

Core Values Task Force Report to ALA Council

June 8, 2022

In recent years multiple committees have updated the profession's core documents. The Library Bill of Rights was updated with Article VII focusing on privacy in 2019, and in 2021 the Code of Ethics was updated to address social justice. Now in 2022, this Task Force has been charged with reviewing the Core Values.

Core Values Task Force Charge

- Review the ALA Core Values for relevancy within the profession
- Present recommendations and review to Council at its June 2022 meeting
- Establish a regular review process of the core values to highlight and regularly update in governing documents
- Create a plan to reduce the multiple locations where the ALA Core Values are listed to a single, easy-to-find location.

Task Force Membership

The Task Force members were chosen from a wide range of library types and had experience and knowledge in the areas of access, accreditation, education, graduate school curriculum, ethics, intellectual freedom, preservation, education, access, inclusion, diversity and equity, and sustainability. President Wong appointed the following member leaders to the task force:

Gladys Bell, Valerie Bell, Erin Berman, Melissa Cardenas-Dow, Casey Conlin, Wendy Cornelisen, Peter Coyl, Sara Dallas, Sandra Farag, Andrew Harant, Kevin King, Emily Knox, Sarah McHone-Chase, Dale McNeill, Johana Orellana Cabrera. ALA staff who assisted were: Monica Chapman, Samantha Oakley, Sheryl Reyes, and Holly Robinson.

The Task Force members reviewed the twelve core values to evaluate their relevance to modern librarianship. In addition to scheduled meetings, the Task Force communicated between meetings using ALA Connect.

Review of Core Values

The Task Force met four times since February 2022. Initial discussions about the Core Values document led the Task Force to ask questions about how the Core Values are connected to the Library Bill of Rights, Code of Ethics, and the Libraries: An American Value statement. Task Force members also reviewed the Freedom to Read statement and ALA Mission. This led to members developing shared definitions of rights, ethics, and values.

Values: Guiding principle or ideals (aspirational)

Ethics: Application of guiding principle (practical)

Rights: What people are entitled to by a system or social convention

Additionally, the Task Force asked what audience each of these three documents serves. The ALA Motto, while outside the scope of our work, was also a topic of discussion.

ALA Past President Maureen Sullivan, a member of the Core Values Task Force II (2003-2004), was invited to attend a meeting to explain the work of the earlier task force. This helped the Task Force gain an understanding of the historical context of the Core Values document. She answered questions from the current Task Force members.

To gain a deeper understanding of how Task Force members felt about each of the current Core Values, they were asked to complete a survey with the following questions:

- Does this value, as it's currently written, reflect modern librarianship? Yes/No
- If no, please select if you think this core value should be revised or removed? Revise it/Remove it
- Please explain why

*Survey results are attached to this report.

When the Task Force met to discuss the survey results, consensus was reached that while some of the values in the document are relevant to the profession, others are dated, language needs to be revised, and some should be combined. Although not all of the task force members are in agreement, many feel the document requires complete revision, with the recognition that this is a monumental undertaking. **It is the opinion of this Task Force that further work on the Core Values needs to be done in conjunction with, not isolated from, the Library Bill of Rights and Code of Ethics. The three documents each serve a unique purpose and audience, building off one another to create a robust foundation for the profession.**

Recommendations

The Task Force recommends the following actions:

- Update the charge of this Task Force, or establish a new group, to update the Core Values. This group should also incorporate the Library Bill of Rights and Code of Ethics in their discussions regarding updating the Core Values. The three documents should work in unification and support one another. This may mean bringing in other people who have been or are currently, revising the other two documents.
- ALA's strategic planning process should incorporate the core values. They are the foundation, the building blocks of the work done by the Association.
- The current work on ALA governance should incorporate the Core Values.
- Create an ad hoc committee or task force to update ALA's motto in light of the Task Force's work on Core Values, ALA's strategic planning process, and the current work on ALA governance.
- The Core Values and Mission should be read at the Council 1 and membership meetings to underscore and remind members of their vital place in our work.

- The Core Values should be affirmed every year by Council, and a group appointed to review them at least every three years, more often as needed.
- The Task Force recommends all core documents be located on one webpage to allow easier access to review, cite or revise. This could be done when the ALA website is redesigned.

Action

- 1) Extend the term of the current task force by one year.
- 2) Expand the membership of the current task force by 4 members with a focus on expertise in the following areas: archives and or preservation, school libraries, APA and accreditation.
- 3) Broaden the charge to include revising and updating the current Core Values in conjunction with the Library Bill of Rights and Code of Ethics.
- 4) The Task Force will report to Council at Annual 2023 in Chicago.

Respectfully submitted,

Sara Dallas, Chair

ALA Core Values Task force

Attachments:

Five Year Pivot Strategy

Core Values Survey Results

Core Values Task Force II Report

ALA Bill of Rights

Code of Ethics

Libraries: An American Value

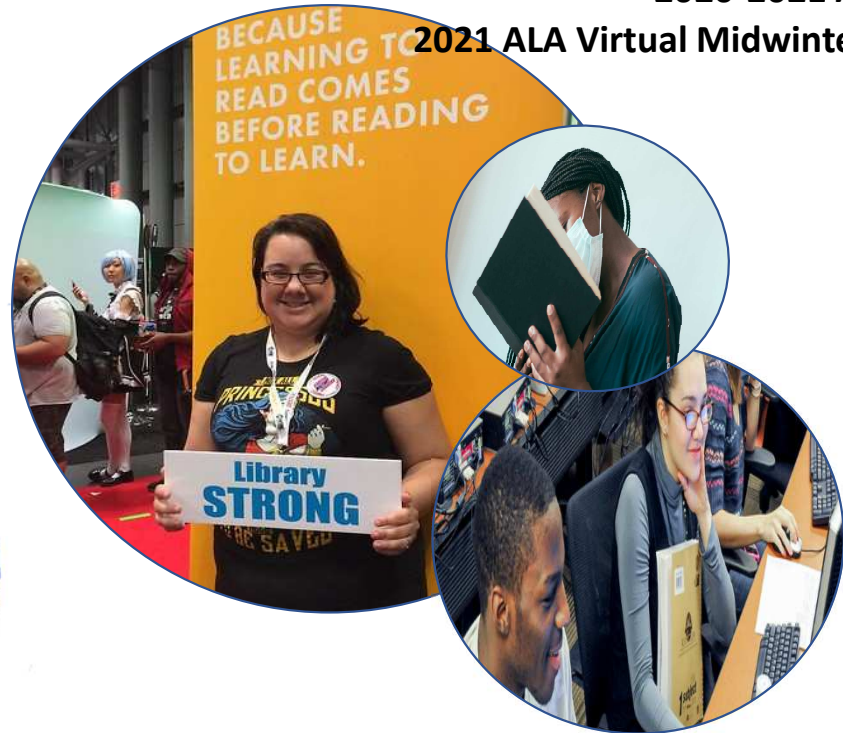
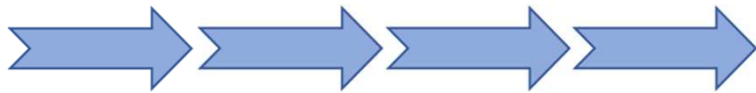
Freedom to Read

Freedom to View

ALA Mission

ALA Motto

The Path to Transformation



Pivot Strategy
2021 – 2025

Key Pivot Points:

- Increased Alignment
- Increased Membership
- Increased Revenue

=

Stronger Association Stronger Libraries



Facing Change at Every Level

- **Forward Together** (Association Governance)
 - **Operating Agreement** (Functional Governance)
 - **Pivot Strategy** (Performance Governance)
- 

A Cyclical Relationship



Turning Mission into Impact

I. ALA Mission

II. ALA Core Values (Emphasizing Diversity and Inclusion)

III. Library and Community Change: Reach, Mobility, Resilience, and Social Justice:

- Information and Digital Access (including Universal Broadband);
- Equity, Diversity, and Inclusion in Libraries and the LIS Workforce; and
- Preservation of Library Services (across library types and services)

IV. ***ALA Pivot Strategy: The Pathway to Transformation***

Overarching Goals:

- Increase Alignment Across Six Impact Streams by 2025: Conference and Events; Continuing Education; Contributed Revenue; Data and Research; Membership; and Publishing
 - General tactical Goals; Cross Functional Goals; Unit Goals
- Increase Membership by 5% by 2025
- Increase Revenue annually by 10% over expenses by 2025

V. Tangible Impact

ALA MISSION

The **mission** of the American Library Association is to provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all.

CORE VALUES

- **Access**
- **Confidentiality/Privacy**
- **Democracy**
- **Diversity**
- **Education/Lifelong Learning**
- **Intellectual Freedom**
- **The Public Good**
- **Preservation**
- **Professionalism**
- **Service**
- **Social Responsibility**
- **Sustainability**

Creating Library and Community Change

Expanding Reach, Mobility, Resilience, and Social Justice through:

- Information and Digital Access (including Universal Broadband);
- Equity, Diversity, and Inclusion in Libraries and the LIS Workforce;
- And Preservation of Library Services (across library types, settings, and services)

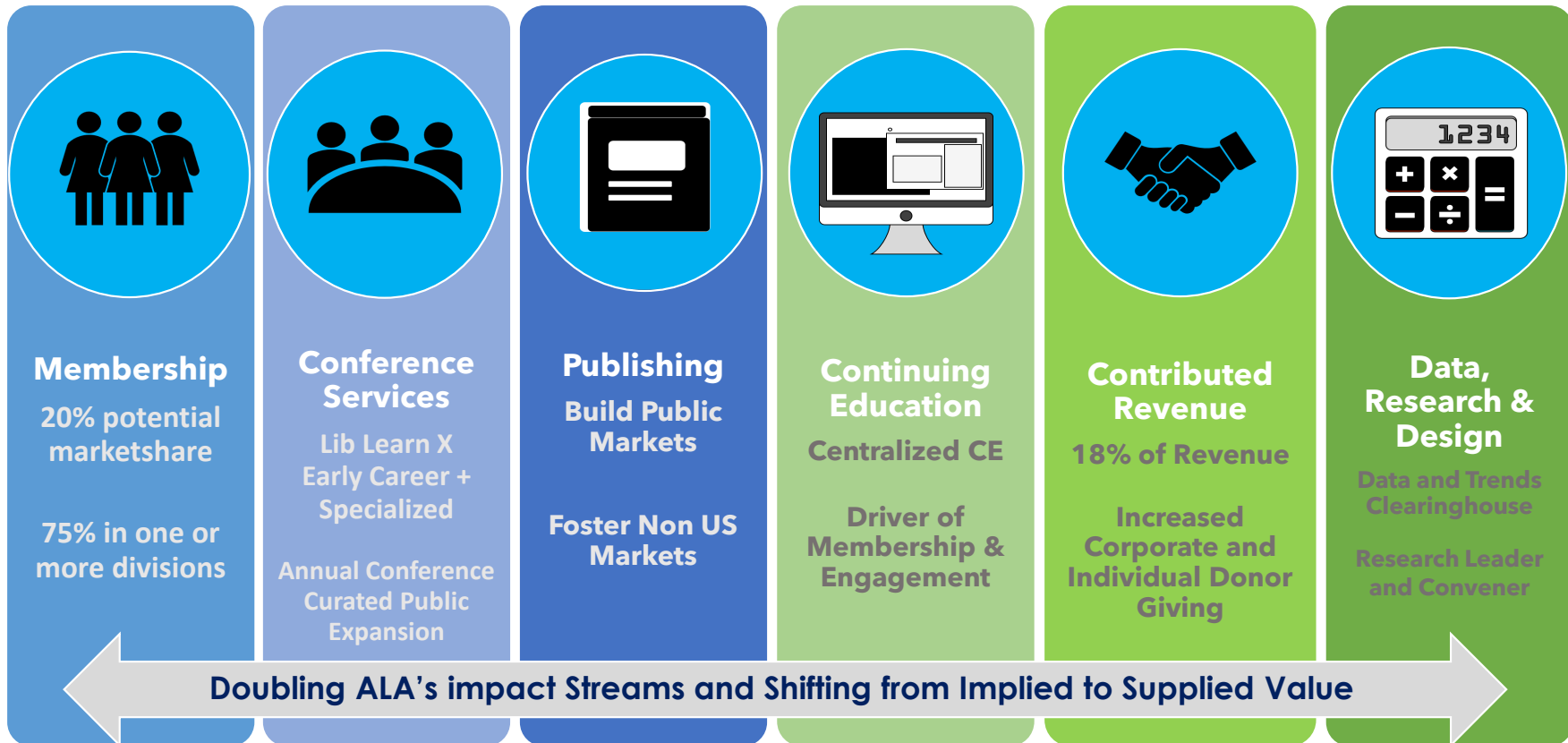
ALA Pivot Strategy: The Pathway to Transformation

