (compared to budget of 32.9 million). Expenses were 34.2 million (compared to budget of 34.4 million). We are on budget and expect to end on budget (success of 2018 Annual Conference will impact these numbers).
- BARC responded to proposed resolution from ALA Midwinter "[Socially Responsible Investments in the Endowment Fund](#)." Response:
 - Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future.
As of 4/30/18, 25.3% of the Endowment is invested in ESG (Environmental, Social, and Governance) classified funds. Since 2002, the Endowment ESG ratio has steadily increased while maintaining a diversified portfolio to help the Endowment withstand market volatility. The Endowment Trustees continue to consider the mix of investments to provide the greatest return on investments while being socially responsible. The Endowment was \$45.9 million at the end of 2017, funding critical services and initiatives advancing the association. Mandating an even larger investment in ESG during an unpredictable financial market will place the investment earnings at risk. The Endowment Trustees have been steadily increasing ESG investments and will continue to do so in a prudent manner as the market and options continue to evolve. BARC agrees with the Endowment Trustees that the proposed directive to the Endowment Trustees will negatively impact Endowment earnings affecting the availability of resources for the ALA budget.
 - 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.
The Endowment Trustees work closely with their investment advisor Merrill Lynch to determine the mix of investments supporting the goals of ALA. Within the ESG investment sector, many energy companies in the portfolios include both renewable and fossil fuel energy, further complicating the ability to fully separate certain investments within mutual funds.
- BARC responded to the proposed resolution from ALA Midwinter "[Addressing Roadblocks to Diversity in the Leadership Pipeline](#)." BARC found that for parties involved in the work, an initial investment of 400,000 is necessary to address the issue. Much of the work highlighted in the resolution already exists or is currently being addressed in various units across ALA. Since much of the work already exists, the committee suggests that a communication be developed to inform membership of work currently being done to address the issue.

ALA Treasurer's Report, Susan H. Hildreth, ALA CD#13.2

- Showed easy to understand infographic about where our sources of ALA revenue comes from and where our ALA dollars go. Emphasized that ALA expenses are based on ALA strategic directions and mission.

Sources of ALA Revenue



Where Does Your ALA Dollar Go?



- For FY19, there are planning investments that will require ALA to use net assets. ALA is creating expenses, knowing that expenses will be more than projected revenue in the budget.
- Key investment areas include: development, advocacy, and information technology. [See the slides](#) for more details on these investments.
- The budgetary ceiling approach (unexpended net assets for divisions and roundtables) is not going to work for the FY19 year. ALA is proposing changing from a budgetary ceiling approach to an “annual estimates of income” approach. Components of the annual estimates of income include:
 - Unexpended net assets for total ALA (uses to be just for Divisions and Roundtables)
 - + budgeted revenues for the upcoming fiscal year for the general fund, divisions, roundtable, grants & awards, and long-term investments.
- ALA will propose a FY19 annual estimates of income of 84 million to ALA Council for approval.

[ALA Endowment Trustees Report](#), Rodney Hersberger, Senior Endowment Trustee, ALA CD#16.1

- Showed how ALA endowments fare vs. the largest endowment (Harvard). ALA has a 10 year average annual return of 5.4% on \$41.9 million endowment. Harvard has a 10 year average annual return of 4.4% on a \$37 billion endowment. So, we’re doing better than Harvard.
- Next 4 years in private equity investments will bring in more returns to ALA. Discussed the “J Curve” that shows typical private equity cash flow, and we will not be on as much of a curve anymore.
- At ALA Midwinter, Council requested the opportunity to see the holdings in the Endowment Fund Portfolio. Trustees worked with Merrill Lynch and portfolio managers to make this happen, providing a holdings list with links (on the Treasurer’s page of ALA). Reiterated that ALA owns no individual stocks (equity product or not).
- Plan to have a Strategic Review on their governance, management, and business practices to see where they can improve. They interviewed 3 candidates that were not successful, but will continue interviewing.

[ALA Council I \(Sunday, June 24, 2018, 8:30 a.m. – 11:00 a.m.\)](#)

At the first ALA Council meeting we heard the following reports, discussed the organizational effectiveness of ALA and the future, and passed the [Resolution to Honor African Americans Who Fought Library Segregation](#), CD #41. You can also read an American Libraries summary [here](#).

