ALA Council, Executive Board, and Membership Information Session
Saturday, January 25
3:30 PM – 5:00 PM

ALA President’s Report
Wanda Kay Brown assumed her role as ALA President following the 2019 Annual Conference in Washington, DC. Since then, she has visited libraries in Guadalajara, the United Arab Emirates, Kentucky, and New Mexico. She participated in the ALA executive director hiring process and enthusiastically welcomes Tracie Hall as ALA’s new executive director. The Steering Committee on Organizational Effectiveness (SCOE) continues its work to modernize association operations and governance with a detailed update on their “Forward Together” document forthcoming during the Midwinter Meeting.

ALA President-Elect’s Report
Julius Jefferson, ALA President-Elect, worked with the Committee on Committees and Committee on Appointments to secure nominations for six Councilors to run for election to the ALA Executive Board. In addition, 177 association members were appointed to participate in the work of twenty-one association committees and sixteen Council committees. In October, the Presidential-Elect Advisory Committee met for the first time and identified the following areas of focus for the 2020-21 presidential year: (1) conducting a national library tour highlighting libraries that often fall through the gaps, including tribal, rural, and prison libraries as well as libraries serving historically black colleges and universities, Hispanic-serving institutions, and immigrant communities; (2) planning an interactive workshop to be held during Midwinter 2021 that will focus on strategies used to address discrimination in the workplace; (3) developing a plan to clarify and refine ALA’s brand with the goal of increasing membership.

ALA Executive Director’s Report
Mary Ghikas, ALA Interim Executive Director, delivered her report on ALA operations and projects. She drew attention to ALA’s #EbooksForAll campaign, ALA’s endorsement of Crosby Kemper III as the next director of the Institute of Museum and Library Services, and the Symposium on the Future of Libraries sessions occurring at Midwinter.

2020 Nominating Committee Report
Emmanuel Faulkner, Chair of the 2020 Nominating Committee, shared the Committee’s slate of candidates for the positions of ALA President-Elect (2) and ALA Councilor-at-Large (67).

ALA Endowment Trustees Report
Patricia Wand, Senior Endowment Trustee, shared information pertaining to ALA’s Endowment Fund, which had a market value of over $54 million at the close of 2019.
Budget Analysis and Review Committee (BARC) Report

Peter Hepburn, BARC Chair, shared basic information about ALA’s current fiscal year results. For the first quarter (September – November) of FY2019, ALA’s net expenses totaled $2,234,607.

ALA Treasurer’s Report

Maggie Farrell, ALA Treasurer, shared the proposed programmatic priorities. These priorities guide ALA’s focus, operations, and culture and frame its strategic direction. 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.

General information regarding ALA’s financial situation was also provided. For several years, ALA’s expenses have exceeded its revenues for its general fund. In 2017, the net operating expense was $1,333,327; in 2018, it was $876,532; and in 2019, it was $4,079,116. Two primary areas contributing to these expenses are lower publishing revenue than budgeted and higher conference expenses than budgeted. Additional reasons for these expenses were elaborated on during later Council meetings.

Philanthropy Advisory Group (PAG)

Lenore England, PAG Chair, provided an update on the group’s activities. PAG is an advisory group formed by volunteers who aim to increase member engagement, deepen the culture of philanthropy within ALA, and help raise funds for ALA. Between the 2019 ALA Annual Conference and the 2020 ALA Midwinter Meeting, PAG worked on developing a major gifts initiative, received feedback on ALA’s messaging surrounding donations, and revised policies related to solicitation, legal review, and conference sponsorship values.
ALA-APA Council Session
Sunday, January 26
8:30 AM – 9:00 AM

ALA-APA Executive Director’s Report
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 (320 enrollees and 103 graduates) and the Library Support Staff Certification Program (629 enrollees and 214 graduates). National Library Workers Days will be held on April 21, 2020; 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
Maggie Farrell, ALA-APA Treasurer, provided updates on the FY19 year-end results and FY20 budget. In FY19, ALA-APA’s expenses were lower than budgeted, resulting in a net revenue of $41,182. In FY19, ALA-APA finished paying off a loan totaling $275,000 that was originally provided by ALA in FY09. Since then, the loan has been officially retired.
Review of Executive Board Actions since 2019 Annual Conference

