ALA Midwinter Meeting
Council, Executive Board, and Membership Information Session
Saturday, January 23, 2021
11:00 AM – 12:30 PM

ALA President’s Report
ALA President Julius C. Jefferson delivered a report to Council summarizing his activities from June 2020 to the present. His first public engagement as ALA president was his two-week virtual advocacy tour, branded “Holding Space,” which welcomed 87 panelists and received a combined total of over 25,000 views. While striving to include all types of libraries, this tour made a concerted effort to highlight the essential and often overlooked work being done by tribal, rural, and Historically Black College and University libraries. Additional advocacy efforts include bolstering support for the Library Stabilization Fund Act; speaking at the ALA Connect Live events focused on racially equity, COVID-19, and intellectual freedom; and supporting the ongoing efforts of the Forward Together Working Group.

ALA President-Elect’s Report
ALA President-Elect Patty Wong presented to Council highlights from her report, covering activities from June 2020 to the present. As this conference marks the end of ALA’s traditional Midwinter Meeting format, Wong has been working with ALA leadership LibLearnX, a new continuing education engagement event to take place in 2022. Her presidential focus will be Libraries Connect, and she will focus on “the vital role that libraries and library workers play in connecting with information, people, and resources as part of our commitment to equity, access, and services for all.” Some activities during her presidency will include a social media and virtual advocacy campaign recognizing ALA’s 145th anniversary; a Libraries Unite tour focused on school, rural, small, tribal, and prison libraries throughout the country; a virtual convening focused on digital equity; and the creation of ALA curriculum on sustainability in libraries.

ALA Executive Director’s Report
ALA Executive Director Tracie D. Hall presented her report to Council focusing on cumulative and prospective activities from the first quarter of FY21. ALA membership is currently experiencing a decline of 7% from 2019, and all divisions have experienced declines in membership ranging from 0.3% to 2.7% comparing November to December. Despite this overall loss, ALA has seen an increase in student membership and must strategize how to retain student members as they matriculate.

Hall has revived ALA’s Business Advisory Group. This group of advisors to the Executive Director comes from libraries, civic life, technology, and academia. They are charged with supporting ALA’s investigation of new business models; supporting the Association’s goals related to strategic planning; and leveraging their professional networks to expand the Association’s network to include the wider LIS sector and the general public. Restructuring of ALA’s financial model is already underway and is
expecting to continue over the next few years. This work will ultimately involve a comprehensive program assessment to determine activities having the greatest impact on revenue and will be covered in more detail during Hall’s presentation of ALA’s 5-Year Pivot Strategy during Council I.

2021 Nominating Committee Report
Nominating Committee Chair Candice Mack provided an update on Committee activities during the course of 2020. Following the nomination and vetting process, three qualified candidates accepted nominations for the President-Elect position. In addition, forty-nine Councilor-at-Large candidates were recruited. While the Committee’s intended meeting schedule was altered due to the beginning of the COVID-19 pandemic in March 2020, they were ultimately able to accomplish all Committee duties by set deadlines.

Budget Analysis and Review Committee (BARC) Report
BARC Chair Peter Hepburn presented a summary of ALA’s financial planning processes. As a reminder, ALA’s current fiscal year (FY21) covers the period September 1, 2020 to August 31, 2021.

ALA Treasurer’s Report
ALA Treasurer Maggie Farrell delivered information about ALA’s financials. The Association is expected to produce a total operating net loss of $824,417 for FY21. This loss is less than was initially projected in part due to reduction of travel, reduction of meeting and hosting expenses, staff furlough of 23 days throughout FY21, and an increase in private giving. Proportionately, Division operating costs have experienced the greatest net loss for FY21 at $1,118,858, and Roundtables have experiences the greatest net gain at $224,460.

To address directly the lack of communication between ALA and its Divisions that contributed to ALA’s previously identified precarious financial situation, an Operating Agreement Work Group has started to meet regularly. This group will define the precise relationship between ALA and its Divisions and draft recommendations for release in late spring or early summer 2021.

The FY22 planning and budget objectives are as follows: (1) align expenditures with revenues; (2) increase revenue sources; (3) develop budget surplus; (4) focus on financial stability; and (5) develop new budget metrics.