Reports of ALA/Council Committees

- [Nominations for the 2018-2019 Council Committee on Committees Election](#), ALA CD #12

- [Nominations for the 2018-2019 Planning and Budget](#), ALA CD #12.1
- [Appointment of the Tellers Committee for COC and PBA](#), ALA CD #12.2

Report of Officers

- [Review of Executive Board Actions at the 2018 ALA Midwinter meeting](#), ALA CD #15.3 - ALA CD #15.4
- [Implementation of the 2018 ALA Midwinter Meeting](#) Council Actions, ALA CD #9.1
 - Established the Lois Ann Gregory Wood Fellows Program at the 2018 ALA midwinter meeting, and raised 50,000 so far.
 - Upon recommendation by the Policy Monitoring Committee, Council VOTED at 2018 ALA midwinter, to adopt the following three (3) action items contained in [ALA CD#17 ACT, Policy Monitoring Committee Report](#): Politics in American Libraries, Equity, Diversity, Inclusion, and Definitions of Equity, Diversity, and Inclusion into the ALA Policy Manual.
- [ALA Resolutions Committee](#), Ed Sanchez, ALA CD #10.2
 - Strengthened the process to refer an item with financial implications to the Budget Analysis and Review Committee (BARC).
 - Starting at Midwinter 2019, online office hours and appointment scheduling with a Resolutions Committee member will be available.
 - Developed an online form to facilitate Council participation in a pilot Amendment E-form process during the 2018 ALA Annual conference.
 - Clarified a provision of the ALA Policy Manual (for BARC referred resolutions).

New Business

[Organizational Effectiveness Discussion, ALA CD #35.1](#) Former ALA President Maureen Sullivan led Council in a 30 minute discussion, continuing the organizational effectiveness work that ALA is engaged in. Below is a just a sample (I couldn't capture all of the responses) of some of the responses to 2 questions: "What one thing do you think is most important for ALA to do to improve its effectiveness?" and "If the ALA did not exist today, what would we create today?"

What one thing do you think is most important for ALA to do to improve its effectiveness?

- Inclusive, inclusive, inclusive
- Make the complex rational
- Engage more members and non-members
- Policy, research, development, and advocacy around library-specific, library-promoting policy
- Make it apparent what each group is doing. Easy way for people to find out what is going on in ALA.
- Strive to make ALA feel more personable
- Simplify and consolidate
- Chapters and ALA needs a better relationship (e.g. Offer a Chapter/ALA joint membership)
- Virtual
- Increase revenue resources
- Be more intentional and look at ways to welcome new members
- Open communication, transparency, and accountability
- Better IT infrastructure

- More focus on library support staff and others (non-librarians too)
- Efficient and inclusive
- Leadership by members
- More opportunities to attend ALA Midwinter and Annual conferences virtually
- Need ways to engage members beyond conferences
- Break down the Board/Council vs. members mentality
- Searchable database of ALA policies
- Highlight the interdependencies among different divisions (e.g. school libraries and academic libraries)
- More school library participation
- Engage new professionals

If the ALA did not exist today, what would we create today?

- ALA membership for every librarian, library worker, etc at a cost similar to AARP
- A national voice/vision for libraries
- Structure, infrastructure, etc. around collaboration.
- Organization that proactively continues to advance
- Compulsory continuing education requirements
- Accreditation for librarians (not just libraries)
- Primarily virtual with some physical
- Global vision
- Support for professionals
- An organization whose center of gravity changes from the national to the local level. Members at local level provide the energy, and ALA becomes an umbrella enabler.
- Nimble organization
- Encourage more research/scholarship
- Inclusive, diverse working group in leadership roles
- Regional meet-ups
- Less bureaucratic
- ALA-APA: ALA would be a shadow organization of the ALA-APA
- All members see a pathway to engagement
- Built on a parliamentary systems, forced to build coalitions instead of staying in silos
- Comes from a place of diversity and inclusion
- Future-focused

[Resolution to Honor African Americans Who Fought Library Segregation, CD #41](#)

This resolution passed unanimously. In my three years on ALA Council, I've never seen such an outpouring of endorsements. The Minnesota Library Association voted to endorse this resolution in principle, and no changes were made at Council since the MLA Board reviewed and endorsed the resolution. There was a suggestion from the MLA Board to add a footnote to the Equity, Diversity, and Inclusion principles and where they could be found that were mentioned in the 6th resolved clause here:

- (6) Will review policy documents and internal procedures to ensure Equity, Diversity, and Inclusion (EDI) principles are reflected throughout, and;

I messaged the author of the resolution, suggested a footnote was needed, and asked for clarification: was this clause referring to EDI principles in the broad sense, or are there a set of EDI principles somewhere on the ALA website we were not aware of? The response was that EDI is the [fourth ALA strategic objective](#), and the author did not address my request to add a footnote. The author did thank us for our careful review of the resolution and apologized it was not clear. Note that our request was just a few hours before the deadline to submit the resolution to the Council secretary.

