

**ACTIONS OF THE ALA COUNCIL  
2018 ALA MIDWINTER MEETING**

**ALA Council I  
Sunday, February 11, 2018, 8:30-10:30am  
Colorado Convention Center  
Four Seasons Ballroom 3-4  
Denver, CO**

By **CONSENT**, Adopted ALA CD#2, 2017 Annual Conference Council Minutes as distributed.

By **CONSENT**, Approved the following slate of candidates for the election of four (4) councilors to serve on the ALA Executive Board. The first three (3) candidates receiving the highest number of votes will be elected to 3-year terms (2018-2021). The fourth (4<sup>th</sup>) candidate receiving the greatest number of votes will be elected to a 5-month term (February 2018 through June 2018) and seated immediately on the ALA Executive Board at the 2018 Midwinter Meeting to complete the remainder of Loida Garcia Febo's Executive Board Member-at-Large term. Candidates: **Tamika Barnes**, Department Head, Perimeter Library Services, Georgia State University, Dunwoody, GA; **Diane R. Chen**, School Librarian, Stratford STEM Magnet School, Nashville, TN; **Ed Garcia**, Director, Cranston (RI) Public Library; **Ben Allen Hunter**, Associate Dean, University Libraries, University of Idaho, Moscow, ID; **Maria Taesil Hudson McCauley**, Director, Cambridge (MA) Public Library; and, **Dale K. McNeill**, Assistant Director for Public Services, San Antonio (TX) Public Library. There were no floor nominations. (*Report of the ALA Council Committee on Committees, ALA CD#11 Rev\_12117\_ACT*)

**AMENDED**, ALA CD#31, under "**Criteria and Requirements for Application**" as follows:

- (1) To delete second bullet, which read: [~~"Applicant must be a practicing librarian (with an MLS from an accredited institution or CAEP-accredited Master's Degree with a specialty in School Library Media), a full-time library staff member, a library board member, or trustee."~~]
- (2) To replace wording in the third bullet to read: "Applicant must have worked as a **library worker or information professional** [~~librarian or a library staff members~~] for at least five years or have been a library board member, trustee, or friend for at least five years."

**UNANIMOUSLY VOTED**, To establish the Lois Ann Gregory-Wood Fellows Program with the “Criteria and Requirements for Application” as amended above. (*ALA Scholarship and Study Grants Committee Report, ALA CD#31\_21318\_ACT\_FINAL*)

**VOTED**, That the American Library Association, on behalf of its members, approves the personal member dues adjustment strategy and places the following two items on the 2018 ALA ballot, as outlined in the Resolution on Adjusting Personal Member Dues, ALA CD#32\_12218\_ACT. (*ALA Membership Committee Report, ALA CD#32\_12218\_ACT*)

**VOTED**, To bestow ALA honorary membership upon Carla D. Hayden (confidential document).

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**ALA Council II**  
**Sunday, February 12, 2018, 10:00am-12:00noon**  
**Colorado Convention Center**  
**Four Seasons Ballroom 3-4**  
**Denver, CO**

**ADOPTED**, The following three (3) action items contained in ALA CD#17\_ACT, Policy Monitoring Committee Report:

**Item #1.** To incorporate Policy B.2.1.10.1 into the *ALA Policy Manual*:

**B.2.1.10.1 Politics in American Libraries.** The *Library Bill of Rights* specifically states that "all people" and "all points of view" should be included in library materials and information. This includes views on political topics, and libraries' collections should reflect as wide a diversity of views on political topics as possible. In addition, libraries should encourage political discourse as part of civic engagement in forums designated for that purpose. If a library has designated a space for community use, it must make that space available to all community organizations and groups regardless of their views or affiliations, or how unpopular or offensive the views may be to even vocal or influential segments of society. Adopted, June 2017. (*See Policy Reference File: "Politics in American Libraries: An Interpretation of the Library Bill of Rights. 2016-2017 ALA CD# #19.12\_62617\_ACT*)

**Item #2.** To incorporate B.2.1.27 into the *ALA Policy Manual*:

**B.2.1.27 Equity, Diversity, Inclusion.** Equity, diversity and inclusion are central to the promotion and practice of intellectual freedom. The *Library Bill of Rights*' guarantee that "a person's right to use a library should not be denied or abridged because of origin, age, background, and views" encompasses the broadest possible spectrum of diversity. Libraries should include a full range of viewpoints and experiences in its collections and proactively seek to include resources and programming representing the greatest possible diversity of genres, ideas, and expressions; insure equity of access to the library's collections and services; and welcome diverse content in their exhibit spaces and diverse ideas, individuals, and groups in their meeting rooms. Library staff and administrators should also be inclusive and reflective of the community. Adopted, June 2017. (See Policy Reference File: "Equity, Diversity, Inclusion: An Interpretation of the *Library Bill of Rights*, 2016-2017 ALA CD#19.13\_62617\_ACT)

**Item #3.** To incorporate B.3.1.1 into the *ALA Policy Manual*:

**B.3.1.1. Definitions of Equity, Diversity, and Inclusion.** The American Library Association believes that everyone deserves equitable rights and opportunities. The goal is to create a just and equitable Association, profession, and society where everyone has access to social power, resources, and physical and psychological safety. ALA has chosen to define "diversity" in all its complexity in order to recognize and honor the uniqueness of each ALA member, all members of our profession, and our very diverse communities. ALA believes that, to be inclusive, our association, profession, and society must recognize the inherent worth and dignity of every member of the community; involve and empower all members to participate and contribute; promote and sustain a sense of belonging; and value and practice respect for the talents, beliefs, backgrounds, and ways of living of all members.