ALA Endowment Trustees Report
Senior Trustee Pat Wand provided an update on ALA’s endowment. Despite it being “generally a miserable year for humanity and the economy due to the COVID-19 pandemic,” the time-weighted cumulative rate of return for ALA’s overall investments is 14.85%.
Report of Officers
ALA Executive Director Tracie D. Hall provided a comprehensive report reviewing ALA executive board actions that have been taken since 2020 ALA Annual. Highlights include the formation of an ALA Staff-based sustainability team; the addition of LibLearnX to the ALA Conference Services portfolio; and the approval of the final FY21 budget.

Hall also provided an implementation report on ALA Council actions that were taken during the virtual Council meetings in June, September, and December of 2020. As of September 1, 2020, Core is a new division of ALA combining the former Association of Library Collections and Technical Services, Library Information and Technology Association, and Library Leadership and Management Association. The Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) was dissolved with its components allocated to respective units within ALA.

Committee on Committees (COC) Report
ALA President-Elect Patty Wong presented the COC report, submitting six candidates for the election to ALA Executive Board. The three candidates receiving the most votes will be elected to 3-year terms and will be announced during Council III. No additional nominations were made from the floor. Council unanimously voted to accept the slate of candidates.

Resolutions Committee Report
Mike Marlin, Resolutions Committee Chair, provided an update on recent work the Committee has undertaken. Highlights include implementation of a new rule permitting year-round acceptance of resolutions from Council; a review of training materials for new Councilors; and a review of Committee webpage content.

Forward Together Working Group (FTWG) Final Report
FTWG Co-Chairs Joslyn Bowling-Dixon and Steven Yates provided a 42-page “snapshot” of work performed by FTWG between July 2020 and January 2021. The role of this Working Group is to gather feedback from Council on the Forward Together plan introduced in 2020 by the Steering Committee for Organizational Effectiveness (SCOE). This feedback will be synthesized into a report; FTWG will not make any decisions regarding the actual implementation of SCOE’s recommendations.

Feedback from Council was gathered through one survey and six listening sessions. Throughout this process, FTWG members noted several challenges, include observed disconnect between perceptions
of members engaged in governance and general membership; difficulties keeping conversation focused on what is best for the Association as a whole (versus what is best for Council); and Councilor knowledge of ALA’s overall structure. Some of the recommendations from FTWG’s process include creating a Core Values Committee to regularly review and engage with ALA’s core values; expand board positions directly elected by membership at large; consider term limits for Councilors; address how member-led initiatives outside of Council are supported in ALA’s current and future structures; explore topics related to frequency of Council meetings, format of Council meetings, responsibilities of Council, necessity of in-person Council meetings, and reduction in Council size; and address ALA-APA, which was not meaningfully included in SCOE’s previous analysis.

Forward Together Fiscal Analysis Working Group (FT-FAWG) Update

FT-FAWG Chair John Lehner provided an initial report on this group since their appointment in June of 2020. The charge of this group is to conduct a comprehensive fiscal analysis of the amended Forward Together recommendations. Due to a lack of follow-through on Council requests for current Council fiscal analyses, FT-FAWG had to take a step back and begin by analyzing costs associated with Council’s current structure. From 2015 – 2019, the average per-conference cost to support the in-person work of Council was $543,493. It was noted that face-to-face governance is significantly more expensive than online governance. Standardized dues rates are also being explored by FT-FAWG; this analysis can be expected to be complete by spring 2021.
Committee on Organization (COO) Report

COO Chair Jim Neal presented the Committee’s report and requested Council action on the following items:

1. Establish a Council Committee on Sustainability. This committee will provide the necessary leadership and monitoring of ALA strategic initiatives that will infuse the core value of sustainability throughout the policies, procedures, and practices of the Association.

2. Discontinue the Library Education Assembly. Formed in 1977, the Assembly’s initial charge was to provide ALA with an opportunity for broad representation of the membership to exchange ideas pertaining to education for library service. The Assembly has since lost membership and has been largely superseded by the Committee on Education.

3. Discontinue the Exhibits Roundtable. The structure of ALA has made it difficult to maintain a minimum level of participation.

4. Endorse the creation of the Exhibits Advisory Group. Conference services will create an Exhibits Advisory Group to consult with Conference Services staff on topics pertaining to attendance promotion, exhibit operation, and fostering the relationship between conference attendees and exhibitors. Freeing this group from ALA’s structure will allow more exhibitors to participate.