Council II (Monday, June 25, 2018, 8:30 a.m. – 11:30 a.m.)

At the second ALA Council meeting we heard the following reports, voted on several committee items, and voted on the [Socially Responsible Investments for the ALA Endowment Fund Resolution](#). You can also read a summary by American Libraries of Council II [here](#).

Reports of Officers

[ALA Treasurer's Report, Susan H. Hildreth, ALA CD #13.3 Rev-62418](#)

- This budget is trying to achieve the goal of “a modern association for a modern profession.”
- For FY18 believe we will meet the ALA budget (August 1st is the end of FY18). For FY19 ALA is planning investments using net assets in the general fund (1.7 million in investments). Divisions are also using their net assets this year.
- Strong programmatic priorities inform the FY19 budget.
 - Advocacy for Libraries and the Profession
 - Diversity
 - Equitable Access to Information and Library Services
 - Education and Lifelong Learning
 - Literacy
 - Organizational Excellence
 - Intellectual Freedom
 - Transforming Libraries
- FY19 Preliminary Budget Details includes these **investment areas**:
 - **Development**: Want to enhance fundraising capacity, proposing no new staffing positions, and implementing a CRM for donors (a more robust system than what they have now).
 - **Advocacy**: 21st century advocacy efforts (CRM will serve development office and WO, and other units), revitalize national legislative day, and a fly-in early event in budget season for strategic legislative contacts.
 - **Information Technology**: 1.36 million invested. ALA has had an IT deficit. In past years wanted to balance general fund budget, but this year investing in IT.
- Expected return on investment includes the following (love the benefits and ROI metrics)

Expected Return on Investment

Focus Area	Anticipated Benefits	ROI Metrics
Information Technology	<ul style="list-style-type: none"> • Better Member Service • Increased Employee Productivity • More Successful IT Projects 	<ul style="list-style-type: none"> • Member Satisfaction Scores • Projects Delivered On Time/Budget • IT Expense as % of Revenue
Advocacy	<ul style="list-style-type: none"> • Stronger, More Effective Member Relationships with Key DC Stakeholders • Enhanced Professional Development Opportunities • Targeted, More Efficient Relationship Building Strategies 	<ul style="list-style-type: none"> • Number of Advocates • Number of Connections • Number of Strategic Visits • Number of Participants at State and Local Levels
Development	<ul style="list-style-type: none"> • Additional Revenues for the Association • Increased Member Engagement 	<ul style="list-style-type: none"> • Total Additional \$ Raised • Additional GF \$ Raised • Number of donors • Median gift/Average gift • Number and \$ planned pledges

To ensure benefits are realized, ALA management will track and report on specific key performance metrics (KPI) by investment area

- Believe by 2020 will be in a better position and balanced budget.
- How do we support FY19 investments? The funding options and strategies available to use include:
 - Working Capital (ALA Cash)
 - Bank Financing
 - Leveraging ALA Real Estate
 - Using the Association’s Net Assets
 - Endowment Fund
- In April 2018, while discussing the budgetary ceiling, they realized it was not representing ALA’s financial picture. Why? The budgetary ceiling has been made up of all the projected revenue for the next fiscal year and the unexpended net assets of the divisions and round tables only. There was not attribution for any assets that belong to ALA generally other than the divisions and the round tables. Had to bring in value of net assets other than the divisions and round tables to be able to show you how we are going to fund this year’s budget.
- The annual estimate of income represents the net assets of the association as a whole and the estimated revenue for FY19. The annual estimate of income is defined in ALA bylaws as the net assets of the association plus the anticipated revenue for the upcoming fiscal year. The annual estimate for FY19 is \$84.3 million, which is \$22.6 million more than the budgetary ceiling.
- The annual estimate of income provides a more complete financial picture of the association than the budgetary ceiling. In any case, the annual estimate represents how much money the association could spend.
- **Council approved the annual estimate of income of \$84.3 million.**

[Report of the Tellers on the COC and PBA Election Results, ALA Councilor Vivian Bordeaux, Chair, ALA CD #12.3](#)

- These Councilors were elected to the Committee on Committees: Latrice Booker, Dora T. Ho, Jack Martin, Jr., Louis Munoz, Jr.
- These Councilors were elected as representatives to the Planning and Budget Assembly: Andrew Wertheimer, Micki Dietrich, Nicolas Buron, Larry P. Neal, and Dorcas Hand.