Overarching Goals:

- Increase Alignment Across Six Impact Streams by 2025:
Conference and Events; Continuing Education; Contributed Revenue; Data and Research; Membership; and Publishing
 - General Tactical Goals
 - Cross Functional Goals
 - Unit Goals

Two Major Association-wide Goals:

1. Increase Revenue by 10% over expenses; 2. Increase Membership by 5%



Audience/Revenue
Expansion

Increase Alignment Across Six Impact Streams by 2025

Tactical Goals

FY 21	FY 22	FY 23	FY 24	FY 25
<ul style="list-style-type: none"> • \$: Neg rev/exp gap • CR\$: 6% (\$2M) from Dev • Mem: 15% Marketshare • Rev Strms: 3 (Conf, Mem, Pub) • Specific GF Units \$ generating • Div: 8 with 65% of Mem • Confs: 2 • Culture: "Big" ALA + Div • Decentralized CE, COMMS, Dev, Purchasing • Mitigate IT as a cost center • Move to centralized teams for greater staff productivity and coordination • ASAE/Association Forum benchmarking exercise • Aligning for impact/elimination of redundancy 	<ul style="list-style-type: none"> • \$: Neu rev/exp gap • CR\$: 10% (focus ind giv + fdn) • Mem: 15% Marketshare • Rev Strms: 5 (CE, Con \$, Conf, Mem, Pub + Non-US markets) • All GF Units tracked to \$ generating • Div: 8 with 65% of Mem • Conf: 1 • LibLearnX Event • Culture: One ALA • Centralizing CE, COMMS, Dev, Purchasing • IT realigned and driver of revenue • ALA aligning to ASAE/Assn industry standards • Testing public markets for internal products (printing, Booklist, etc.) 	<ul style="list-style-type: none"> • \$: Neu rev/exp gap • CR\$: 12% (focus ind giv + fdn) • Mem: 18% Marketshare • Rev Strms: 6 (CE, Con \$, Conf, Mem, Pub + Non-US markets, Data services) • All GF Units tracked to \$ generating • Div: 8 with 68% of Mem • Conf: 1 • LibLearnX Event • Culture: One ALA • Centralized CE, COMMS, Dev, Purchasing • IT realigned and driver of revenue • ALA aligned to ASAE/Assn industry standards • Testing public markets for internal products • Testing Public facing Annual Conference 	<ul style="list-style-type: none"> • \$: Pos rev/exp gap • CR\$: 15% (add corp) • Mem: 18% Marketshare • Rev Strms: 6 (CE, Con \$, Conf, Mem, Pub + Non-US markets, Data services) • All GF Units tracked to \$ generating • Div: 8 with 75% of Mem • Conf: 1 • LibLearnX Event • Centralized CE, COMMS, Dev, Purchasing • IT realigned and driver of revenue • Testing public markets for internal products • Pub facing Annual Conference • Overall Non-US Market Expansion for products and services 	<ul style="list-style-type: none"> • \$: Pos rev/exp gap • CR\$: 18% (add corp) • Mem: 20% Marketshare • Rev Strms: 6 (CE, Con \$, Conf, Mem, Pub + Non US, Data services) • All GF Units tracked to \$ generating • Div: 8 with 75% of Mem • Main Conf: 1 • LibLearnX Event • Centralized CE, COMMS, Dev, Purchasing • IT realigned and driver of revenue • Testing public markets for internal products • Pub facing Annual Conference • Overall Non-US Market Expansion for products and services • Testing 7th Revenue Stream

Key: \$ = Budget; CR\$ = Contributed Revenue; Mem = Membership; Rev Strms: Revenue Streams; GE = General Fund;

Financial Alignment

In the Pivot Strategy Approach to Alignment all Units track to Membership and Revenue Generation



FY22 Budget Objectives

- Align expenditures with revenues
- Increase revenue sources
- Develop budget surplus
- Focus on financial stability
- Develop new budget metrics

Facilitating Changes: Move from “Expense-based” to “Revenue-based” budget; Planning against three (high, mid, low) budget scenarios; Recalibration of fixed expenses to revenue model rather than “planned loss”.

Examples of Cross Functional Teams

1. Awards
2. Communications
3. Conference Services
4. Continuing Education
5. Data, Design, and Research
6. External Relationship Management
7. Governance
8. Grants and Sponsorship
9. IT
10. Membership
11. Program Assessment
12. Professional Development
13. Publishing
14. Staffing Synergies and Productivity
15. Strategy and Performance Management

Data, Research, and Design (Unit and Team)

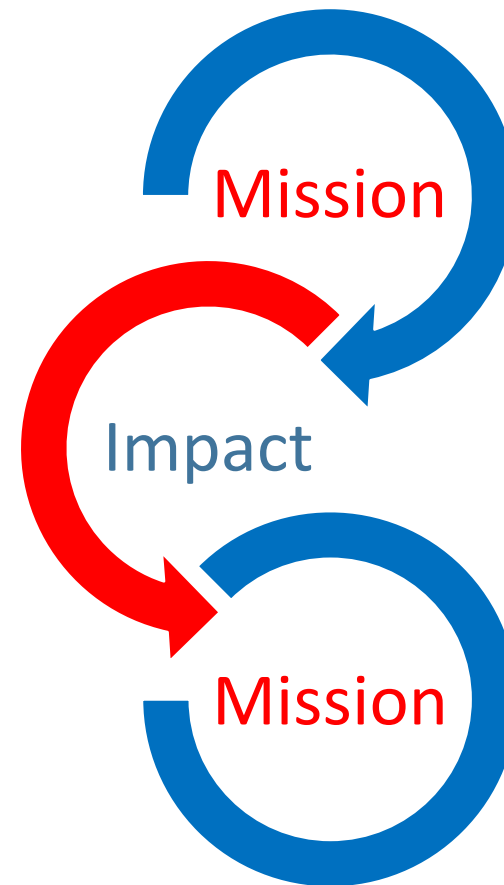
- Establish ALA as a trusted source for current statistics, metrics, research, and trends by creating a research office with staff expertise in data management, research methodologies, and analysis.
- Position ALA as the leader in developing a national research agenda for the profession, as a respected convener of productive dialogue around critical or issues and establish a presence in federal and international library data and research initiatives.
- Invest in a robust database platform to manage member, donor, and customer relationships through systematic and ongoing internal research.

Two Driving and Connected Goals

- Increase Membership by 5% by 2025
- Increase Revenue annually by 10% over expenses by 2025

Tangible Impact

Our Impact
Must Flow from
Our Mission
and Drive it



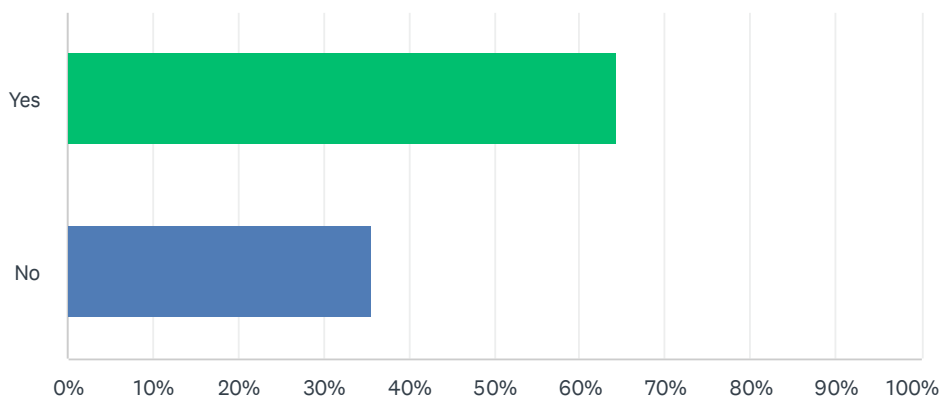
Questions ?



Access: All information resources that are provided directly or indirectly by the library, regardless of technology, format, or methods of delivery, should be readily, equally, and equitably accessible to all library users. ALA Policy Manual B.2.1.14 Economic Barriers to Information Access

Q1 Does this value, as it's currently written, reflect modern librarianship?

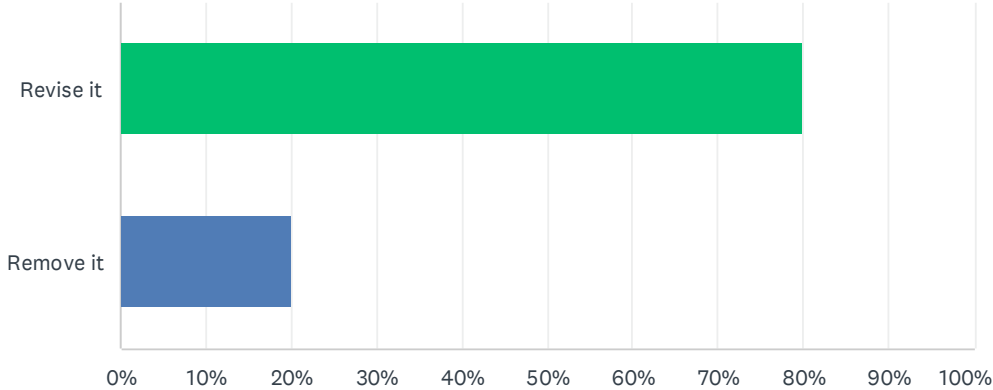
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	64.29%	9
No	35.71%	5
TOTAL		14

Q2 If no, please select if you think this core value should be revised or removed?

Answered: 5 Skipped: 9



ANSWER CHOICES	RESPONSES	
Revise it	80.00%	4
Remove it	20.00%	1
TOTAL		5

Q3 Please explain why

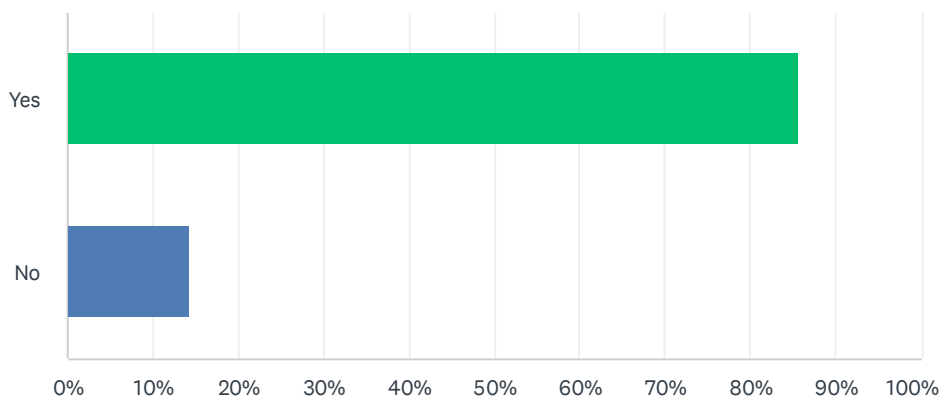
Answered: 6 Skipped: 8

#	RESPONSES	DATE
1	It should have updated language that focuses on diversity, equity, and inclusion. It should be clear about being a non-neutral entity, which many believe libraries are.	4/29/2022 4:58 PM
2	I think this value needs to be expanded beyond the information resources the library offers. What about programs, meeting rooms, etc.? Also, I think we need to be intentional about including what accessible materials/resources truly means here. Especially when it comes to accessible resources for people with disabilities.	4/21/2022 1:08 PM
3	access to the library buildings themselves is not mentioned here. It should as we have interpretations that address buildings, study rooms, and other parts of the building the public can use.	4/21/2022 10:46 AM
4	Resources in modern libraries are not limited to information. With the prevalence of maker spaces, children's play spaces, and inclusion of devices and things (hot spots, toys, instruments, seeds, laptops, etc...), the definition of Access should be expanded to include these resources as well.	4/20/2022 3:46 PM
5	There is likely room for revisioning and updating.	4/18/2022 11:25 AM
6	Using our shared definition I would say that this falls under a library right, not a value.	4/15/2022 5:31 PM

Q4 Does this value, as it's currently written, reflect modern librarianship?