5. Change the charge of the ALA Election Committee. The current charge of this committee requires members to “agree to travel to ALA headquarters at no cost to the Association” to perform committee activities each April. As demonstrated during the COVID-19 pandemic, this traditionally in-person meeting can be reasonably replaced with a virtual meeting, thus expanding membership opportunities and lowering overall carbon footprints.

Council unanimously passed all five actions without extended discussion.

Committee on Legislation (COL) Report

COL Chair Joseph Thompson summarized COL’s current legislative agenda. Priorities during 2021 include COVID-19 relief; continued funding for the Institute of Museum and Library Services; improve outreach and technical assistance for E-Rate applicants, especially those representing tribal libraries; restore net neutrality protections, preserve the Librarian of Congress’s authority to manage and oversee the federal Copyright Office; modernize the Federal Depository Library Program; and prevent anti-competitive practices pertaining to the availability of digital content.

Thompson introduced a resolution in support of broadband as a human right. The Resolved clause reads, “The American Library Association . . . (1) affirms universal access to affordable high-capacity broadband is as essential as electricity and therefore a basic right for all and (2) advocates for
legislative and regulatory policies through which libraries can affect positive change toward such universal access.” The resolution was well-received by Council and passed unanimously. The final resolution text is provided separately from the COL report.

Thompson introduced a second resolution honoring civil rights pioneer and librarian Barbara Johns. The resolution was referred to the Tributes Resolutions section of the agenda to be addressed during Council III.

Freedom to Read Foundation (FTRF) Report
FTRF President Barbara Stripling delivered the Foundation’s semi-annual report. Summaries of new litigation are provided in the full-text of the report. FTRF has approved the formation of an internal task force to explore the complexities involved in the intersection between intellectual freedom and social justice. During its inaugural 2020-21 term, the task force will support conversations around the following topics: (1) Social Justice Requires Broadband Access; (2) Librarianship at the Intersection of Intellectual Freedom and Social Justice; (3) Facial Recognition in the COVID-19 Era; (4) Academic Censorship from the Left; and (5) Is Replacing the Classics in K12 a Form of Censorship?

Philanthropy Advisory Group (PAG) Report
PAG Chair Karlene Jennings provided to Council a summary of group activities. In alignment with ALA’s 5-Year Pivot Strategy, PAG has been revived to work with ALA’s Development Office to guide, advise, and assist ALA leadership to advance fundraising. PAG includes representation from across the Association including past and current Councilors, endowment trustees, and Executive Board members.

Resolution to Condemn White Supremacy and Fascism as Antithetical to Library Work
ALA Councilor-at-Large Lindsay Cronk introduced a resolution to condemn white supremacy and fascism as antithetical to library work. Council debate focused on whether the timeline to implement the preliminary plan was realistic and whether fascism should be specifically named. After undergoing some minor revisions, the resolution passed with the majority of Council’s support.

ALA 5-Year Pivot Strategy
ALA Executive Director Tracie D. Hall outlined concrete steps ALA intends to take during the next five years to improve the Association’s overall performance. The three overarching goals of the plan are as follows:

1. Increase alignment across six impact streams by 2025. These streams are conference and events; continuing education; contributed revenue; data and research; membership; and publishing.
2. Increase membership by 5% by 2025
3. Increase revenue annually by 10% over expenses by 2025
For FY22, Hall described budget objectives aimed at facilitating a move from an “expense-based” to a “revenue-based” budget; planning against three budget scenarios; and recalibrating fixed expenses to revenue model rather than planned loss. Speaking directly to Council, Hall noted a marked increase in cynicism among ALA leadership she observed between her previous time as an ALA employee and her return as Executive Director. She reminded Council that cynicism does not help the Association or profession and encouraged Council to be more open to change.
ALA Midwinter Meeting

Council III
Tuesday, January 26, 2021
12:00 PM – 3:45 PM

Memorials
ALA President Julius C. Jefferson recognized eight memorial resolutions for the following individuals: Susan S. Lazinger (M-#1), Vicki J. Terbovich (M-#2), Dr. Yvonne J. Chandler (M-#3), Luisa Vigo-Cepeda (M-#4), Marjorie Lewis (M-#5), Judy Yung (M-#6), Susana Liu (M-#7), and Violette Y. Brooks (M-#8).

