



2022 VIRTUAL JANUARY MEETING COUNCIL ACTIONS

Virtual ALA Council I

Wednesday, January 19, 2022

By CONSENT, Adopted ALA CD#5, Virtual Council Rules as distributed.

By CONSENT, Approved ALA CD#8.1 Virtual Council I Agenda as distributed.

By CONSENT, Approved ALA CD#2, 2021 Virtual Annual Conference Council Minutes as distributed.

By CONSENT, Approved the following slate of candidates for the elections of (2) councilors to serve on the ALA Executive Board.

The first TWO (2) candidates receiving the highest number of votes will be elected to three-year terms (2022-2025). Candidates: **Kathy Carroll**, School Librarian, Westwood High School, Blythewood, SC; **Sara Dallas**, Director Southern Adirondack Library System, Saratoga Springs, NY; **Binh P. Le**, Librarian, The Pennsylvania State University, Abington College, Abington, PA; **and Ed Sanchez**, Head, Library Information Technology, Raynor Memorial Libraries, Marquette University, Milwaukee, WI.

(Report of the ALA Council Committee on Committees, ALA CD#11)

APPROVED, that the Council of the American Library Association (ALA) endorse IN CONCEPT the Six Principles for the allocation of governance-related functions as proposed by the TAG Taskforce,” as amended.

Part A: ALA Governance FUNCTIONS

1. ALA’s governance priorities must be set with the benefit of **regularly solicited input** from its Members and affiliated Units.
2. A **mechanism (Taking ALA Pulse, or TAP)** must be in place by which ALA leadership places current and emerging governance issues **before the ALA Members and Units** for input. Such issues may include ones that are **identified by the ALA leadership** as well as ones initiated by **ALA Members and Units**.
3. ALA leadership must report to the ALA Members and Units on a regular and timely basis on identified governance issues and on any developments on related issues and priorities.
4. **ALA Staff** and possibly a designated **Committee** must regularly review, organize and report input received through the TAP mechanism.

5. ALA Governing Body must regularly refer emerging and ongoing governance issues to a **BODY OF KNOWLEDGE (BOK)** (or possibly **four**, as in the **Four Assemblies** model) to examine the complexities of the issues at hand and advise the ALA Governing Body on options that should be considered.
6. The **BOK/s** (One or 4 Leadership Assemblies) should be **sufficiently large** so its advice can be considerate of input from a diversity of views and perspectives, but **sufficiently small** to enable meaningful engagement of the diverse knowledge and expertise of its members.

APPROVED, that the Council of the American Library Association (ALA) endorse IN CONCEPT the Seven Principles for the culture of ALA governance, as proposed by the TAG Taskforce,” as amended.

Part B: Body of Knowledge CULTURE

1. A Body of Knowledge (**BOK**) should generally make its recommendations to the Governing Body by consensus. If needed, parliamentary procedure can be employed to resolve differences of opinion by a majority vote.
2. To provide informed and credible input to the ALA Governing Body, the BOK must receive all relevant analysis (legal, financial, human resources issues, etc.) of the issues it is asked to comment on. It must receive such analysis **well in advance** of a meeting, so each member can review it and be fully prepared.
3. Deliberations of the BOK must be at a **high level**. In the interest of good time management, minor amendments that do not alter the intent of a proposal must be delegated to the ALA Executive Director or the ALA Governance Office for processing, as they see fit.
4. A BOK must have an **Agenda Planning Committee (APC)**, which has the authority to determine what to include and what to exclude from the BOK's agenda. Legitimate reasons for the APC's decision to reject an item would be the degree of **relevance and connectedness** of the proposed agenda item to **ALA's mission**, as well as the degree to which the item is time sensitive. ALA Bylaws may establish a method by which a proponent can **appeal** the APC's decision.
5. If the size of the BOK is substantial, all efforts must be made to **engage** all its Members and **their insights** in the BOK's deliberations, and thereby ensure that relevant input is not missed before decision making. Diverse discussion methods should be employed, to enable as many members as possible to participate.

6. Given the potential large size of the BOK, meeting time must be treated as a precious commodity, to ensure that time is logically allocated based on the significance of the issues at hand.
7. **TWO HATS** discipline: Given that a BOK is to be a constituency-based body, it is crucial that all its members understand that their role **IS NOT** to serve solely as **ADVOCATES** for the constituency that elected them. Although it is their duty to present relevant constituency input, they must also **listen** to others with open minds learn from their input, and make balanced and fully informed decisions for ALA. Constituency representatives must **inform the units** that chose them on how this process works, so no one ever develops **the incorrect expectation** that their representatives must vote as they order them to. The person chairing the BOK should emphasize the TWO HATS process at the start of every BOK meeting.

(Report of the Transforming ALA Governance, ALA CD#35a-35b)

Virtual ALA Council II

Thursday, January 20, 2022

By CONSENT, Approved, ALA CD#8.2 Virtual Council II Agenda as distributed.

