

COUNCIL COMMITTEE REPORT FORM

TO: ALA Council

DATE: January 10, 2022

RE: CSK Roundtable, Publishing Committee Charge, Dissolving SORT, LSSIRT and Creation of Library Support Roundtable

ACTION REQUESTED/INFORMATION/REPORT:

Action requested from Councilors is to cast their vote to:

- (1) Establish Coretta Scott King Book Awards Round Table (CSKBART) (*see appendix 1*)
- (2) Revise the ALA Publishing Committee charge (*see appendix 2*)
- (3) Dissolve Staff Organizations Round Table (SORT) (*see appendix 3*)
- (4) Dissolve Library Support Staff Interests Round Table (LSSIRT) (*see appendix 3*)
- (5) Create a Round Table with the new name of the Library Support Staff Round Table (LSSRT) (*see appendix 3*)

ACTION REQUESTED BY: 2021-2022 Committee on Organization

CONTACT PERSON: Jim Neal, jneal0@columbia.edu, Chair of the Committee on Organization

BACKGROUND: (see attached)

APPENDIX 1:

**Committee On Organization
Action Request Form**

Date: 1/9/2022

Re: Coretta Scott King Book Awards Round Table (CSKBART)

Action Request (See types of requests in COO Guidelines; Note: Informational only requests do not need COO approval; however, action request form is needed for documentation):

- Establish (e.g., *new MIG or Roundtable*)
- Discontinue (e.g., *end of MIG or Roundtable*) Renew (e.g., *renewal of MIG*)
- Name Change (e.g., *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g., *function, committee structure, etc.*)
- Request to Move (e.g., *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

1. Ethnic & Multicultural Information Exchange Round Table (EMIERT) –

*Deborah Allman, Chair

Deborah Allman via ALA Connect

2. Office for Diversity, Literacy and Outreach Services (ODLOS) –

*Kevin Strowder

Director

Office for Diversity, Literacy and Outreach Services (ODLOS)

kstrowder@ala.org

* Monica Chapman

Program Coordinator, Coretta Scott King Book Awards and ODLOS Round Tables

Office for Diversity, Literacy and Outreach Services (ODLOS)

mlchapman@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

In August 2019, the Coretta Scott King Book Awards Committee (CSK) was informed that our Round Table sponsor, the Ethnic and Multicultural Informational Exchange Round Table (EMIERT), was non-complaint with ALA governance. The reasons given were due to many activities which CSK has supported for the past fifty-one years. For example, as a 'committee' CSK should not have a governance structure; therefore, the CSK Constitution, Bylaws, election of officers, an operational budget, and an endowment fund, were illegal. In addition, as a 'committee' CSK should not have members: only volunteers. This information was both surprising and a call to action. Actions included the voicing of concerns and a blueprint to guide activities undertaken that would guarantee the protection of the CSK legacy.

Firstly, to remedy this situation, the Executive Boards of CSK and EMIERT voted to appoint a Task Force to investigate and prepare detailed, documentation for both organizations. This investigation was a reminder of the CSK legacy and its contribution to identification and promotion of quality literature, by African American authors and illustrators, that accurately depicts the African American experience in words and artistic expressions, for all children, in all communities.

Secondly, at membership meetings convened by CSK during ALA Midwinter 2020, 2021, and ALA Annual 2020 and 2021, Task Force findings were shared. These included but were not limited to the following:

1. 1969 - Coretta Scott King Book Awards founded by Mabel McKissick and Glyndon Greer
2. 1980 - Coretta Scott King Task Force (CSKTF) inaugural year as a member of the Social Responsibilities Round Table (SRRT)
3. 1982 -Coretta Scott King Book Awards officially recognized as an award of the American Library Association awarded annually to encourage the artistic expression of the Black experience through literature and the graphic arts. Books selected promote an understanding and appreciation of the Black experience.
4. 2004 - Petition to join EMIERT at ALA Midwinter was approved by ALA Council and included terms agreed to by CSK Chair and EMIERT Board members
5. 1969-to-Present – CSK Governance identifies the purpose of the Committee is to grant the CSK Book Awards to African American authors and illustrators for outstanding contributions to literature for children and young adults.

Thirdly, based on the information and activities above, CSK (i.e., Executive Board and volunteers) voted to pursue Round Table status. (Please see attached documents for more detailed information.)

Proposal: Provide detailed information on proposed action requested.

The Coretta Scott King Book Awards Committee is an ALA committee with elected officers, bylaws, budgets, etc. Based on these sanctioned practices, legally, CSK does not have officers or bylaws which is an internal organization structure. Accordingly, in theory, CSK has no members nor budget: only volunteers. This error needs correcting.

By Council granting Round Table status to CSK, the Coretta Scott King Book Awards Round Table (CSKBART) is, legally, allowed to enjoy the benefits afforded to all ALA Round Tables. In the ALA Constitution and Bylaws, only Divisions and Round Tables are: (1) organized entities with declared members who elect officers; (2) have their own budgets; (3) may generate revenue; and (4) constituted via Council approval. For CSKBART, the only new change to current operational procedures would be item #1, declared members.

Furthermore, per the ALA Round Tables Role and Function (A.4.3.3), CSK already engages in numerous roles identified for a Round Table in the ALA Bylaws. Please note these activities by the checked (✓) items below which CSKBART will continue.

The ALA Bylaws, Article VII, defines the purpose of Round Tables as follows:

Round Tables may:

- a. conduct continuing educational activities. ✓
- b. study and discuss topics of concern to the Round Table. ✓
- c. work with other ALA units on joint projects. ✓
- d. issue publications with the advice, assistance, and approval of the ALA Publishing Committee. ✓
- e. conduct projects and programs in the areas of the Round Table's purpose. ✓"

CSKBART shall continue to develop a proposed budget. The budget is vetted through ALA's budget staff and Budget and Review Committee (BARC), before the proposed

budget's approval and inclusion in the overall submission to the ALA Executive Board, for final approval. (All of ALA's operating funds are, legally, one pool and the ALA Executive Board is the body that has fiduciary responsibility (ultimate fiscal responsibility) over these funds.)