Through its Office for Diversity, Literacy, and Outreach Services, ALA will maintain a glossary of terms. This glossary is not intended to be an exhaustive list of every word and term used in our conversations about equity, diversity, and inclusion. The intent is to provide guidance and open discussion in the spirit of creating a more equitable, diverse, and inclusive society. Language can both contribute to oppression and be a tool of liberation. In recognition of the way language works, especially around these concepts, many of the words and terms will continue to

evolve. Adopted, June 2017. (See Policy Reference File: 2016-2017 ALA CD#44.1\_62517\_ACT and 2015-2016 ALA CD#38\_61316\_INF, Recommendation #4.2) (Also, See ODLOS EDI Glossary of Definitions)

**APPROVED**, The dissolution of the Federal and Armed Forces Libraries Round Table (FAFLRT) and its subsequent merger with the Association of Specialized and Cooperative Library Agencies to form a new ALA division named the Association of Specialized Government and Cooperative Library Agencies (ASGCLA). The anticipated merger date is September 1, 2018, the beginning of the 2019 fiscal year for ALA. (*ALA Committee on Organization (COO), ALA CD#27\_21218\_ACT-Item #1*)

**APPROVED**, The dissolution of the Joint Committee on Archives, Libraries, and Museums (CALM). *Note: COO approved CALM's petition to become a Member Initiative Group (MIG) (ALA Committee on Organization (COO), ALA CD#27\_21218\_ACT-Item #2)*

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**ALA Council III**  
**Sunday, February 13, 2018, 9:00am-11:30am**  
**Colorado Convention Center**  
**Four Seasons Ballroom 3-4**  
**Denver, CO**

**ADOPTED**, The following memorials: Mae Benne, M-#1; Edwin Gleaves, M-#2; Mary Kathleen Hanselmann, M-#3; Julius Lester, M-#4; Lora Lander, M-#5; Gene Dickerson, M-#6 and Henry R. Stewart, Jr. (no document--oral acknowledgment (*Memorials #1-6*))

**ADOPTED**, The following tributes: 70th Anniversary of MPLA, T-#1; Davita Vance-Cooks, T-#2; and 20th Anniversary of E-Rate, T-#3 (*Tribute#1-3*)

**ELECTED**, To three-year (June 2018-June 2021) terms on the ALA Executive Board were: **Ed Garcia**; **Maria Taesil Hudson McCauley**; and **Tamika Barnes**. **Diane R. Chen** was elected to be seated immediately on the ALA Executive Board to complete the remaining 5 months (February 2018-June 2018) of Loida Garcia-Febo's Executive Board Member-at-Large term. (*Council Tellers Report on the ALA Executive Board Election Results ALA CD#11.2\_11718\_INF*)

**ADOPTED**, The following two (2) action items identified in the Intellectual Freedom Committee (IFC) Report, ALA CD#19-CD#19.2\_21218\_ACT:

ALA CD#19.1, “Net Neutrality: An Intellectual Freedom Issue”  
ALA CD#19.2, “Visual and Performing Arts in Libraries: An Interpretation of the *Library Bill of Rights*”

**APPROVED**, The programmatic priorities as the basis for the development of the FY19 budget and as a key component for strategic planning for the American Library Association:

Programmatic Priorities:

- Diversity
- Equitable Access to Information and Library Services
- Education and Lifelong Learning
- Intellectual Freedom
- Advocacy for Libraries and the Profession
- Literacy
- Organizational Excellence
- Transforming Libraries

*(ALA Treasurer’s Report on ALA FY19 Programmatic Priorities, ALA CD#13.1)*

**REFERRED**, Resolution on Socially Responsible Investments for the ALA Endowment Fund, ALA CD#36 Revised, 21118\_INF, to the Budget Analysis and Review Committee (BARC), which read: “That the ALA Council strongly recommends the following to the ALA Endowment Trustees:

1. Increase the percentage of Endowment funds invested in socially responsible portfolios in a practical manner every year for the foreseeable future;
2. 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
3. Report on progress made towards these goals at least annually to the ALA Council and membership.

**REFERRED**, Resolution on Addressing Roadblocks to Diversity in the Leadership Pipeline, ALA CD#37\_21218\_INF, to the Budget Analysis and Review Committee (BARC) and the Committee on Diversity (COD), which *read*: “That the American Library Association, on behalf of its members:

1. Commissions a research study to determine barriers to producing a diverse leadership pipeline within the field of librarianship;
2. Explores external opportunities for funding such a study; and
3. Communicates strategies and best practices for breaking down said barriers in effective and timely ways.