Committee on Diversity (COD), ALA Councilor Martin Garnar, ALA CD #14.1

- Distributed a survey about definitions of equity, diversity, and inclusion and just received results before the 2018 Annual Conference. There will be more information to share.
- Resolution on Addressing Roadblock to Diversity in the Leadership Pipeline (referred to COD and BARC at 2018 ALA Midwinter. Those involved with the resolution and the Committee on Diversity convened by email from February 13-20th to discuss the Council Forum feedback at Midwinter which included requests to add LGBT+ concerns to the resolution. Based on the discussion, COD unanimously upholds that actions taken in response to this resolution will focus on racial and ethnic diversity. A working group convened to review existing research, and COD will present findings at ALA Annual 2019.
- Resolution on Creating Responsible Spaces passed at 2018 ALA Midwinter. COD surveyed, looking at definitions, and are planning a toolkit libraries can use. Hope to bring the toolkit to the 2019 ALA Midwinter meeting.
- Working on revisions to current ALA policy Library Services to the Poor. This was last updated in 1990. Going to bring the suggested revisions back for member comment in the fall of 2018, and then bring it back to Council.

Policy Monitoring Committee (PMC), ALA Councilor Christopher J. Corrigan, ALA CD#17.1

7 action items voted on and all passed.

- **Item #1: “Net Neutrality: An Intellectual Freedom Issue.”** During the 2018 Midwinter Meeting, Council passed action CD#19.1 “Net Neutrality: An Intellectual Freedom Issue” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.13 of the *ALA Policy Manual*:
 - “The American Library Association affirms that Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy. Allowing internet service providers to determine which speech receives priority access online and which speech can be delayed, or even blocked, based on commercial and financial interests censors voices without economic or political power and impairs access to the full range of ideas of our society. Net Neutrality is the only condition under which equitable access to information can be guaranteed for libraries and all users. In alignment with ALA’s Code of Ethics, and to fulfill the vision of the Library Bill of Rights, all those using, employed by, or working with libraries should commit to the preservation of, and advocacy for, Net Neutrality.”
- **Item #2: “Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights.”** During the 2018 Midwinter Meeting, Council passed action CD#19.2 “Visual and Performing Arts in Libraries: An Interpretation of the Library Bill of Rights” from the Intellectual Freedom Committee’s report. Therefore, **PMC MOVES** that the following language be inserted into section B.2.14 of the *ALA Policy Manual*:
 - “The American Library Association affirms that visual and performing arts can be powerful components of library collections and services and should not be restricted based on content. In developing library arts exhibits and programs, libraries should present a broad spectrum of opinions and viewpoints and should not avoid developing exhibits or programs because of controversial content, or because of the beliefs or affiliations of those whose work is represented. Libraries are encouraged to be intentional in including diverse voices through creative projects, performances, and exhibits from many cultural traditions and should be proactive in seeking out a wide variety of representational and abstract artwork and performance art, with limitations set only with respect to space, installation, fiscal, and technical constraints. Libraries that choose to make gallery or performing space available for use by community groups or individuals

should formulate a written policy for the use of these areas that ensures that space is provided on an equitable basis to all who request it.”