Answered: 14 Skipped: 0

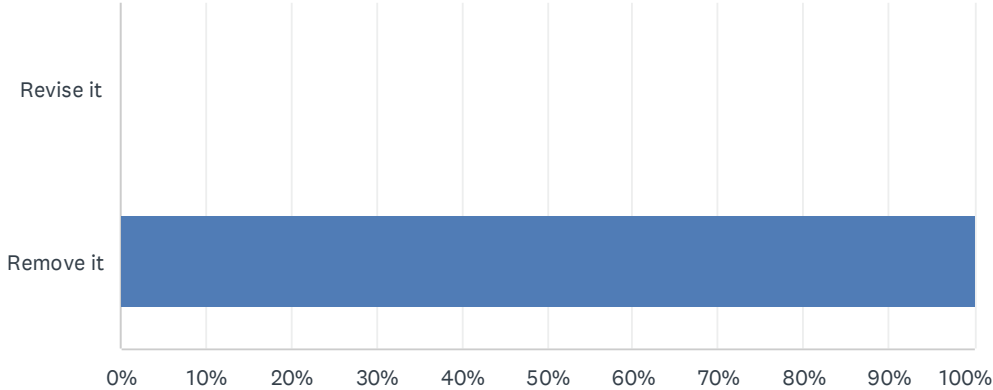
Confidentiality/Privacy: Protecting user privacy and confidentiality is necessary for intellectual freedom and fundamental to the ethics and practice of librarianship. ALA Policy Manual B.2.1.17 Privacy



ANSWER CHOICES	RESPONSES	
Yes	85.71%	12
No	14.29%	2
TOTAL		14

Q5 If no, please select if you think this core value should be revised or removed?

Answered: 3 Skipped: 11



ANSWER CHOICES	RESPONSES
Revise it	0.00% 0
Remove it	100.00% 3
TOTAL	3

Q6 Please explain why

Answered: 2 Skipped: 12

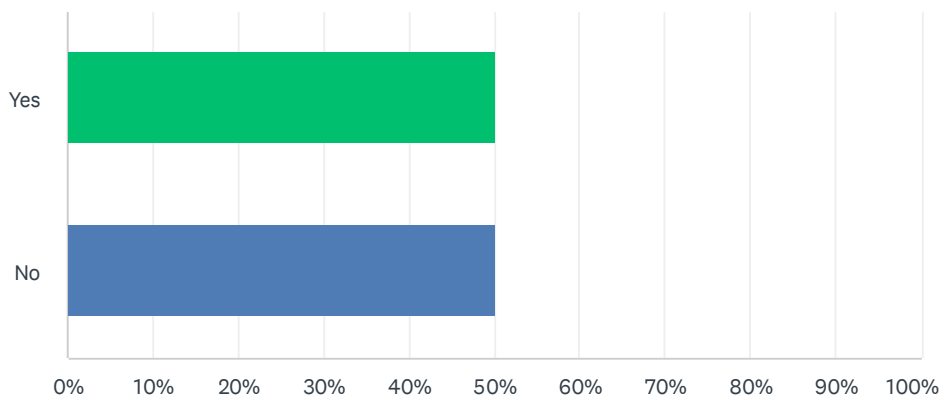
#	RESPONSES	DATE
1	Combine with Intellectual Freedom. There is not one without the other.	4/27/2022 3:39 PM
2	I think this is an ethical responsibility and also a right that people should expect from their library. The definition as it's stated here says exactly that "fundamental to ethics and practice."	4/15/2022 5:32 PM

Q7 Does this value, as it's currently written, reflect modern librarianship?

Answered: 14 Skipped: 0

Democracy

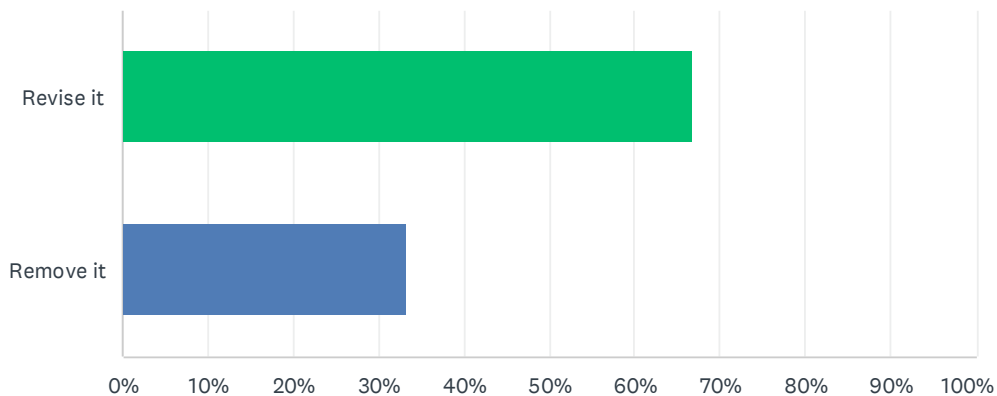
A democracy presupposes an informed citizenry. The First Amendment mandates the right of all persons to free expression, and the corollary right to receive the constitutionally protected expression of others. The publicly supported library provides free and equal access to information for all people of the community the library serves. Interpretations of the Library Bill of Rights, Economic Barriers to Information Access



ANSWER CHOICES	RESPONSES	
Yes	50.00%	7
No	50.00%	7
TOTAL		14

Q8 If no, please select if you think this core value should be revised or removed?

Answered: 9 Skipped: 5



ANSWER CHOICES	RESPONSES	
Revise it	66.67%	6
Remove it	33.33%	3
TOTAL		9

Q9 Please explain why

Answered: 10 Skipped: 4

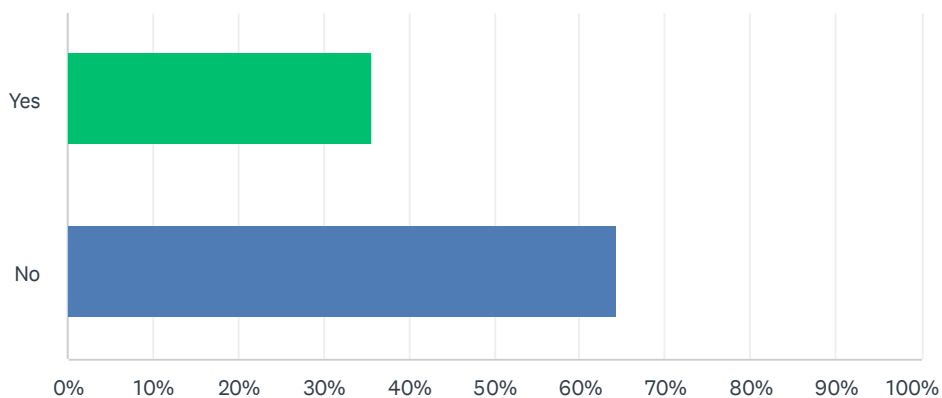
#	RESPONSES	DATE
1	I would like to see language that addresses the fear of censoring materials that conflict with the progressive values of the profession. A conversation needs to happen when selectors refuse to purchase materials they feel violate societal norms.	4/28/2022 2:12 PM
2	How is this different from Access?	4/27/2022 3:43 PM
3	There is a whole discussion going on regarding the idea of "neutrality" and how/where that fits within ALA. I think we should consider that or at least talk about it.	4/26/2022 7:09 PM
4	If anything, I would make it stronger. A democracy CAN NOT exist without an informed citizenry.	4/24/2022 4:24 PM
5	This value seems hazy and like it fits into several other core values. From the explanation it seems like by democracy we're just talking about First Amendment Rights and the definition around that seems to fall under the intellectual freedom value. I vote for removing this one.	4/21/2022 1:23 PM
6	I know we are the AMERICAN Library Association. However, in mentioning the value of democracy we mentioned is the first amendment, may be we should mention this is part of the U.S. Constitution? Canadian's are also members of ALA.	4/21/2022 10:53 AM
7	I feel Democracy is more of a tangible thing and something to have, instead of a value we aspire to. This definition includes free expression and access, which seem more like values to me than Democracy, which is more the framework or system we operate within and which informs many of the values.	4/20/2022 3:58 PM
8	It's very similar to the first one.	4/18/2022 7:53 PM
9	We support democracy and an informed citizenry, but I don't know if democracy is at the core of librarianship.	4/18/2022 11:27 AM
10	I don't like the wording of this or even "Democracy" as the title of the value, but I like the concept behind it. It is broad and something that we aspire towards. It is something that we are guided by and our ethics and LBOR is built off of this.	4/15/2022 5:33 PM

Q10 Does this value, as it's currently written, reflect modern librarianship?

Answered: 14 Skipped: 0

Diversity

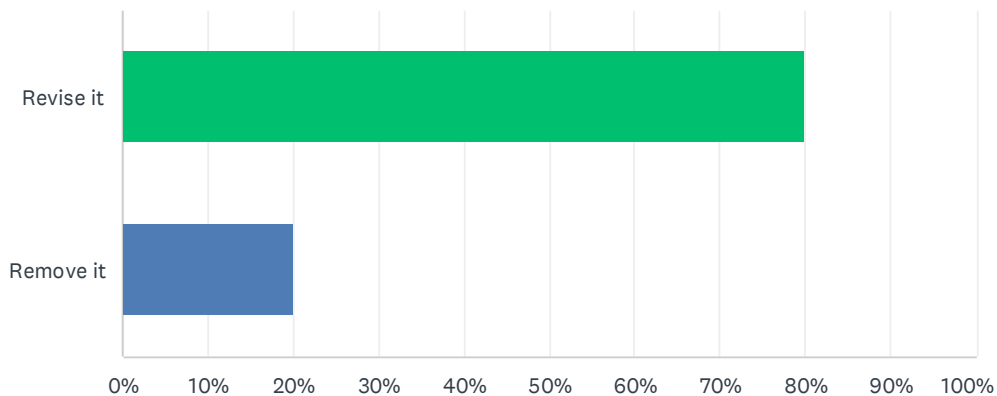
We value our nation's diversity and strive to reflect that diversity by providing a full spectrum of resources and services to the communities we serve. ALA Policy Manual B.3 Diversity, Libraries: An American Value



ANSWER CHOICES	RESPONSES	
Yes	35.71%	5
No	64.29%	9
TOTAL		14

Q11 If no, please select if you think this core value should be revised or removed?