Mary Ghikas presented a review of Executive Board actions, highlighting (1) the vote to approve the conclusion of the sale of ALA property at 40 and 50 East Huron Street and the vote to lease space at 205 and 225 Michigan Avenue; (2) the vote to approve the Washington Office recommendation of Crosby Kemper III as the new Institute of Museum and Library Services director; (3) the vote to extend the Steering Committee on Organizational Effectiveness (SCOE) appointments through June of 2020; and (4) the vote to refer the SCOE recommendations to the Committee on Organization and the Constitution & Bylaws Committee.

Implementation of the 2019 ALA Annual Conference Council

Mary Ghikas referred to the report of the implementation of Council actions taken at the 2019 Annual Conference in Washington, DC. She highlighted the formation of a working group on ebooks and digital content; the formation of a working group focused on the future of the accreditation process; and updates made to the Library Bill of Rights.

Steering Committee on Organizational Effectiveness (SCOE) Report

Lessa Kanani’opua Pelayo-Lozada, SCOE Chair, presented an update on SCOE activities since the 2019 ALA Annual Conference in Washington, DC. The Forward Together report, which was shared with ALA members in November via ALA Connect, proposes a package of interrelated recommendations to restructure ALA. The timeline for Council’s vote on SCOE’s recommendations has been delayed from June 2020 to January 2021 to allow more time for SCOE to determine how changes will be implemented. SCOE’s recommendations are based on member insight gathered through the following avenues: eight in-person public input sessions; seven webinars and virtual feedback sessions; eleven ALA staff focus groups; and meetings with more than forty different groups across ALA, including Council, divisions, round tables, and committees.

SCOE recommends the following composition for the future Board of Directors, replacing the current Executive Board: seventeen volunteer members (four elected by membership including one president, one president-elect, one immediate past-president, and one treasurer); eight elected by membership at large (referred to as at-large members); five appointed by the Board for unique skills and perspectives not otherwise represented by elected members; and one staff member (ALA executive director). Staggered terms would run for three years.

SCOE recommends the following composition for future Standing Committees and of ALA Board of Directors: six committees (Finance & Audit, Nominating, Leadership Development, Association Policy, Public Policy & Advocacy, and Social Justice) with fifteen members per committee, ten of whom are elected by ALA members and five of whom are appointed by the ALA Board.
SCOE recommends the creation of Leadership Assemblies: a Chapter Leadership Assembly (including representation from all ALA chapters); a Round Table Leadership Assembly (including representation from all twenty-one round tables); a Division Leadership Assembly (including representation from all nine divisions); and an Affiliate Leadership Assembly (including representation from all ALA affiliates). Members of the Leadership Assemblies would share information, influence priority setting, and make recommendations to the Board of Directors.

Nominations for the Council Executive Board Election

Julius Jefferson, ALA President-Elect and Chair of the Committee on Committees, introduced six Council Executive Board candidates. Two additional nominations were received from the Council floor.

Appointment of the Tellers Committee for the ALA Executive Board Election

Wanda Kay Brown, ALA President, thanked three Councilors for their service as tellers for the ALA Executive Board Election.

ALA Awards Committee Report

Buenaventura Basco, Chair of the ALA Awards Committee, moved to change the name of the Melvil Dewey Award to the ALA Medal of Excellence, with the change taking effect in 2021. The motion passed without discussion from Council.

ALA Resolutions Committee Report

Mike Martin, Chair of the ALA Resolutions Committee, presented an update on recent work conducted by the Committee. The Resolutions Committee online presence was modified to improve visibility of its webpages for Council use; training materials, including Council orientation slides, were reviewed and revised; and the Resolutions Committee mentoring program’s objective was shifted from crafting resolutions to providing a more comprehensive Council focus.