- **Item #3: “ALA Policy Opposing Sweatshop Labor and Support Union Businesses.”** Based on Council Actions during the ALA Annual Conference in Anaheim in 2008 (2007-2008 ALA CD#58), **PMC MOVES** that the following language be added to section A.6.6 of the ALA Policy Manual.
 - “That the American Library Association (ALA) and its divisions, round tables, and all other units should purchase all products for distribution to membership from sweatshop free producers.”
- **Item #4: ALA Executive Director.** In an online meeting of Council in November 2017, Council voted to reword the qualifications for the ALA Executive Director. Therefore, **PMC MOVES** that language in section A.4.1.1 be reworded to read:
 - “An ALA accredited Master’s Degree or a CAEP accredited Master’s Degree with a specialty in school library media is a strongly preferred qualification for the ALA Executive Director.”
- **Item #5: Core Organizational Values.** Based on the 2014-2015 ALA CD #37_62815_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.4. of the *ALA Policy Manual* (Core Organizational Values) be changed to read:
 - The Association is committed to:
 - Extending and expanding library services in America and around the world
 - All types of libraries - academic, public, school and special
 - All librarians, library staff, trustees and other individuals and groups working to improve library services
 - Member service
 - An open, inclusive, and collaborative environment
 - Ethics, professionalism and integrity
 - Excellence and innovation
 - Intellectual freedom
 - Social responsibility and the public good
- **Item #6: Key Action Areas.** Based on the 2014-2015 ALA CD #37_62815_Final, ALA Strategic Directions, submitted by the ALA Executive Board and adopted as amended by the ALA Council at the 2015 Annual Conference, the **PMC MOVES** that Section A.1.5 of the *ALA Policy Manual* (Key Action Areas) be changed to read:
 - **Advocacy for Libraries and the Profession** ALA actively works to increase public awareness of the crucial value of libraries and librarians, to promote state and national legislation beneficial to libraries and library users, and to supply the resources, training and support networks needed by local advocates seeking to increase support for libraries of all types.
 - **Diversity** Libraries play a crucial role in empowering diverse populations for full participation in a democratic society. In the library workforce, programs of recruitment, training, development, advancement and promotion are needed in order to increase and retain diverse library personnel who are reflective of the society we serve. Within the Association and in the services and operations of libraries, efforts to include diversity in programs, activities, services, professional literature, products and continuing education must be ongoing and encouraged.
 - **Education and Lifelong Learning** ALA provides opportunities for the professional development and education of all library staff members and trustees; it promotes continuous, lifelong learning for all people through library and information services of every type.

- **Equitable Access to Information and Library Services** ALA recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, housing status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.
- **Intellectual Freedom** Intellectual freedom is a basic right in a democratic society and a core value of the library profession. ALA actively defends the privacy and right of library users to read, seek information, and speak freely as guaranteed by the First Amendment.
- **Literacy** ALA assists and promotes libraries in helping children and adults develop the skills they need, including the ability to read and use technology, understanding that the ability to seek and effectively utilize information resources is essential in a global information society.
- **Organizational Excellence** The association is inclusive, effective and responsive to the needs of ALA members.
- **Transforming Libraries** ALA provides leadership in the transformation of libraries and library services in a dynamic and increasingly global digital information environment. Every library is a hub of community engagement, innovation and continual learning.
- **Item #7: ALA Strategic Directions.** Based on the ALA Committee on Diversity recommendation that the ALA Strategic Directions be amended to add a 4th Strategic Direction on Equity, Diversity and Inclusion on Diversity, ALA CD#35-35.2_12017_ACT) as adopted by the ALA Council at the 2017 Midwinter Meeting, PMC MOVES that Section A.1.6 Strategic Directions be added to the ALA *Policy Manual* as follows:
 - The strategic directions, goals and strategies represent areas of intense focus for the next 3-5 years. The goals articulate the outcomes the Association would like to achieve and answer the question: “what would success look like?” The strategies articulate how the Association would move toward the achievement of these goals. For each of the strategic directions, an implementation plan outlines objectives that support each strategy and tactics to achieve these objectives. These are updated on an ongoing basis as part of a continuous process of assessment and evaluation and are reflected in the Association’s annual action plan and budget.
- After ALA Annual 2017, tasked the Policy Monitoring Committee to review the documentation of all ALA units to ascertain their compliance with Equity Diversity and Inclusion. Developed and distributed a survey on how unit policies incorporate the spirit of EDI. 23 units responded. The survey results are included in the [full report](#), and the remaining responses will be brought to the 2019 ALA Midwinter meeting.

[Committee on Organization \(COO\), Sue Considine, Chair, CD #27.1](#)

- Voted on an action item to make changes to the ALA & Council Committee Intern position. This position provides an opportunity for newer library workers that have yet to serve at the ALA Council or Committee level to become familiar with the structure of ALA and in particular its Council and Committees. ACTION ITEM #1 reads: *Resolved*, that the Council approves the requested changes to the ALA & Council Committee Intern position as follows:
 - Rename position to *ALA and Council Committee Associate*
 - Remove programmatic elements to rebrand as a level of committee membership, not a separate program
 - Expand the ALA Committee Volunteer Form to provide additional details on the option of Associate Committee membership
 - Develop a Committee Associate Letter of Agreement that outlines desired activities including in-person attendance during midwinter and annual conferences, participation

- in scheduled orientation and/or training sessions, as well as mentorship of incoming Committee Associates
 - Eliminate the service learning activity component from the official program guidelines
- There was another action item to convert the Graphics Novels & Comics in Libraries (MIG) to a round table. Council passed ACTION ITEM #2: Resolved, that the Council establishes the Graphic Novels and Comics Round Table under Article 7 of the ALA Bylaws.