Answered: 10 Skipped: 4



ANSWER CHOICES	RESPONSES	
Revise it	80.00%	8
Remove it	20.00%	2
TOTAL		10

Q12 Please explain why

Answered: 8 Skipped: 6

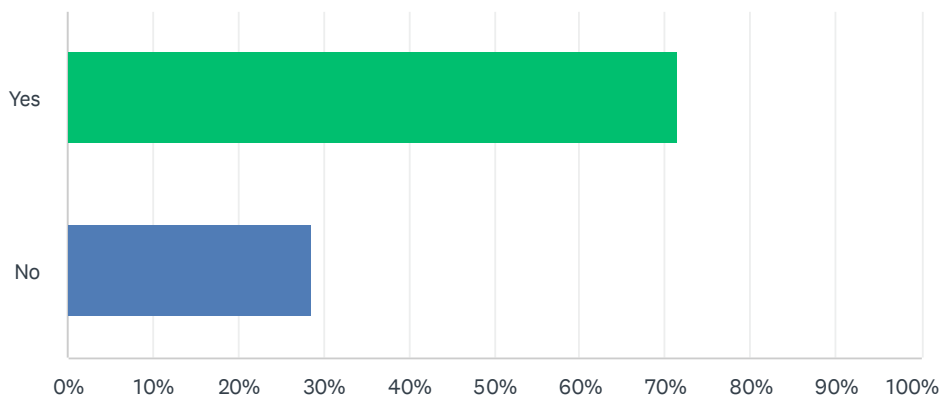
#	RESPONSES	DATE
1	Does this need to expand to "Diversity, Equity, and Inclusion"?	4/28/2022 2:12 PM
2	It's covered by Access and Service	4/27/2022 3:44 PM
3	We need to say more --	4/26/2022 7:09 PM
4	I completely agree that diversity needs to be a value. However, this one is in dire need of revising to bring it up to modern librarianship since it was written in the 90's. Especially where it's defined in the Policy Manual as that seems to exclusively focus on diversity of age (children and adults) and nothing else.	4/21/2022 1:28 PM
5	Some of the communities we serve are not very racially diverse and some conservative communities are finding ways to control what goes/happens in libraries. This value might need revising to include the aspects of social justice we have embraced in ALA.	4/21/2022 10:55 AM
6	This seems to only speak to providing resources and services. Could/should this also include reflecting diversity in the makeup of the profession and library staffs.	4/20/2022 4:02 PM
7	When paired with "inclusion" or "equity," "diversity" may become a buzzword that goes in one ear and out the other, but I think diversity and inclusion - maybe "representation" -should be a core value. Equity probably should be a value as well, but that's a little more controversial as it involves helping those most in-need, and harder to achieve.	4/18/2022 11:30 AM
8	I think this can be expanded and perhaps even call out being anti-racist. That can be an aspirational goal and something that the ethics and rights can build upon.	4/15/2022 5:34 PM

Q13 Does this value, as it's currently written, reflect modern librarianship?

Answered: 14 Skipped: 0

Education and Lifelong Learning

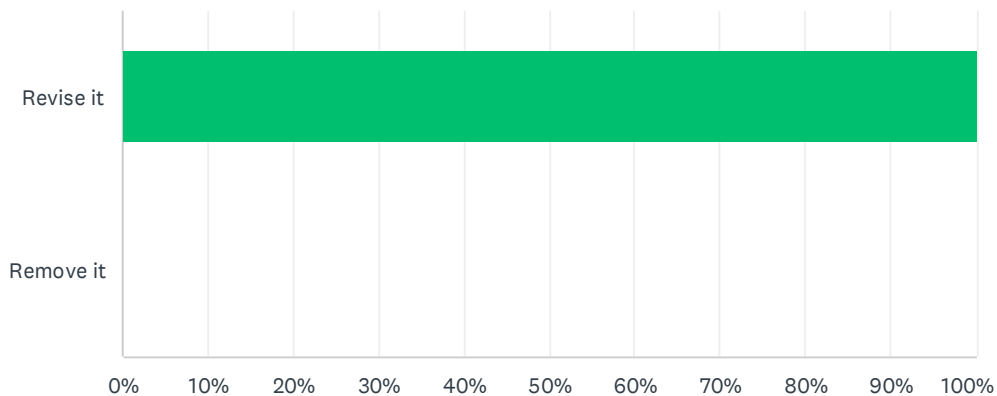
ALA promotes the creation, maintenance, and enhancement of a learning society, encouraging its members to work with educators, government officials, and organizations in coalitions to initiate and support comprehensive efforts to ensure that school, public, academic, and special libraries in every community cooperate to provide lifelong learning services to all. ALA Policy Manual A.1.1 Introduction



ANSWER CHOICES	RESPONSES	
Yes	71.43%	10
No	28.57%	4
TOTAL		14

Q14 If no, please select if you think this core value should be revised or removed?

Answered: 4 Skipped: 10



ANSWER CHOICES	RESPONSES	
Revise it	100.00%	4
Remove it	0.00%	0
TOTAL		4

Q15 Please explain why

Answered: 4 Skipped: 10

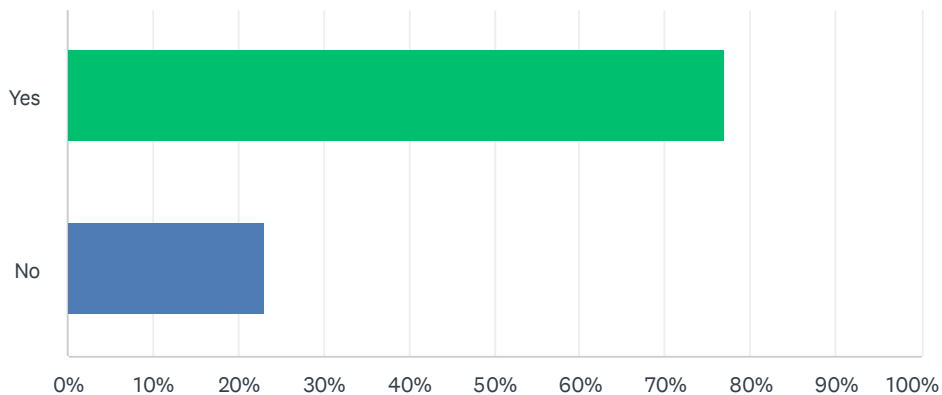
#	RESPONSES	DATE
1	How does this address "hands-on" experiences in the library?	4/28/2022 2:13 PM
2	The importance of education and lifelong learning is certainly a core value. However, this is worded more as an action statement of what ALA does--it "promotes" and encourages members--than as a definition or explanation of why it is essential to libraries generally.	4/20/2022 4:15 PM
3	It starts out with mentioning ALA? I forget if these are core values of ALA or librarianship, but if these core values are for librarianship, librarians should be working to provide lifelong learning services to all.	4/18/2022 11:31 AM
4	The term "Education and Lifelong Learning" seems pretty dated. The description of the value is lackluster and not very awe-inspiring.	4/15/2022 5:37 PM

Q16 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Intellectual Freedom

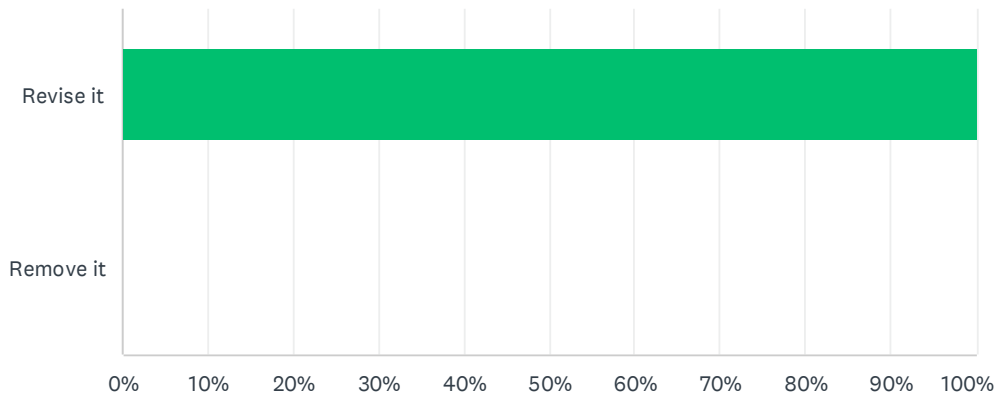
We uphold the principles of intellectual freedom and resist all efforts to censor library resources. ALA Policy Manual B.2 Intellectual Freedom, ALA Code of Ethics, Article II



ANSWER CHOICES	RESPONSES	
Yes	76.92%	10
No	23.08%	3
TOTAL		13

Q17 If no, please select if you think this core value should be revised or removed?

Answered: 5 Skipped: 9



ANSWER CHOICES	RESPONSES	
Revise it	100.00%	5
Remove it	0.00%	0
TOTAL		5

Q18 Please explain why

Answered: 5 Skipped: 9

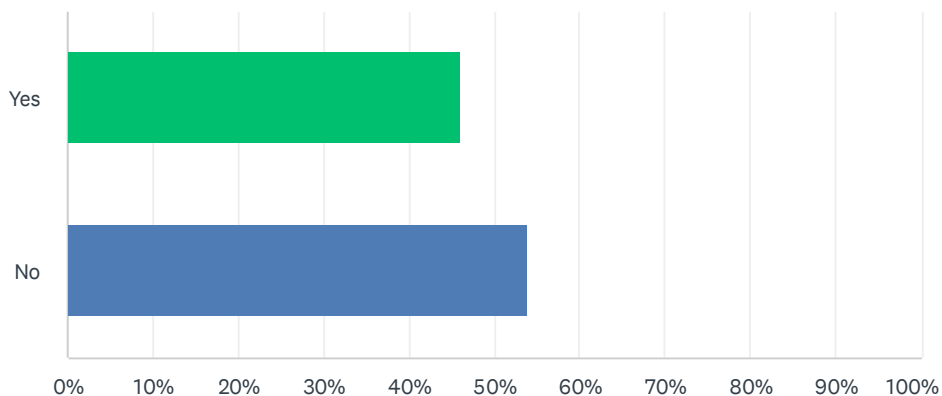
#	RESPONSES	DATE
1	The definition of DEMOCRACY reflects a lot in this definition. I feel it needs to be combined/rewritten.	4/28/2022 2:15 PM
2	And in language on privacy and confidentiality	4/27/2022 3:45 PM
3	More about challenges and disinformation	4/26/2022 7:09 PM
4	Does this need a qualifier for if someone sends in a book that promotes a extremely biased or not factual title and the library doesn't want to include it? Would the library be censoring then?	4/18/2022 11:33 AM
5	I want there to be more meat behind this statement. Again, for a value that is so critical to our work, it doesn't do much to inspire.	4/15/2022 5:38 PM

Q19 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

The Public Good

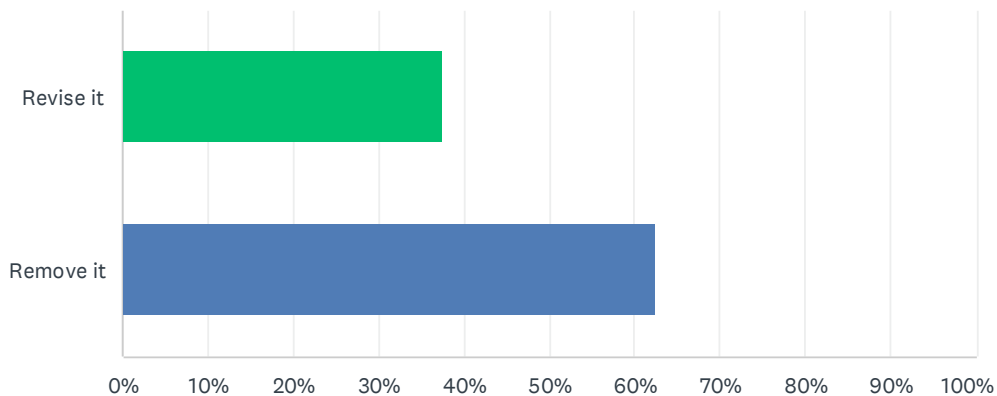
ALA reaffirms the following fundamental values of libraries in the context of discussing outsourcing and privatization of library services. These values include that libraries are an essential public good and are fundamental institutions in democratic societies. 1998-99 CD#24.1, Motion #1



ANSWER CHOICES	RESPONSES	
Yes	46.15%	6
No	53.85%	7
TOTAL		13

Q20 If no, please select if you think this core value should be revised or removed?