Resolution Ensuring Intellectual Freedom and the Right to Peacefully Assemble

Tara Brady, Social Responsibilities Round Table Councilor and mover of this resolution, introduced a resolution ensuring intellectual freedom and the right to peacefully assemble at ALA conference and meetings. The impetus for this resolution relates to peaceful protests ALA conference attendees staged against the CIA during the 2019 ALA Annual Conference in Washington, DC and to language ALA Conference Services recently posted in their “Statement on Appropriate Conduct at ALA Conferences” establishing a free speech zone referred to as “The Square.” An amendment was introduced to expand the resolution from ALA Midwinter Meeting and ALA Annual Conference to all ALA events. The resolution passed as amended.
Committee on Organization Report

Jim Neal, Chair of the Committee on Organization, presented updates on the Committee’s work since the 2019 ALA Midwinter Meeting. A revised Committee on Organization action request form was developed with the goals of streamlining the requested information, of making recommended changes clearer, and of gathering information about how ALA groups are supporting equity, diversity, and inclusion. The Committee supported leadership from the Association of Library Collections and Technical Services, the Library Information Technology Association, and the Library Leadership and Management Association as they plan to merge the three divisions into a new division, now called Core: Leadership, Infrastructure, Futures. The Committee presented an action item to establish a Council Forum planning group as an official subcommittee of the ALA Orientation Committee. The action item passed without discussion from Council.

Freedom to Read Foundation (FTRF) Report

Jim Neal, Freedom to Read Foundation Treasurer, presented an update on FTRF activities. FTRF celebrated the fiftieth anniversary of its founding and affirmed its commitment to advocate on behalf of the First Amendment rights. A summary on current and emerging legal issues was shared. Developing issues that FTRF is watching include: challenges to diversity in classroom libraries; challenges to controversial materials in school curricula; policies pertaining to library meeting rooms and anti-trans activists; facial recognition software in libraries; privacy and artificial intelligence in libraries; and algorithmic bias.

Task Force on Online Deliberation and Voting Report

Ed Sanchez, Chair of the Task Force on Online Deliberation and Voting, provided a summary of the Task Force’s activities. The Task Force reviewed online meeting software licensed by ALA and determined ALA Connect supports informal asynchronous voting but not formal deliberations. WebEx and Zoom will continue to be tested to determine whether either of these platforms, in conjunction with ALA’s voting software, could support a workable system for online deliberation and voting. The Task Force presented survey results summarizing Council’s comfort level with the prospect of online deliberation and voting: 84% of respondents indicated they are extremely or somewhat comfortable with taking binding votes during online meetings; 93% of respondents indicated they are extremely or somewhat comfortable participating in virtual meetings (this statistic is 5% higher than the reported comfort level with face-to-face meetings); and 76% of respondents agreed that Council should reduce its carbon footprint. The Task Force moved to accept its recommendations and continue this work within SCOE. The motion passed without significant discussion from Council.

Affiliate Request from the Polish-American Librarians Association (PALA)

Ben Hunter, Chair of the ALA Constitution and Bylaws Committee, presented an affiliate request from the PALA. Members of the Association spoke about the Association’s history, current activities, and
membership. During deliberation, Council raised some concerns about including a PALA—a group comprised of white library workers—as an ethnic affiliate. The motion to add PALA as an affiliate passed.

Resolution in Opposition to Charging Prisoners to Read  
**ALA CD#41**  
A resolution in opposition to charging prisoners to read was introduced. Council discussion was positive and supportive. The resolution passed.

Motion to Suspend the Implementation of 2019-20 ALA CD#40  
**ALA CD#40**  
A motion to suspend the implementation of ALA CD#40, the resolution ensuring intellectual freedom and the right to peacefully assemble, was introduced. Although ALA CD#40 was passed by Council during Council I on Sunday, January 26, concerns were raised regarding whether adoption of this resolution would give Council too much oversight over division conferences. Additional concerns centered on a desire to figure out the exact process Council would follow when challenges to peacefully assemble arise and a desire to create a task force to address this issue. Following deliberation, the motion to suspend implementation was defeated.

Discussion about ALA’s Financial Situation  
**EBD#12.39**  
Mary Ghikas provided some background information regarding ALA’s current financial situation: Over the past several years, ALA’s main revenue streams—membership, conference, and publishing—have all seen declines while Association operations experienced the pressures of inflation. Unplanned deficits in FY16 – FY19, in particular, resulted in ALA leadership drawing cash funds from division and round table budgets to supplant operating funds. Council posed many questions, including the follow, although none were answered until Council III: How much money did ALA staff through its recent staff reorganization? What caused the overspend on IT? What is the overhead for divisions and publishing? How much is SCOE’s work costing? What decisions does ALA need to make in order to get back on track? Can ALA conduct an investigation to provide membership with a clear and detailed narrative of how the Association ended up at this point?

