

ACTION SUMMARY
ALA Executive Board

During the **ALA 2013 Fall Meeting** in Chicago, IL, the ALA Executive Board took the following actions:

By consent, approved the agenda for the 2013 Fall ALA Executive Board Meeting (EBD #9.1). *Consent*

By consent, approved the 2013 Annual Conference Meeting minutes, and the corresponding Vote Tally (EBD #2.1 and EBD #1.2). *Consent*

By consent, approved the Confirmation of Conference Call Votes, September 17, 2013 (EBD #1.3). *Consent*

By consent, accepted the following reports: President's Report, EBD #7.1; President-Elect's Report, EBD #7.2; Executive Director's Report, EBD #12.1. *Consent*

Voted to approve the FY 2014 Total ALA Budget as outlined in 2013-2014. *EBD #14.2*

Voted that if FY 2014 budget results are better than anticipated, staff compensation be the first priority. *EBD #14.2*

Voted that the Planning & Budget Assembly (PBA) meet for one hour during the 2014 Midwinter Meeting and discuss how the Assembly can be more effective in meeting its charge and addressing the financial issues of ALA. BARC will meet with Division leaders for 30 minutes immediately following the PBA. *EBD #3.1*

Voted against the recommendation that the PBA agenda for the 2014 Midwinter Meeting include the 2013 Financial Results, the 2014 Budget, the 2015 Budget Assumptions, and the Treasurer's Report with time for questions/discussion. *EBD #3.1*

Voted to accept the 403(b) Audit. *EBD #4.2*

Voted that since the FY 2013 budget results are better than anticipated, staff compensation should be given first priority. *EBD #14.1*

Voted to approve the increase of the number of Endowment Trustees by one, for a total of six. *EBD #4.5*

Voted to recommend to the ALA Council the following programmatic priorities, as a basis for the FY15 budget, in line with the ALA 2015 strategic plan: *EBD #12.6*

- Advocacy for Libraries and the Profession
- Diversity
- Education and Lifelong Learning
- Equitable Access to Information and Library Services

- Intellectual Freedom
- Literacy
- Organizational Excellence
- Transforming Libraries

Voted to approve San Antonio as the site for the 2022 ALA Midwinter Meeting, New Orleans as the site for the 2023 ALA Midwinter Meeting, and New Orleans as the site for the 2027 ALA Annual Conference, subject to the successful completion of all necessary contracts. *EBD #12.7*

In Executive Session, the Executive Board:

Recommended one Honorary Membership nominee to ALA Council for Consideration at the 2014 Midwinter Meeting. *CBD #2*

Approved the roster for the Nominating Committee for the 2015 ALA Election. *CBD #3*

Approved the appointment of an individual to fill the unexpired term of Robert Walton on the Endowment Trustees (through Annual Conference 2014) and to continue for an additional three-year term to expire at the conclusion of the 2017 Annual Conference. *CBD #4*

Moved to enter into an agreement with the trustees of the Margaret Alexander Edwards Trust, under which the ALA Endowment Trustees will be appointed as the sole trustees of the Margaret Alexander Edwards Trust, which will be administered in accordance with ALA Endowment policies and the terms of the trust. *CBD #7*

Moved to authorize the use of the attached statement on ALA conference conduct, which is in accordance with existing ALA policy and existing legal frameworks, for use in conjunction with ALA conferences. *EBD #12.2*

Moved to uphold the Committee on Accreditation's decision to withdraw accreditation from the Master of Library Science Program at Southern Connecticut State University.

Approved a one-time two percent organizational incentive for ALA employees for fiscal year 2013 and approved the restoration of the 10 percent voluntary salary reduction for ALA senior management staff for fiscal year 2013.

Approved the continuation of a ten percent voluntary salary reduction for the Executive Director and Senior Associate Executive Director for fiscal year 2014 with the proviso that these reductions will be restored if there is a positive year-end financial outcome and that no salary reductions will be included in the fiscal year 2015 budget.

Statement of Appropriate Conduct at ALA Conferences

The American Library Association holds professional conferences and meetings to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use. To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from the event, the American Library Association is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion or other group identity.

As an association, ALA is strongly committed to diversity, equity and the free expression of ideas. These values have been repeatedly delineated in ALA policy (for instance: Policy A.2.4 – Core Organizational Values; Policy B.1.1 – Core Values of Librarianship; Policy B.1.2 – Code of Professional Ethics). Taken cumulatively, the values and beliefs delineated within ALA policy describe conduct based on a firm belief in the value of civil discourse and the free exploration of competing ideas and concepts – with a fundamental respect for the rights, dignity and value of all persons.

Within the context of ALA policy and the professional practices of librarianship, critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment.

ALA seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all.

Some behaviors are, therefore, specifically prohibited:

- Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
- Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
- Yelling at or threatening speakers (verbally or physically).

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Participants may – and do – exercise the “law of two feet.” Exhibitors must follow all ALA Exhibits rules and regulations and ALA policies.

All participants are expected to observe these rules and behaviors in all conference venues, including online venues, and conference social events. Participants asked to stop a hostile or harassing behavior are expected to comply immediately. Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact Conference Services staff in the ALA Office at conference if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the Director of Conference Services, who will determine and carry out the appropriate course of action, and who may consult with and engage other ALA staff, leaders and legal counsel as appropriate. Event security and/or local law enforcement may be

involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.

Prior to each ALA Midwinter Meeting and ALA Annual Conference, ALA Conference Services will make the following information available:

- Information on how to report incidents of any sort to Conference Management (telephone, room location)
- Emergency contact information:
 - Venue (convention center, hotel) security
 - Local law enforcement, emergency and non-emergency
- Local emergency and non-emergency medical information.
- Local taxi company(s)
- Other local services, e.g. hotlines