Answered: 8 Skipped: 6



ANSWER CHOICES	RESPONSES	
Revise it	37.50%	3
Remove it	62.50%	5
TOTAL		8

Q21 Please explain why

Answered: 7 Skipped: 7

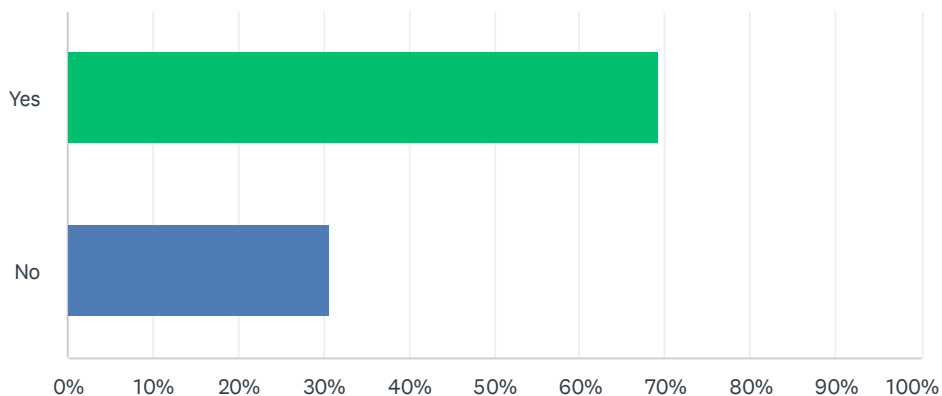
#	RESPONSES	DATE
1	When I read THE PUBLIC GOOD, I do not go to privatization. I am not sure this is needed and would like more discussion.	4/28/2022 2:16 PM
2	Covered in Sustainability	4/27/2022 3:46 PM
3	Very outdated. Was important at the time it was created but at the present time does not carry the same relevance that makes it a suitable core value.	4/21/2022 1:30 PM
4	There have been articles of library leaders unethical behavior in recent months. This value could use some language about good stewardship as part of the public good and accountability to the public.	4/21/2022 10:57 AM
5	Is being an essential public good a fundamental value? Or are libraries an essential public good because of our fundamental values? This statement seems to have been made within a specific context. Many of the issues with privatization and outsourcing are covered by issues of Access. How does this jibe with libraries in non-publicly funded institutions or special libraries in for-profit companies? Is there another underlying value of belonging or being responsive/accountable to our communities?	4/20/2022 6:58 PM
6	I like the idea behind this, but it seems like it could be covered under another core value or combined with another one. "Keep libraries in the public realm" is a good value. Maybe it goes with Democracy.	4/18/2022 11:35 AM
7	I think this was written in the era of LS&S and was a fear reaction to the privatization of public libraries. However, I feel like this value doesn't cover all of the various types of libraries that are out there. It doesn't feel aspirational or like a guiding principle.	4/15/2022 5:40 PM

Q22 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Preservation

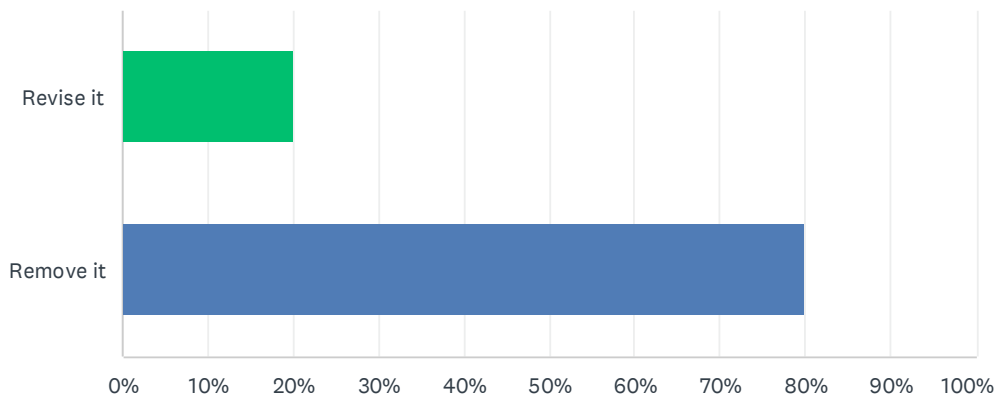
The Association supports the preservation of information published in all media and formats. The association affirms that the preservation of information resources is central to libraries and librarianship. ALA Policy Manual B.8.3. Preservation, Preservation Policy



ANSWER CHOICES	RESPONSES
Yes	69.23% 9
No	30.77% 4
TOTAL	13

Q23 If no, please select if you think this core value should be revised or removed?

Answered: 5 Skipped: 9



ANSWER CHOICES	RESPONSES	
Revise it	20.00%	1
Remove it	80.00%	4
TOTAL		5

Q24 Please explain why

Answered: 5 Skipped: 9

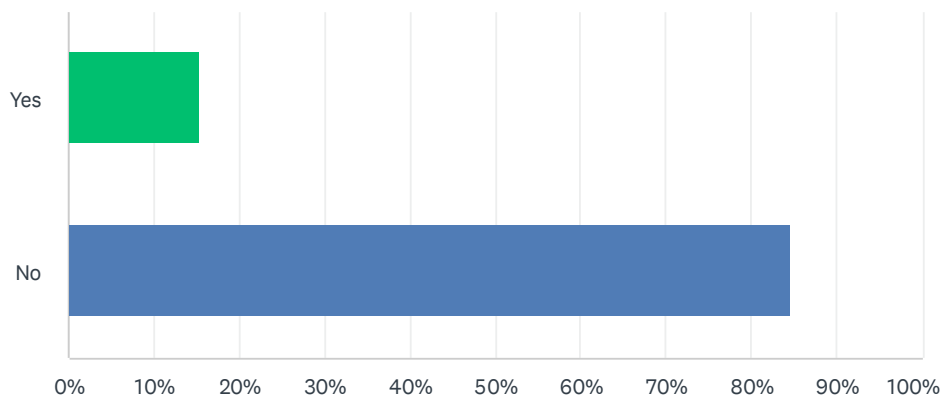
#	RESPONSES	DATE
1	Combine with ACCESS.	4/28/2022 2:17 PM
2	How is this different than Access?	4/27/2022 3:47 PM
3	its a policy not a core value	4/27/2022 3:18 PM
4	This seems overwhelming and outside the scope and expertise of most public libraries.	4/18/2022 11:36 AM
5	While something of this nature would fit in with archives, it certainly is not a value that all libraries share.	4/15/2022 7:09 PM

Q25 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Professionalism

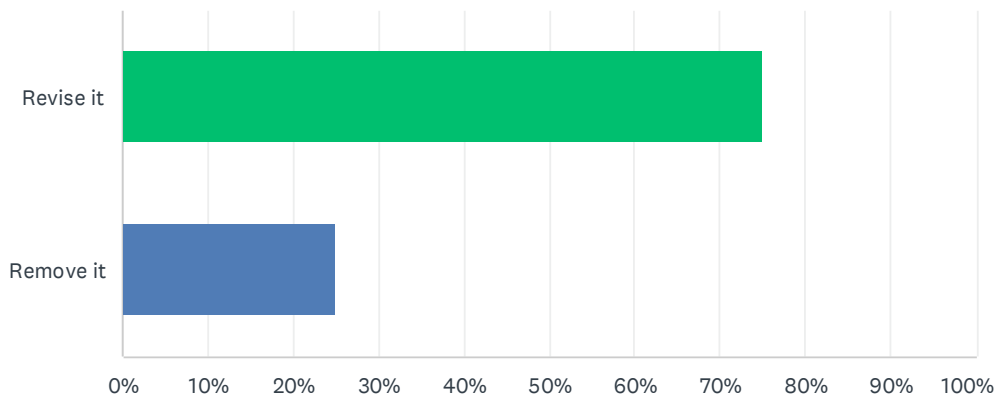
The American Library Association supports the provision of library services by professionally qualified personnel who have been educated in graduate programs within institutions of higher education. It is of vital importance that there be professional education available to meet the social needs and goals of library services. ALA Policy Manual B.7.1 Graduate Programs in Library and Information Studies



ANSWER CHOICES	RESPONSES	
Yes	15.38%	2
No	84.62%	11
TOTAL		13

Q26 If no, please select if you think this core value should be revised or removed?

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
Revise it	75.00%	9
Remove it	25.00%	3
TOTAL		12

Q27 Please explain why

Answered: 11 Skipped: 3

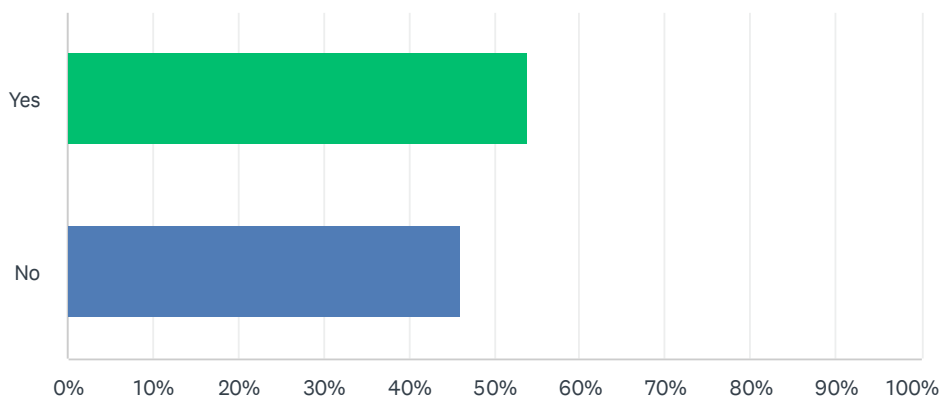
#	RESPONSES	DATE
1	This feels intellectual elitist. Many people who work in libraries are professional and do not possess graduate-level educations.	4/28/2022 2:18 PM
2	This is covered in Service	4/27/2022 3:48 PM
3	policy	4/27/2022 3:19 PM
4	A number of staff in public libraries do not hold an MLIS. Branch Managers, and other professionals may hold a different degree.	4/26/2022 7:09 PM
5	I support this value but I think it's time for it to be discussed by the profession as a whole.	4/24/2022 4:26 PM
6	This one seems pretty fraught. I am passionate about protecting librarian-ism as a profession and believe this is great value in having a library degree. However, what does this mean for libraries that have no one on staff who holds a library degree? I think there's a fine line we need to walk here between supporting the value of librarian-ism as a profession without invalidating libraries where there are no degree holding employees on staff.	4/21/2022 1:42 PM
7	ALA has shifted towards being more inclusive of paraprofessionals (ALA-APA). This seems like exclusively towards those of us that have earned our MLIS. This value should make mentioned about the professionalism towards each other too.	4/21/2022 10:59 AM
8	I think the second sentence of this value is great as written, but the first sentence seems too limiting to modern libraries. Some current library services may be best provided by individuals with skills/qualifications/education outside of the library profession and not always graduate schools.	4/20/2022 6:58 PM
9	This one starts with ALA again. I like the second sentence, but I wonder if there's a better word than "professionalism" here to signify relevant training that allows librarians to do their job well.	4/18/2022 11:41 AM
10	I feel like this devalues all of the people who work in our libraries that don't have graduate degrees.	4/15/2022 7:10 PM
11	The issue I have that that the MLS Is the terminal degree. It should be a BS with the MLS being one of administration and management.	4/14/2022 4:02 PM

Q28 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Service

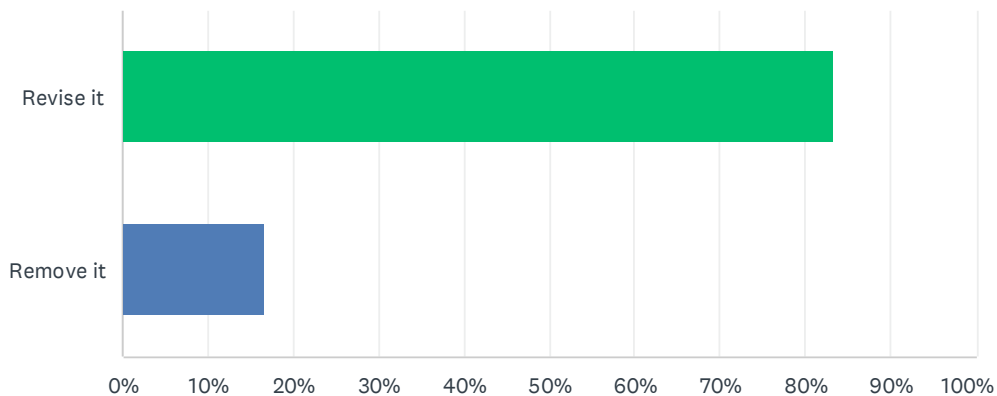
We provide the highest level of service to all library users. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession. ALA Code of Ethics



ANSWER CHOICES	RESPONSES	
Yes	53.85%	7
No	46.15%	6
TOTAL		13

Q29 If no, please select if you think this core value should be revised or removed?