Constitution and Bylaws Committee, Jim Rettig, Chair, ALA CD #25.1

- Proposing a process they did not have already: If a Councilor-at-large after elected responds that they cannot serve, simply go to the next councilor elected with the highest votes.
- For divisions or roundtables, if elected councilor decline after elected, recommending that divisions/roundtables handle their own interim replacement amongst themselves.
- The recommendation that Council place an amendment to the ALA Bylaws will be on the spring 2019 ballot.

International Relations Committee (IRC), Leslie B. Burger, Chair, ALA CD #18.1

- 530 from 50 countries attended ALA Annual this year, including the president of IFLA, Gloria Pérez-Salmerón
- 51 exhibitors from 11 countries participated in exhibits
- ALA contributes data to the [IFLA map of the world](#). This is a tool for worldwide comparison of different library performance metrics by region.
- An ALA representative to the American Library in Paris is needed, and a call will go out in July (largest English language library in Europe).
- Disaster relief: 80,000 in contributions from ALA members. Were able to give out 20 small grants in Puerto Rico and the U.S. Virgin Islands.
- A program on academic libraries in Cuba was planned for this year's conference. Due to the deterioration in government relations between the U.S. and Cuba, the Cuban librarians invited to New Orleans were denied visas. In response, ALA sent a letter to Secretary of State Michael Pompeo on this issue affirming and supporting the rights of librarians and library workers from outside the U.S. to travel to conferences and conduct education and professional library-related activities.

Budget Analysis and Review Committee, Rhea Lawson, Chair, ALA CD #33.2_62418

See page 5 as this was presented at the ALA Council Information session as well.

- There was quite a bit of debate on the resolution "[Socially Responsible Investments for the ALA Endowment Fund Resolution](#)." The resolved clauses included:
 - Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future.
 - 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
 - Report on progress made towards these goals at least annually to the ALA Council and membership

- BARC (the committee who the resolution was referred to at ALA Midwinter 2018) responded that mandating an even larger investment in Environmental, Social, and Governance funds during an unpredictable financial market will place ALA's investment earnings at risk, and they have been steadily increasing ESG investments as the market evolves. They did provide an extended report of the portfolio to Council. Councilors argued that this was not enough, and just because ALA would lose money is not a reason to not divest from all fossil fuel investments.
- I voted yes on this resolution because it was not mandating these actions. If you read the resolution, the language is "Resolved, that the ALA Council strongly recommends the following to the ALA Endowment Trustees." The resolution ultimately failed 86-50 something.

Freedom to Read Foundation (FTRF), Martin L. Garnar, President, ALA CD#22.1

As usual in my report, I remind people about the important work of this foundation to defend First Amendment freedoms in libraries, and encourage membership. Membership is \$50.00 for personal members, and \$100 for organizations (\$35 for new professionals and \$10 for students.

- 2 litigation efforts were favorable and while the courts reached the correct result, they did not address the issues and concerns raised by FTRF's legal briefs.
 - *Lozman v. the City of Riviera Beach*. Last fall FTRF agreed to participate on an amicus brief in support of Fane Lozman. A city council member ordered Lozman's arrest when he attempted to speak during the public comment period of a city council meeting. Lozman argued that his arrest violated his First Amendment rights because it was ordered in retaliation for his criticism of the city government and because Lozman had successfully sued the city in the past. The Eleventh Circuit held that Lozman's lawsuit was barred because the jury trying Lozman found that police had probably cause to arrest for disturbing a lawful assembly, defeating his First Amendment violation claim. The FTRF urged the Supreme Court to alter the standards. Lozman prevailed, but the court did not address the issues the Foundation was most concerned about.
 - *Gravano and Logan v. Take Two Interactive Software*. Karen Gravano and Lindsey Lohan sued a video game maker in New York, claiming the maker violate their rights of publicity by using their likenesses in the video game *Grand Theft Auto* and argued New York's right of publicity statute should be expanded to allow a lawsuit for damages whenever any story for sale includes the use of a person's "image," "likeness" or "persona." FTRF joined an amicus curiae brief that urged the court to not expand the reading of the New York statute to prohibit use of an "image," "likeness" or "persona" in fiction. Expansion of the law could allow legal challenges to other fictional works like unauthorized biographies, nonfiction works that mention real persons, etc. The Supreme Court and New York's Court of Appeals rulings did not impair first amendment rights.
- *Gonzalez v. Douglas* update. This lawsuit was filed by the students of the Tucson Unified School District after the state required the district to close its Mexican-American Studies program. The students challenged the state's enforcement of the Arizona statute prohibiting Arizona's public and charter schools from using class materials or books that "encourage the overthrow of the government," "promote resentment toward a race or class of people," are "designed primarily for pupils of a particular ethnic group," and "advocate ethnic solidarity instead of the treatment of pupils as individuals." As reported at ALA Midwinter 2018, the courts found that the statute

violated the students' First Amendment and equal protection rights. FTRF were waiting to hear if the state of Arizona would challenge the ruling. Both parties filed a note of settlement.