APPROVED, ALA CD#27, Motion #1, ALA Committee on Organization, the establishment of the Coretta Scott King Book Awards Round Table (CSKBART)

APPROVED, ALA CD#27, Motion #2, ALA Committee on Organization, the revision the ALA Publishing Committee charge

APPROVED, ALA CD#27, Motion #3, ALA Committee on Organization, to disband the Staff Organizations Round Table (SORT)

APPROVED, ALA CD#27, Motion #4, ALA Committee on Organization, to disband the Library Support Staff Interests Round Table (LSSIRT)

APPROVED, ALA CD#27, Motion #5, ALA Committee on Organization, the creation of the Round Table with the new name of the Library Support Staff Round Table (LSSRT)

(Report of the ALA Committee on Organization, ALA CD#27)

APPROVED, ALA CD #25.1, Constitution and Bylaws 25.1: Action Item 1 - re: 2021 CD #46.1 Item 2 Resolved 2 (RT membership)

ALA Bylaws Article VII, Section 1 as follows:

- a) The Council may authorize the organization as a Round Table of any group of not less than 150 members of the Association who are interested in the same field of librarianship not within the scope of any division, upon petition of such group which shall include a statement of purpose.
- b) Each Round Table shall maintain a three-year rolling average membership of at least 150 Round Table members, which is calculated at the end of the ALA fiscal year. Should this Round Table membership count fall below 150, the Committee on Organization shall present that Round Table with an option to convert to a Membership Interest Group, merge with another Round Table, or be discontinued. Based on the affected Round Table's determined action, COO will bring the action to Council for a vote.
- c) The Council may discontinue a Round Table when, in the opinion of the Council, the usefulness of that Round Table has ceased.
- d) A Round Table that is entitled to a Councilor and is going through the process of discontinuance is entitled to Council representation until it is officially discontinued.

APPROVED, ALA CD #25.1, Constitution and Bylaws, 25.2: Action Item 2 - re: 2021 CD #46.1 Item 2 Resolved 4 (RT dues), under existing ALA bylaws the ALA Membership Committee, through collaboration with and input from the Round Table Coordinating Assembly (RTCA), shall recommend an association-wide Round Table dues structure for subsequent ALA Executive Board approval, and for vote by Council no later than the 2023 LibLearnX conference, and subject to a Spring 2023 mail vote of ALA membership.

(Report of the ALA Constitution and Bylaws Committee, ALA CD#25.1)

Virtual ALA Council III

Monday, January 24, 2022

DEFEATED, to extend Council III by 30 minutes.

APPROVED, as amended, ALA CD#8.3 Virtual Council III Agenda.

ADOPTED, the following Memorials by Council: M-#1 Dr. Barbara Froling Immroth; M-#2 Mary Redmond; M-#3 Kenya S. Flash; M-#4 Manuel Urrizola; M-#5 Sylvia Sprinkle-Hamlin; M-#6 Dr. Teri Lesesne; M-#7 Lauren Freeman

ADOPTED, the following Tributes by Council: T-#1 Aimee Strittmatter

APPROVED, ALA CD#44, Action Item 1, ALA Membership Committee, the simplified ALA membership model for the Personal Members Classification of Membership to be implemented in FY24.

APPROVED, ALA CD#44, Action Item 2, ALA Membership Committee, to change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for FY23.

(Report of the ALA Membership Committee, ALA CD#44)

ACCEPTED, ALA CD#14, ALA Committee on Diversity, to use DEI Scorecard as a primary means for ALA's measures for DEI particularly the following:

- Culture and Climate of the organization
- Training and Education
- Recruitment, Hiring, Retention, and Promotion
- Budget Priorities for DEI
- Data Practices

(Report of the ALA Committee on Diversity, ALA CD#14)

ACCEPTED, ALA CD#17, Action Items 1-7, ALA Policy Monitoring Committee, the placement in the ALA Policy of the approved actions from the 2021 Annual Conference Council Meeting.

- 1) Resolution on Roundtables, PMC moves to append
- 2) Creation of the ALA Code of Conduct committee the PMC moves to insert
- 3) Disbanding of the Committee on Membership Meetings and approval of CD#27.1 Motion 5 to add to the charge of the ALA Membership Committee the PMC moves to insert
- 4) Resolution to Achieve Carbon Neutrality for ALA Conferences the PMC moves to insert
- 5) ALA Code of Ethics Ninth Principle the PMC moves to insert
- 6) Resolution on U.S. Enterprises' Abridgement of Free Speech the PMC moves to insert
- 7) Resolution Open Educational Resources the PMC moves to insert

(Report of the ALA Policy Monitoring Committee, ALA CD#17)

APPROVED, ALA CD 13.1, ALA Treasurer's Report, the 2023 Programmatic Priorities

(Report of the ALA Treasurer, ALA CD#13.1)

APPROVED, the 2022 ALA Honorary Membership for Maureen Sullivan and James "Jim" Neal

<https://www.ala.org/news/press-releases/2022/02/ala-names-maureen-sullivan-honorary-member>

<https://www.ala.org/news/press-releases/2022/02/ala-names-jim-neal-honorary-member>