Trust and communication were at the core of Council’s questions for ALA leadership. Through a lack of communication about the realities of ALA’s financial situation, Council has lost considerable trust in ALA.
Council III  
Tuesday, January 28  
8:30 AM – 11:30 AM

Memorials and Tributes  
Council recognized seven memorials and two tributes.

ALA Executive Board Election Results  
The names of the three candidates elected to the ALA Executive Board were announced.

Committee on Legislation (COL) Report  
Rob Banks, Chair of the Committee on Legislation, provided a summary of COL activities and accomplishments. He highlighted the following: (1) the $10 million increase in funding for the Institute of Museum and Library Services, including $6.2 million for Library Services and Technology Act funding; (2) the confirmation of Crosby Kemper III as the new director of the Institute of Museum and Library Services; (3) the confirmation of Hugh Halpern as director of the Government Publishing Office; and (4) ALA’s support for libraries during the 2020 Census.

International Relations Committee (IRC) Report  
Emily Drabinski, Chair of the International Relations Committee, delivered a report to Council of IRC’s activities since the 2020 Annual Conference. IRC presented a resolution celebrating the centennial anniversary of the American Library in Paris. The motion passed without discussion.

Intellectual Freedom Committee (IFC) Report  
Julia Warga, Chair of the Intellectual Freedom Committee, presented a report on the Committee’s activities, highlighting the fiftieth anniversary of the Merritt Humanitarian Fund, progress made by the IFC Privacy Subcommittee, and recent censorship trends as researched by the Office of Intellectual Freedom. IFC introduced two proposals requiring Council action: revisions to the Library Bill of Rights (CD#19.4) and a resolution on forming a working group to align vendor privacy policies with ALA policies and ethics (CD#19.5). Council passed both of these.

Joint Report from COL, IRC, and IFC on the Resolution in Defense of Free Speech  
Chairs of the Committee on Legislation, the International Relations Committee, and the Intellectual Freedom Committee presented their joint report on the resolution in defense of the free speech of supporters of the movement for Palestinian rights that was introduced at the 2019 ALA Annual Conference in Washington, DC. The Committees voted to not support the resolution primarily due to legislative implications wherein ALA could jeopardize Congressional support by aligning itself with this issue.

The resolution was then open for debate. The Social Responsibilities Round Table spoke in favor of the resolution. The Public Library Association spoke against the resolution. The resolution was defeated by a significant margin.
FY2021 Programmatic Priorities

Maggie Farrell, ALA Treasurer, provided a list of ALA’s programmatic priorities, which 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. Council voted to adopt these priorities.

ALA Financial Discussion

Mary Ghikas provided additional information on ALA’s financial situation based on questions posed during Council II. She stated ALA will continue to collect questions through Connect until February 25. These questions will inform the agenda for BARC’s meeting in April. The current situation was attributed to “a perfect storm of internal issues,” including an IT overspend, lower-than-budget revenues for publishing, a lower revenue for conferences in part due to extraordinarily high AV costs as 2019 ALA Midwinter in Seattle.

The following short-term solutions were identified: focusing collectively on membership growth, delaying some projects, and “a lot of $250,000 decisions.” The following long-term solutions were named: restructuring ALA (via the work of SCOE), rethinking how ALA organizes, and redefining ALA priorities.

Announcements

Mary Ghikas shared final registration counts for the 2020 Midwinter Meeting alongside numbers for the previous two years, identifying advanced full-conference registrations as the area that has experienced the largest decrease:

<table>
<thead>
<tr>
<th>Year</th>
<th>City</th>
<th>Final Registration</th>
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<tbody>
<tr>
<td>2019</td>
<td>Philadelphia</td>
<td>8,099</td>
</tr>
<tr>
<td>2018</td>
<td>Seattle</td>
<td>9,211</td>
</tr>
<tr>
<td>2017</td>
<td>Denver</td>
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