- New case Robinson v. Hunt County in Texas. Deanna Robinson filed a lawsuit after she was banned from posting on the Facebook page maintained by the Hunt County Sheriff's Office, arguing that the ban violated her First Amendment rights. The court ruled in favor of the Sheriff's Office, and FTRF agreed to join an amicus Curiae brief that argues a Facebook page of the sheriff is a public forum, and the Sheriff's Office is prohibited from enforcing restraints on speech or enforcing viewpoint-based preferences as to whose speech may be heard. This has implications for libraries, those of us who allow comments on our page.

[ALA Special Task Force on Sustainability](#), Rebekkah Smith Aldrich and Rene Tanner, Co-Chairs, ALA CD #40

This task force was formed in 2017 by the ALA Executive Board in response to the 2015 [ALA Resolution on the Importance of Sustainable Libraries](#). Rebekkah kicked off her report by passionately stating "there is no more saving the earth, there is only saving humanity and our ability to survive as a civilization on a number of fronts." Libraries are well positioned to play an increasingly important role in helping communities thrive in the face of the disruptions our world is facing. Rebekkah was a force and passionate speaker, and I highly recommend inviting her or someone to present on this topic at a future MLA Annual Conference.

- There are 52 recommendations in the report. Many opportunities for us as an association, as libraries to serve every day and step up on sustainability.
- 3 themes emerged that guide the thinking about the work to be done.
 1. The Association and Libraries as Inspiration & Catalyst. We can lead the way and model, educate, and advocate.
 2. The Association and Libraries as Conveners & Connectors. We can activate communities to collaboratively identify shared solutions, focus on community happiness and self-sufficiency, and seek out visionary partnerships.
 3. The Association and Libraries Contribute to Community Resilience. Be at the table and actively participate in resiliency/disaster preparedness planning, create a community in which people respect, understand, and empathize with one another.
- Recommended to the ALA Executive Board that a working group be formed to carry out the recommendations of the task force.

[Chapter Relations Committee Meeting II](#) (Monday, June 25, 2017, 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. Don Wood, staff member of the Chapter Relations Office since 2007, is retiring in December 2018. We had cake to celebrate.

Committee on Diversity Liaison Report

They are currently reviewing the resolution on addressing roadblocks to leadership in ALA that was referred to them from ALA Council. Some discussion around Chapters and libraries starting to discuss

diversity initiatives. We need resources. The question of training came up. Jody Gray from ALA's Office for Diversity, Literacy and Outreach Services is a good place to start. One person asked if anyone is running a successful program to incorporate more diversity at their library and another brought up the success of St. Paul [public library's racial equity initiative](#).

Chapter Councilor Forum Liaison Report

Discussed who is using management companies vs. employing full time staff to run the Association. Indiana and Idaho had a discussion on organization effectiveness.

ALA Policy Corp

Met to do media training/improve training. The 12 Policy Corp. members participated in Library Legislative Day, wrote letters to the editor, and will be involved in conference programs. A 2nd cohort will be organized soon.

Council III (Tuesday, June 27, 2017, 7:30 a.m. – 9:30 a.m.)

At the third ALA Council meeting we heard the following memorials, tributes, and reports. Council passed the Resolution on Gender Inclusive Bathrooms at ALA Conferences and Meetings and three interpretations to the Intellectual Freedom Manual. You can also [read a summary](#) by American Libraries of Council III.