Answered: 6 Skipped: 8



ANSWER CHOICES	RESPONSES	
Revise it	83.33%	5
Remove it	16.67%	1
TOTAL		6

Q30 Please explain why

Answered: 5 Skipped: 9

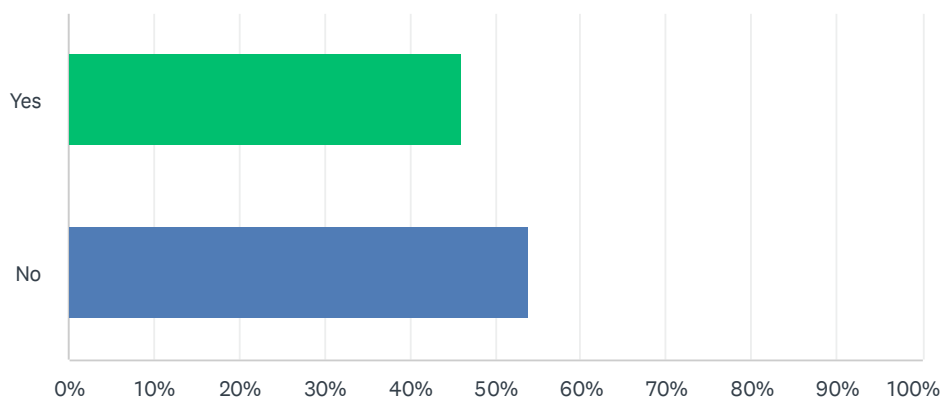
#	RESPONSES	DATE
1	Combine with PROFESSIONAL and rewrite to reflect PROFESSIONAL SERVICE.	4/28/2022 2:18 PM
2	This seems less about service and more about supporting professional development and continuing education for library staff. Would suggest revising the title for this value.	4/21/2022 1:45 PM
3	The second sentence here is also part of professionalism value. Again, the second sentence seems to exclude our paraprofessionals.	4/21/2022 11:01 AM
4	"Service" doesn't seem like the right word. Striving for continuous development of skills while working as a librarian seems like it could be worth including though; maybe coupled with "professionalism." Is the idea that staff are trained and qualified continually to provide the most relevant and high quality service to patrons?	4/18/2022 11:43 AM
5	I'm not even really sure what this value means as it is written. I think our work is more than providing service, it's about impact and changing lives.	4/15/2022 7:11 PM

Q31 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Social Responsibility

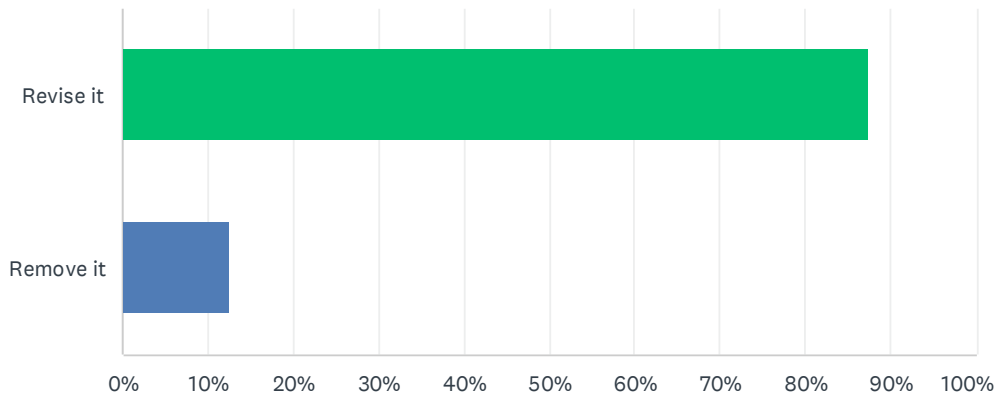
ALA recognizes its broad social responsibilities. The broad social responsibilities of the American Library Association are defined in terms of the contribution that librarianship can make in ameliorating or solving the critical problems of society; support for efforts to help inform and educate the people of the United States on these problems and to encourage them to examine the many views on and the facts regarding each problem; and the willingness of ALA to take a position on current critical issues with the relationship to libraries and library service set forth in the position statement. ALA Policy Manual A.1.1 Mission Priority Areas, Goals



ANSWER CHOICES	RESPONSES	
Yes	46.15%	6
No	53.85%	7
TOTAL		13

Q32 If no, please select if you think this core value should be revised or removed?

Answered: 8 Skipped: 6



ANSWER CHOICES	RESPONSES	
Revise it	87.50%	7
Remove it	12.50%	1
TOTAL		8

Q33 Please explain why

Answered: 8 Skipped: 6

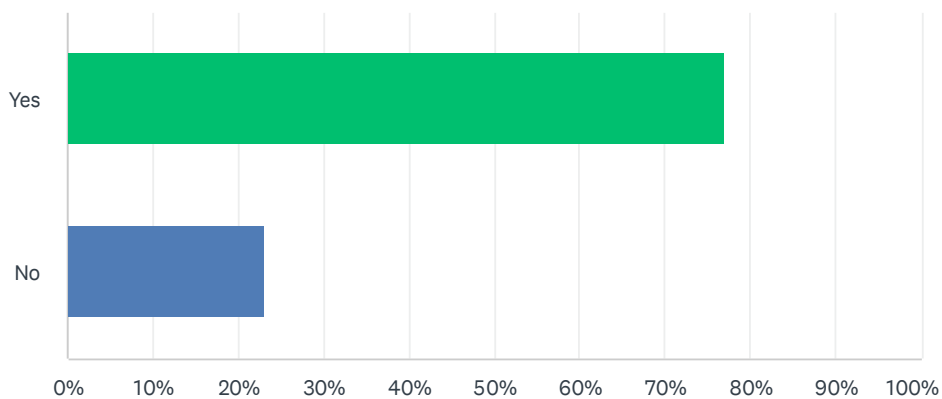
#	RESPONSES	DATE
1	This is very different from the rest: not a practical statement of rights or ethics.	4/27/2022 3:52 PM
2	I'm not sure we should continue to use the term "social responsibility."	4/24/2022 4:27 PM
3	As this one is written it seems out of place among the other values since it reads as an ALA value, rather than a value of the profession. Would suggest either revising the definition to make it applicable to the field as a whole or removing this as a value of librarianship and placing it under ALA's organizational values in the policy manual.	4/21/2022 1:47 PM
4	There is some vocational awe in this statement. Still very important and part of current librarianship, however, borders on aspirational aspects that hurt our financial credibility - the focus on the social rather without mention of the positive economical impact libraries have on communities.	4/21/2022 11:03 AM
5	I think the concepts here are very relevant. But again, this is structured with the focus on ALA, whereas as other values are structured seemingly with the whole profession in mind. Which way should it be? Should there be separate professional values and ALA institutional values?	4/20/2022 6:58 PM
6	This one is really good, and gets at the "critical librarianship" I like to think of when I think of library services. Equity, Diversity, and Inclusion could pair well with this one - providing services to those most in-need.	4/18/2022 11:45 AM
7	This might dovetail into democracy and diversity into a broader value.	4/15/2022 7:12 PM
8	Too often social issues that are brought forward to ALA are not in the realm of librarianship and are not "critical issues". I think this is too broad.	4/14/2022 4:03 PM

Q34 Does this value, as it's currently written, reflect modern librarianship?

Answered: 13 Skipped: 1

Sustainability

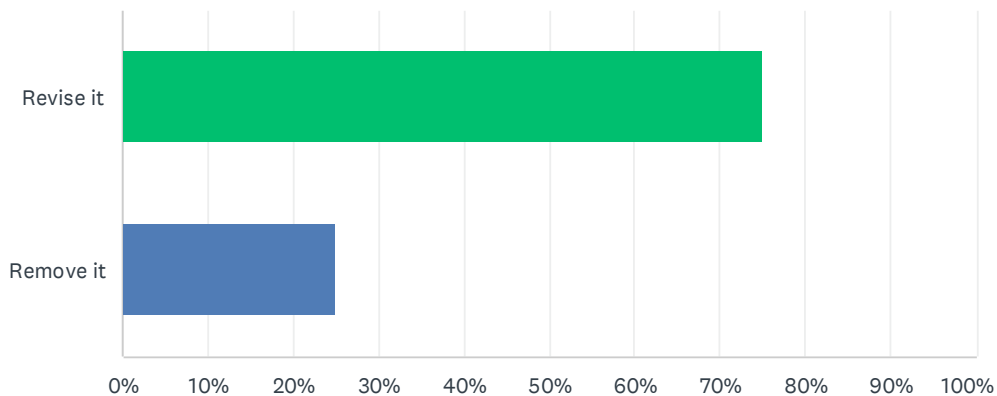
ALA is supporting the library community by showing its commitment to assisting in the development of sustainable libraries with the addition of sustainability as a core value of librarianship. This consists of practices that are environmentally sound, economically feasible and socially equitable. Libraries play an important and unique role in promoting community awareness about resilience, climate change and a sustainable future. They are also leading by example by taking steps to reduce their environmental footprint. ALA Policy Manual A.1.4 Core Organizational Values



ANSWER CHOICES	RESPONSES	
Yes	76.92%	10
No	23.08%	3
TOTAL		13

Q35 If no, please select if you think this core value should be revised or removed?