Tributes
Jefferson recognized five tribute resolutions honoring the following individuals: Barb Macikas (T-#1), Patricia Ann Tumulty (T-#2), Ona Simaite (T-#3), Barbara Johns (T-#4), and Judith M. Nixon (T-#5).

Teller Report
Head Teller Jessica Jupitus announced the three Councilors elected to the ALA Executive Board.

International Relations Committee (IRC) Report
IRC Chair Dr. Ismail Abdullahi delivered a report on IRC’s activities from July 2020 to the present. International membership in ALA has dropped about 9% in the past year; this is equal to reduction in total ALA membership.

Intellectual Freedom Committee (IFC) Report
IFC Chair Martin Garnar presented an update on the Committee’s activities. The 10th edition of the Intellectual Freedom Manual is now available from the ALA Store. This new edition features eight new interpretations of the Library Bill of Rights and an expanded glossary. In coordination with the ALA Office of Intellectual Freedom (OIF), ICF reviewed trends in banned and challenged library material, noting that challenges to anti-racist materials, challenges that involve Black Lives Matter, and challenges shared publically view social media were all common in OIF’s 2020 data.

In compliance with a resolution adopted by Council during Midwinter 2020, IFC and its privacy subcommittee formed the Working Group to Align Vendor Privacy Policies with ALA Policies and Ethics. The working group includes library workers as well as representatives from OverDrive, Ex Libris, Cengage, EBSCO, and OCLC. The group plans to complete a study of current vendor privacy policies and identify key issues over the course of 2021.

Budget Objectives and Programmatic Priorities
ALA Treasurer Maggie Farrell presented an update on ALA’s FY22 budget objectives. The objectives are as follows:
1. Align expenditures with revenues.
2. Increase revenue sources.
3. Develop budget surplus.
4. Focus on financial stability.
5. Develop new budget metrics.

Farrell requested Council to concur with the Executive Board’s support for these budget objects and approve the budget objectives. The motion passed unanimously.

**Operating Agreement Work Group Update**

Farrell reviewed an update of the ALA Operating Agreement Work Group. This group, which formed in August 2020, is charge with evaluating and making recommendations regarding the relationship between ALA and its Divisions. The group has conducted a preliminary analysis of the current operating agreement and has begun examining the individual sections of the agreement. A final report is anticipated in June 2021.

**Resolution on Replacing the LC Subject Heading “Illegal Aliens” [ . . . ] Removed**

ALSC Division Councilor Kimberly A. Patton introduced a resolution to replace the Library of Congress Subject Heading “Illegal Aliens” with “Undocumented Immigrants.” Several Councilors employed by Library of Congress indicated this resolution was not reviewed by their staff and spoke against its adoption. Additional Councilors representing the former Association of Library Collections and Technical Services (ALCTS) Cataloging and Metadata Management Section similarly indicated that this resolution was redundant from past ALCTS efforts and was not reviewed by their past leadership. Members of Core’s new Faceted Subject Access Interest Group echoed these previous statements. Consequently, the mover opted to withdraw the resolution and will consider reintroduction in June 2021.

**Resolution to Classify Library Workers [ . . . ] in Receiving the COVID-19 Vaccine**

Councilor-at-Large Jennifer Boettcher introduced a resolution directing ALA to work with the federal CDC to include library workers as 1B workers, thereby prioritizing library workers in receiving the COVID-19 vaccine. Council discussion brought up three primary issues with the resolution as it was introduced:

1. ALA and other professional associations do not work with the CDC in this capacity.
2. A lack of clarity around the definition of “library workers” produced confusion over whether this resolution was referring specifically to front-line library workers at public libraries or a larger group.
3. Some state and local vaccination plans may already include library workers. Some may not. In either case, they are unlikely to take direction from ALA.

Following lengthy discussion, the resolution was amended with its title changing to “Resolution to Prioritize Library Workers to Receive the COVID-19 Vaccine.” Its Resolved clauses shifted from
requiring ALA action at a national level to encouraging state and local efforts while affirming worker rights. The resolution passed as amended.

ALA Honorary Membership Nomination

Confidential

Jefferson called Council into a closed session to discuss awarding honorary ALA membership to an individual.