Memorials

- [Herbert Biblo, M-#7](#)
- [Heather Lanier, M-#8](#)
- [John Byrum, M-#9](#)
- [Mary Lynette Larsgaard, M-#10](#)
- [Bernard \(Bernie\) A. Margolis, M-#11](#)
- [deg farrelly, M-#12](#)
- [Krista McKenzie, M-#13](#)
- [Stephanie Squicciarini, M-#14](#)

Tributes

- [50th ALA Anniversary of Lois Ann Gregory-Wood, T-#4](#)
- [A Tribute Resolution Honoring Pat May Upon her Retirement, T-#5](#)
- [A Tribute Resolution Thanking Don Wood For His Service to ALA and ALA Chapters, T-#6](#)

Committee on Legislation, Kenton L. Oliver, Chair, ALA CD #20.1 - ALA CD #20.4

- It is the 25th Anniversary of the GPO Access Act, and ALA COL introduced a resolution recognizing the anniversary calls for further modernization of government information services to improve the public's access to government information by enactment of the FDLP Modernization Act, H.R. 5305.
- With concern about the US policy of family separation at the US border, COL introduced the "Resolution to Reunite Detained Migrant Children with their Parents." Here are the resolved clauses of the resolution:

- reaffirms the “Resolution in Support of Immigrant Rights” (2006-2007 CD #20.2);
 - reaffirms the “Resolution on Improving Access to Spanish, Bilingual, and Books in Various Languages for Children in Detention Centers” (2015-2016 CD#38);
 - calls on federal agencies to ensure that documentation of children and families is sufficient for the seamless reunification of families or their legal guardians;
 - requests that the U.S. government honor the UN General Assembly resolution 429(V) of December 14, 1950, regarding the legal status of refugees; and
 - urges its members to contact their elected officials at all levels to express their continuing concern regarding the criminalization and separation of refugee families at the border.
- National Library Legislative Day was successful and at capacity. They had 480 attendees, and 1,000 people attended online.

Intellectual Freedom Committee, Helen Ruth Adams, ALA CD# 19.3 - ALA CD# 19.8

- The 10th edition of Intellectual Freedom Manual is being compiled. The manual will be 10% longer to incorporate all the new Library Bill of Rights interpretations and essays from intellectual freedom leaders.
- ALA’s Choose Privacy Week as been rebranded as Choose Privacy Every Day, and they have a new website: chooseprivacyeveryday.org.
- OIF tracked 354 challenges to library, school and university resources and services in 2017.
- [New Q&A resource](#) in response to author disinventions, speaker protests, and program cancellations at libraries and universities.
- New Social media guidelines for public and academic libraries approved recently by the Intellectual Freedom Committee and they will be published online.
- Proposed 3 interpretation revisions to IFC Intellectual Freedom Manual. These revisions received little discussion on the Council floor and all passed.
 - [Meeting Rooms: An Interpretation of the Library Bill of Rights](#). Note: This is the interpretation that has since come under scrutiny after a number of members responded strongly against the inclusion of the term “hate speech” and the repercussions. I’ve included several recent articles and opinions published online. At the time this report was written, much was in flux and will likely change. A group of Councilors is working on a draft resolution to rescind the interpretation that was passed in June. After discussion with our ALA Parliamentarian, this will go to Council for discussion, then to the ALA Executive Board. The ALA Executive Board will vote on whether or not to approve an online vote, and if approved, Council will continue with an online vote.
 - [ALA OIF Responds to the Library Bill of Rights Meeting Room Interpretation update](#)
 - [Library Meeting Rooms for All](#) (OIF Blog)
 - [Free Speech Debate Erupts with ALA’s inclusion of hate groups in revision of Bill of Rights Interpretations](#) (School Library Journal)
 - [My Bought Sense: Or ALA Has Done It Again](#)

- [Libraries Can't Afford to Welcome Hate](#) (Socialistwork.org)
- [Library-Initiated Programs as a Resource: An Interpretation of the Library Bill of Rights](#)
- [Services to People with Disabilities: An Interpretation of the Library Bill of Rights](#)

Resolution on Gender Inclusive Bathrooms at ALA Conferences and Meetings, ALA CD #42

Not online at the time report was written. There were issues at the last two conferences with gender inclusive bathrooms not well marked and hard to find, and some were denied access to gender inclusive restrooms at ALA Annual 2018 by convention center employees. This resolution was introduced and passed with one amendment and I voted yes on the amendment. The first resolved clause language about the 100% goal was stricken and replaced with language about working with GLBT round table to determine the number of gender inclusive bathrooms. Here's the original resolved clauses only.

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

- Requests that ALA conference set-up procedures provide as many gender inclusive bathrooms at ALA conferences as allowed by current contracts with the goal of being 100%; and
- Requires that convention center staff honor ALA policies regarding gender-inclusive facilities and requests that all attendees be treated with dignity and respect.

Announcements, Mary W. Ghikas, ALA Executive Director and ALA Secretary of Council

Total attendance at ALA Annual in New Orleans was 17,599 (compares to 16,454 in Orlando in 2017 and 22,702 in Chicago in 2016).