Answered: 4 Skipped: 10



ANSWER CHOICES	RESPONSES	
Revise it	75.00%	3
Remove it	25.00%	1
TOTAL		4

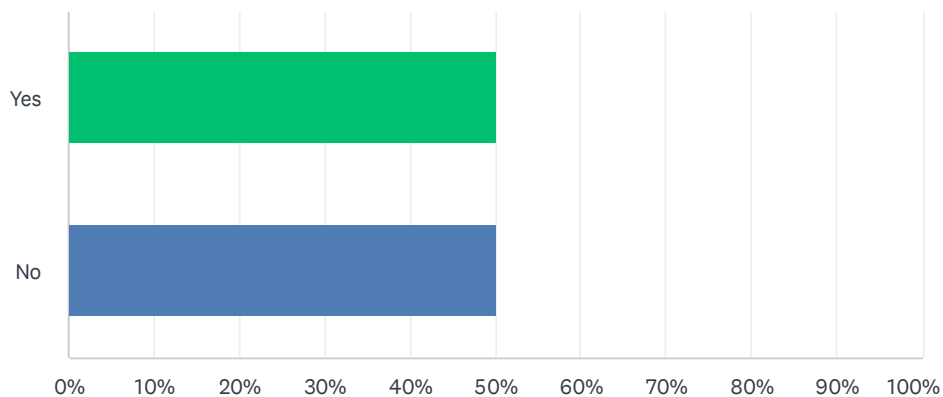
Q36 Please explain why

Answered: 4 Skipped: 10

#	RESPONSES	DATE
1	This is different from the rest: not a statement of rights or practical application. It feels like an add-on to the list.	4/27/2022 3:53 PM
2	Again, this is a core ALA organizational value and not written for the field of librarianship. The definition needs to be revised to fit the field, not just ALA.	4/21/2022 1:49 PM
3	Take out the first sentence.	4/20/2022 6:58 PM
4	Sustainability is three things by ALA's (and others') definition: 1. environmentally sound - green, okay for the earth, animals, air, water, etc. 2. economically feasibility - good that can be done with money & can you afford it 3. socially equity - are other people suffering / not benefiting as much as some as a result of something Putting in sustainability includes all these things.	4/18/2022 11:48 AM

Q37 Are there any additional core values needed?

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	50.00%	6
No	50.00%	6
TOTAL		12

Q38 Please explain

Answered: 8 Skipped: 6

#	RESPONSES	DATE
1	In my opinion, the shorter the list, the better. This is why I am advocating for eliminating and revising a lot from the working document.	4/28/2022 2:26 PM
2	It's already too long of a list.	4/27/2022 3:53 PM
3	Something should discuss that information access is necessary for the flourishing of human beings.	4/24/2022 4:29 PM
4	Maybe we replace democracy with civic engagement? Also maybe Community Engagement with a definition about how its important for libraries to intentionally engage with the community in order to address issues of importance and best serve everyone in the area. I feel like as the values are currently written, they primarily focus on libraries as information warehouses and do not reflect the myriad of ways that the profession seeks to help their communities. For example, during the pandemic we've seen so many stories of libraries creating food pantries to help those experiencing food shortage in their communities. Even before the pandemic, we've seen libraries seeking to help people experiencing homelessness by bringing in portable showers; hiring social workers; etc. When hurricanes or other natural disasters hits, we've also seen libraries stepping up to act as fresh water distributors; provide spaces for people to charge their devices; and/or get a hot meal. Due to this, I think we need to take a look at expanding the values to reflect how libraries are extending their reach to not only be important information providers but to help with other important local and national issues their communities face.	4/21/2022 2:00 PM
5	I can't think that broadly at the moment. There are some that may need renaming to include some of the other values we have adopted within recent years, like racial and social justice.	4/21/2022 11:05 AM
6	Diversity is already a core value, but what about adding Equity and Inclusion? Also one value missing seems to be along the lines of this statement in "Libraries: An American Value," "We connect people and ideas by helping each person select from and effectively use the library's resources." Maybe Community-focused? Or just Community?	4/20/2022 7:06 PM
7	I don't feel that many of the core values as they are currently written are actually values. Most of them are not aspirational and are actually rights or ethics. The language in each of the descriptions is stodgy and not inspiring. I want there to be fewer values, so that people can remember them. People should read them and think, "Yes! I value that in my profession, it's why I do the work I do."	4/15/2022 7:14 PM
8	I think we should discuss ALA's motto. "The best reading, for the largest number, at the least cost." None of our core values discuss this. So why is it ALA's motto?	4/14/2022 4:04 PM

Core Values Task Force II Report

The foundation of modern librarianship rests on an essential set of core values which define, inform, and guide our professional practice.

These values reflect the history and ongoing development of the profession and have been advanced, expanded and refined by numerous policy statements of the American Library Association. Among these are:

- Access
- Confidentiality/Privacy
- Democracy
- Diversity
- Education and Lifelong Learning
- Intellectual Freedom
- Preservation
- The Public Good
- Professionalism
- Service
- Social Responsibility

It would be difficult, if not impossible, to express our values more eloquently than ALA already has in the Freedom to Read statement, the Library Bill of Rights, the ALA Mission Statement, Libraries: an American Value and other documents. These policies have been carefully thought out, articulated, debated, and approved by the ALA council. They are interpreted, revised or expanded when necessary. Over time, the values embodied in these policies have been embraced by the majority of librarians as the foundations of their practice.

*Adopted by the ALA Council at the 2004 Annual Conf.
Codified by the ALA Council at the 2005 Midwinter Mtg.*

Excerpts from ALA Policy

Following are some representative excerpts from ALA policy expressing the values listed above. These selections are direct quotes from the ALA Policy Manual. Please note that many of these statements express the interrelationship of these values.

A more extensive index of ALA policies compiled by CVTFII is available on the ALA web site.

ACCESS

All information resources that are provided directly or indirectly by the library, regardless of technology, format, or methods of delivery, should be readily, equally, and equitably accessible to all library users. *ALA Policy Manual 53.1.14 (Free Access to Information)*

CONFIDENTIALITY/PRIVACY

Protecting user privacy and confidentiality is necessary for intellectual freedom and fundamental to the ethics and practice of librarianship. *ALA Policy Manual 53.1.16 (Library Bill of Rights)*

DEMOCRACY

A democracy presupposes an informed citizenry. The First Amendment mandates the right of all persons to free expression, and the corollary right to receive the constitutionally protected expression of others. The publicly supported library provides free and equal access to information for all people of the community the library serves. *Interpretations of the Library Bill of Rights, Economic Barriers to Information Access*

DIVERSITY

We value our nation's diversity and strive to reflect that diversity by providing a full spectrum of resources and services to the communities we serve. *ALA Policy Manual 53.8 (Libraries: An American Value)*

EDUCATION AND LIFELONG LEARNING

ALA promotes the creation, maintenance, and enhancement of a learning society, encouraging its members to work with educators, government officials, and organizations in coalitions to initiate and support comprehensive efforts to ensure that school, public, academic, and special libraries in every community cooperate to provide lifelong learning services to all. *ALA Policy Manual 1.1 (Mission, Priority Areas, Goals)*

INTELLECTUAL FREEDOM

We uphold the principles of intellectual freedom and resist all efforts to censor library resources. *ALA Policy Manual, 54.16 (ALA Code of Ethics, Article II)*

THE PUBLIC GOOD

ALA reaffirms the following fundamental values of libraries in the context of discussing outsourcing and privatization of library services. These values include that libraries are an essential public good and are fundamental institutions in democratic societies. *1998-99 CD#24.1, Motion #1*

PRESERVATION

The Association supports the preservation of information published in all media and formats. The association affirms that the preservation of information resources is central to libraries and librarianship. *ALA Policy Manual 52.2.1 (Preservation Policy)*

PROFESSIONALISM

The American Library Association supports the provision of library services by professionally qualified personnel who have been educated in graduate programs within institutions of higher education. It is of vital importance that there be professional education available to meet the social needs and goals of library services. *ALA Policy Manual 56.1 (Graduate Programs in Library Education)*

SERVICE

We provide the highest level of service to all library users ...We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession. *ALA Policy Manual 54.16 (Statement of Professional Ethics)*

SOCIAL RESPONSIBILITY

ALA recognizes its broad social responsibilities. The broad social responsibilities of the American Library Association are defined in terms of the contribution that librarianship can make in ameliorating or solving the critical problems of society; support for efforts to help inform and educate the people of the United States on these problems and to encourage them to examine the many views on and the facts regarding each problem; and the willingness of ALA to take a position on current critical issues with the relationship to libraries and library service set forth in the position statement. *ALA Policy Manual, 1.1 (Mission, Priority Areas, Goals)*

Core Values Taskforce Roster

Patricia Glass Schuman, Chair
Neal-Schuman Publishers
Past-President, ALA
Past-Treasurer ALA

Betty J. Blackman (former Director, California State University, Dominguez Hills)
Past-Executive Board Member
Past California Chapter councilor

Michael A. Golrick
City Librarian
Bridgeport Public Library
Executive Board Member

Christine Lind Hage
Clinton Macomb Public Library
Past-President, Public Library Association
PLA Councilor

S. Michael Malinconico
EBSCO Professor
University of Alabama
Past-President, LITA
ALA Councilor

Bernard A. Margolis
President
Boston Public Library
Past Chair, ALA Endowment Trustees
ALA Councilor

Stephen L. Matthews
Foxcroft School
Chair, ALA Council Policy Monitoring Committee
Past member, AASL Board of Directors
Past President, Virginia Library Association
ALA Councilor

Kathleen de la Peña McCook
Distinguished Professor
University of South Florida
School of Library & Information Science
Past-Chair OLOS, OLPR (NOW HRDS), COSWL

Kenton Oliver
Director
Stark County Public Library
Executive Board Member
Incoming Chair, Intellectual Freedom Committee

Core Values Taskforce/Page 2

Melissa J. Riley
Reference Librarian
West Portal Branch
San Francisco Public Library

Sally Gardner Reed
Executive Director, Friends of Libraries USA (FOLUSA)
Past Executive Board Member
Incoming Chair, Public Awareness Committee and ALA Membership Committee

Mark Rosenzweig
Reference Center for Marxist Studies
SRRT Action Council
ALA COUNCILOR

Mary R. Somerville
Library Consultant and former director Miami-Dade Public Library
Past President, ALSC
Past President, ALA

Carla J. Stoffle
Dean of Libraries
University of Arizona Library
Past President, ACRL
Past Treasurer, ALA

Maureen Sullivan
Library Consultant
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Past President, LAMA

Michael B. Wessells
Regional Library Manager
Timberland Regional Library
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ALA Intellectual Freedom Committee Representative
Former Chair of IFRT

Lois Winkel
School Library Consultant
Member CVTF 1

Mark D. Winston
Asst Professor
Rutgers University
School of Communication Information & Library Studies
College & Research Libraries Editorial Board
Jury Chair, Doctoral Student Research Forum of LRRT

Library Bill of Rights

The American Library Association affirms that all libraries are forums for information and ideas, and that the following basic policies should guide their services.

I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background, or views of those contributing to their creation.

II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.

III. Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.

IV. Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.

V. A person's right to use a library should not be denied or abridged because of origin, age, background, or views.

VI. Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

VII. All people, regardless of origin, age, background, or views, possess a right to privacy and confidentiality in their library use. Libraries should advocate for, educate about, and protect people's privacy, safeguarding all library use data, including personally identifiable information.

Adopted June 19, 1939, by the ALA Council; amended October 14, 1944; June 18, 1948; February 2, 1961; June 27, 1967; January 23, 1980; January 29, 2019.

Inclusion of "age" reaffirmed January 23, 1996.

Although the Articles of the *Library Bill of Rights* are unambiguous statements of basic principles that should govern the service of all libraries, questions do arise concerning application of these principles to specific library practices. See the documents designated by the Intellectual Freedom Committee as [Interpretations of the Library Bill of Rights](#).

Code of Ethics

As members of the American Library Association, we recognize the importance of codifying and making known to the profession and to the general public the ethical principles that guide the work of librarians, other professionals providing information services, library trustees and library staffs.

Ethical dilemmas occur when values are in conflict. The American Library Association Code of Ethics states the values to which we are committed, and embodies the ethical responsibilities of the profession in this changing information environment.

We significantly influence or control the selection, organization, preservation, and dissemination of information. In a political system grounded in an informed citizenry, we are members of a profession explicitly committed to intellectual freedom and the freedom of access to information. We have a special obligation to ensure the free flow of information and ideas to present and future generations.

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

- I. We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
- II. We uphold the principles of intellectual freedom and resist all efforts to censor library resources.
- III. We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
- IV. We respect intellectual property rights and advocate balance between the interests of information users and rights holders.
- V. We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
- VI. We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
- VII. We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access to their information resources.
- VIII. We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession.
- IX. We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries,

communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces.

Adopted at the 1939 Midwinter Meeting by the ALA Council; amended June 30, 1981; June 28, 1995; January 22, 2008; and June 29, 2021.

Libraries: An American Value

Libraries in America are cornerstones of the communities they serve. Free access to the books, ideas, resources, and information in America's libraries is imperative for education, employment, enjoyment, and self-government.

Libraries are a legacy to each generation, offering the heritage of the past and the promise of the future. To ensure that libraries flourish and have the freedom to promote and protect the public good in the 21st century, we believe certain principles must be guaranteed.

To that end, we affirm this contract with the people we serve:

- We defend the constitutional rights of all individuals, including children and teenagers, to use the library's resources and services;
- We value our nation's diversity and strive to reflect that diversity by providing a full spectrum of resources and services to the communities we serve;
- We affirm the responsibility and the right of all parents and guardians to guide their own children's use of the library and its resources and services;
- We connect people and ideas by helping each person select from and effectively use the library's resources;
- We protect each individual's privacy and confidentiality in the use of library resources and services;
- We protect the rights of individuals to express their opinions about library resources and services;
- We celebrate and preserve our democratic society by making available the widest possible range of viewpoints, opinions and ideas, so that all individuals have the opportunity to become lifelong learners - informed, literate, educated, and culturally enriched.

Change is constant, but these principles transcend change and endure in a dynamic technological, social, and political environment.

By embracing these principles, libraries in the United States can contribute to a future that values and protects freedom of speech in a world that celebrates both our similarities and our differences, respects individuals and their beliefs, and holds all persons truly equal and free.

**Adopted February 3, 1999, by the
Council of the American Library Association**

The Freedom to Read Statement

The freedom to read is essential to our democracy. It is continuously under attack. Private groups and public authorities in various parts of the country are working to remove or limit access to reading materials, to censor content in schools, to label "controversial" views, to distribute lists of "objectionable" books or authors, and to purge libraries. These actions apparently rise from a view that our national tradition of free expression is no longer valid; that censorship and suppression are needed to counter threats to safety or national security, as well as to avoid the subversion of politics and the corruption of morals. We, as individuals devoted to reading and as librarians and publishers responsible for disseminating ideas, wish to assert the public interest in the preservation of the freedom to read.

Most attempts at suppression rest on a denial of the fundamental premise of democracy: that the ordinary individual, by exercising critical judgment, will select the good and reject the bad. We trust Americans to recognize propaganda and misinformation, and to make their own decisions about what they read and believe. We do not believe they are prepared to sacrifice their heritage of a free press in order to be "protected" against what others think may be bad for them. We believe they still favor free enterprise in ideas and expression.

These efforts at suppression are related to a larger pattern of pressures being brought against education, the press, art and images, films, broadcast media, and the Internet. The problem is not only one of actual censorship. The shadow of fear cast by these pressures leads, we suspect, to an even larger voluntary curtailment of expression by those who seek to avoid controversy or unwelcome scrutiny by government officials.

Such pressure toward conformity is perhaps natural to a time of accelerated change. And yet suppression is never more dangerous than in such a time of social tension. Freedom has given the United States the elasticity to endure strain. Freedom keeps open the path of novel and creative solutions, and enables change to come by choice. Every silencing of a heresy, every enforcement of an orthodoxy, diminishes the toughness and resilience of our society and leaves it the less able to deal with controversy and difference.

Now as always in our history, reading is among our greatest freedoms. The freedom to read and write is almost the only means for making generally available ideas or manners of expression that can initially command only a small audience. The written word is the natural medium for the new idea and the untried voice from which come the original contributions to social growth. It is essential to the extended discussion that serious thought requires, and to the accumulation of knowledge and ideas into organized collections.

We believe that free communication is essential to the preservation of a free society and a creative culture. We believe that these pressures toward conformity present the danger of limiting the range and variety of inquiry and expression on which our democracy and our culture depend. We believe that every American community must jealously guard the freedom to publish and to circulate, in order to preserve its own freedom to read. We believe that publishers and

librarians have a profound responsibility to give validity to that freedom to read by making it possible for the readers to choose freely from a variety of offerings.

The freedom to read is guaranteed by the Constitution. Those with faith in free people will stand firm on these constitutional guarantees of essential rights and will exercise the responsibilities that accompany these rights.

We therefore affirm these propositions:

1. *It is in the public interest for publishers and librarians to make available the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by the majority.*

Creative thought is by definition new, and what is new is different. The bearer of every new thought is a rebel until that idea is refined and tested. Totalitarian systems attempt to maintain themselves in power by the ruthless suppression of any concept that challenges the established orthodoxy. The power of a democratic system to adapt to change is vastly strengthened by the freedom of its citizens to choose widely from among conflicting opinions offered freely to them. To stifle every nonconformist idea at birth would mark the end of the democratic process. Furthermore, only through the constant activity of weighing and selecting can the democratic mind attain the strength demanded by times like these. We need to know not only what we believe but why we believe it.

2. *Publishers, librarians, and booksellers do not need to endorse every idea or presentation they make available. It would conflict with the public interest for them to establish their own political, moral, or aesthetic views as a standard for determining what should be published or circulated.*

Publishers and librarians serve the educational process by helping to make available knowledge and ideas required for the growth of the mind and the increase of learning. They do not foster education by imposing as mentors the patterns of their own thought. The people should have the freedom to read and consider a broader range of ideas than those that may be held by any single librarian or publisher or government or church. It is wrong that what one can read should be confined to what another thinks proper.

3. *It is contrary to the public interest for publishers or librarians to bar access to writings on the basis of the personal history or political affiliations of the author.*

No art or literature can flourish if it is to be measured by the political views or private lives of its creators. No society of free people can flourish that draws up lists of writers to whom it will not listen, whatever they may have to say.

4. *There is no place in our society for efforts to coerce the taste of others, to confine adults to the reading matter deemed suitable for adolescents, or to inhibit the efforts of writers to achieve artistic expression.*

To some, much of modern expression is shocking. But is not much of life itself shocking? We cut off literature at the source if we prevent writers from dealing with the stuff of life. Parents and teachers have a responsibility to prepare the young to meet the diversity of experiences in life to which they will be exposed, as they have a responsibility to help them learn to think critically for themselves. These are affirmative responsibilities, not to be discharged simply by preventing them from reading works for which they are not yet prepared. In these matters values differ, and values cannot be legislated; nor can machinery be devised that will suit the demands of one group without limiting the freedom of others.

5. *It is not in the public interest to force a reader to accept the prejudgment of a label characterizing any expression or its author as subversive or dangerous.*

The ideal of labeling presupposes the existence of individuals or groups with wisdom to determine by authority what is good or bad for others. It presupposes that individuals must be directed in making up their minds about the ideas they examine. But Americans do not need others to do their thinking for them.

6. *It is the responsibility of publishers and librarians, as guardians of the people's freedom to read, to contest encroachments upon that freedom by individuals or groups seeking to impose their own standards or tastes upon the community at large; and by the government whenever it seeks to reduce or deny public access to public information.*

It is inevitable in the give and take of the democratic process that the political, the moral, or the aesthetic concepts of an individual or group will occasionally collide with those of another individual or group. In a free society individuals are free to determine for themselves what they wish to read, and each group is free to determine what it will recommend to its freely associated members. But no group has the right to take the law into its own hands, and to impose its own concept of politics or morality upon other members of a democratic society. Freedom is no freedom if it is accorded only to the accepted and the inoffensive. Further, democratic societies are more safe, free, and creative when the free flow of public information is not restricted by governmental prerogative or self-censorship.

7. *It is the responsibility of publishers and librarians to give full meaning to the freedom to read by providing books that enrich the quality and diversity of thought and expression. By the exercise of this affirmative responsibility, they can demonstrate that the answer to a "bad" book is a good one, the answer to a "bad" idea is a good one.*

The freedom to read is of little consequence when the reader cannot obtain matter fit for that reader's purpose. What is needed is not only the absence of restraint, but the positive provision of opportunity for the people to read the best that has been thought and said. Books are the major channel by which the intellectual inheritance is handed down, and the principal means of its testing and growth. The defense of the freedom to read requires of all publishers and librarians the utmost of their faculties, and deserves of all Americans the fullest of their support.

We state these propositions neither lightly nor as easy generalizations. We here stake out a lofty claim for the value of the written word. We do so because we believe that it is possessed of enormous variety and usefulness, worthy of cherishing and keeping free. We realize that the application of these propositions may mean the dissemination of ideas and manners of expression that are repugnant to many persons. We do not state these propositions in the comfortable belief that what people read is unimportant. We believe rather that what people read is deeply important; that ideas can be dangerous; but that the suppression of ideas is fatal to a democratic society. Freedom itself is a dangerous way of life, but it is ours.

This statement was originally issued in May of 1953 by the Westchester Conference of the American Library Association and the American Book Publishers Council, which in 1970 consolidated with the American Educational Publishers Institute to become the Association of American Publishers.

Adopted June 25, 1953, by the ALA Council and the AAP Freedom to Read Committee; amended January 28, 1972; January 16, 1991; July 12, 2000; June 30, 2004.

A Joint Statement by:

[American Library Association](#)
[Association of American Publishers](#)

Subsequently endorsed by:

[American Booksellers for Free Expression](#)
[The Association of American University Presses](#)
[The Children's Book Council](#)
[Freedom to Read Foundation](#)
[National Association of College Stores](#)
[National Coalition Against Censorship](#)
[National Council of Teachers of English](#)
The Thomas Jefferson Center for the Protection of Free Expression

Freedom to View Statement

The **FREEDOM TO VIEW**, along with the freedom to speak, to hear, and to read, is protected by the First Amendment to the Constitution of the United States. In a free society, there is no place for censorship of any medium of expression. Therefore these principles are affirmed:

1. To provide the broadest access to film, video, and other audiovisual materials because they are a means for the communication of ideas. Liberty of circulation is essential to insure the constitutional guarantee of freedom of expression.
2. To protect the confidentiality of all individuals and institutions using film, video, and other audiovisual materials.
3. To provide film, video, and other audiovisual materials which represent a diversity of views and expression. Selection of a work does not constitute or imply agreement with or approval of the content.
4. To provide a diversity of viewpoints without the constraint of labeling or prejudging film, video, or other audiovisual materials on the basis of the moral, religious, or political beliefs of the producer or filmmaker or on the basis of controversial content.
5. To contest vigorously, by all lawful means, every encroachment upon the public's freedom to view.

This statement was originally drafted by the Freedom to View Committee of the American Film and Video Association (formerly the Educational Film Library Association) and was adopted by the AFVA Board of Directors in February 1979. This statement was updated and approved by the AFVA Board of Directors in 1989.

Endorsed January 10, 1990, by the ALA Council

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Mission & Priorities

Mission

[The ALA Constitution](#) states the purpose of ALA as, “The object of the American Library Association shall be to promote library service and librarianship.” The stated mission is, “To provide leadership for the development, promotion, and improvement of library and information services and the profession of librarianship in order to enhance learning and ensure access to information for all.”

Motto

The best reading, for the largest number, at the least cost.

(Adopted 1892; reinstated by the ALA Council, 1988)

Priorities

In 1998 the ALA Council voted commitment to five Key Action Areas as guiding principles for directing the Association’s energies and resources: Diversity, Equity of Access, Education and Continuous Learning, Intellectual Freedom, and 21st Century Literacy. With the development of a series of strategic plans, beginning with [ALA Goal 2000](#), [ALAction 2005](#), [ALA Ahead to 2010](#), these principles have expanded to eight [Key Action Areas](#), which are supplemented by [ALA Ahead to 2015](#), the Association’s current strategic plan.