The CSK Endowment will become the CSKBART Endowment. Similarly, as demonstrated throughout the past fifty-two-years, the CSKBART Endowment would continue to support CSK Awards program.

Finally, when CSK moved from under the auspices of SRRT, funding from CSK, to SRRT, ended. The same precedent will guide the process by which CSK will discontinue annual net funding support to EMIERT, in an amount of 3%, as of March 2023.

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

CSK has always advocated for Equity, Diversity, and Inclusion. If approved, CSKBART will continue to live up to these values championed by ALA and exemplified by the annual announcement of the recipients of the Coretta Scott King Book Awards. As a Round Table, CSKBART through the CSK Book Awards will: (1) continue to promote an understanding and appreciation of the Black experience; (2) commemorate the life and works of Dr. Martin Luther King, Jr.; and (3) honor Mrs. Coretta Scott King for her courage and determination to continue Dr. King's work for peace and brotherhood worldwide.

Equity, Diversity, and Inclusion are not new initiatives for CSK. As demonstrated in CSK Governance documents, the following Sections illuminate past, present, and future commitments of CSK (The Committee) to EDI:

"Section 4: The Committee shall promote, recognize, celebrate the continued publication of quality literature by African American children's authors and illustrators. The Committee will encourage and advocate literature that illuminates the Black experience. Such literature will promote the understanding and appreciation of *all* people and their contributions to the realization of the American dream.

Section 5: The Committee shall market such published works as described in Article II, Section 1, to various youth populations, families, and the general population at large.

Section 6: The Committee shall encourage publishers to publish works of new African American authors and illustrations and continue their support of current African American children's authors and illustrators.

Section 7: The Committee shall develop and/or facilitate programs, publications, and other appropriate activities that connect children, librarians, teachers, and families to quality literature by African American authors and illustrators.

Section 8: The Committee shall develop liaisons and partnerships with groups that support youth literature, including other ALA divisions, round tables, and caucuses.”

[https://www.ala.org/rt/sites/ala.org/rt/files/content/ckbookawards/docs/CSKBylawsAD
OPTED062516.pdf](https://www.ala.org/rt/sites/ala.org/rt/files/content/ckbookawards/docs/CSKBylawsADOPTED062516.pdf)) (Last Accessed 1/9/22)

To further demonstrate past and present commitments by CSK (CSBART) to EDI, the CSK Program Committee submitted a program proposal to ALA Annual 2022 that will identify communities around the country that are, and are not, exposed to CSK Book Awards materials and programs. The CSK Program Committee wanted to determine the demographics of communities that appear not to expose all children and young adults to quality literature that promotes an understanding of, and appreciation for, the contributions of *all* people to American history.

The CSK Program Committee proposal to ALA Annual represents a second attempt to complete this self-reporting, survey driven investigation. (Project placed on hold in 2020 due to COVID-19.) Findings from this investigation will allow CSK (CSKBART) to determine where, and how, to design outreach that supports and serves all children, young adults, school librarians and families, in communities that are taking advantage of programming, using CSK Book Awards and Book Awards recipients, to promote peace and worldwide brotherhood.

As you can see, EDI is not new to CSK nor CSKBART.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

APPENDIX 2:

Committee On Organization

Action Request Form

Date: 12/17/2021

Re: Proposal to revise the ALA Publishing Committee charge

Action Request (See types of requests in COO Guidelines; Note: Informational only requests does not need COO approval, however, action request form is needed for documentation):

- Establish (e.g. *new MIG or Roundtable*)
- Discontinue (e.g. *end of MIG or Roundtable*) Renew (e.g. *renewal of MIG*)
- Name Change (e.g. *changing name of Round Table*; Note: Informational Only)
- Define/Change/Clarify (e.g. *function, committee structure, etc.*)

Request to Move (e.g. *moving from MIG to Round Table*)

Committee/Units Affected/Contact Name/Email:

ALA Publishing Committee/ Multiple Units/ Mary Mackay/ mmackay@ala.org

Background: Provide any background information on program/issue under consideration, including why is this action necessary.

This proposal submitted on behalf of the ALA Publishing Committee recommends three changes—a revision of committee responsibilities, revision to membership, and revision to the term of the committee chair.

First, in terms of the committee’s responsibilities, the committee members agreed that the existing charge does not accurately reflect the scope of the committee’s actual responsibilities. For example, the current charge states that the committee provides budgetary oversight, recommends policies, and controls the ALA imprint—tasks which are beyond the expertise and knowledge of committee members. We believe that the committee would better serve ALA if its primary task involved providing an organizational unit for supporting collaboration and leveraging expertise for the various publishing activities of ALA’s divisions and units.

Second, by revising the membership of the committee to include representatives from various publishing units throughout ALA divisions, the committee members would be positioned to leverage expertise, share skills, and reduce potential redundancies in operations.

Finally, we believe that because of the complexity of the committee’s work, the multi-year time frame of publications, and the rapidly evolving publishing arena, the committee and ALA would be better served with a chair who served a multi-year term. Each chair would serve one year as chair elect or co-chair prior to taking on the role of chair in their second year. This arrangement ensures that each incoming chair is well-versed in the work of the committee and the publishing activities of ALA.

This proposal meets the following goals:

- Defines the scope of work of the committee to address current practices and ensure clear expectations
- Shows through the charge how member volunteers will be able to use their skills to support and help improve ALA Publishing’s work, making recognizably meaningful contributions
- Ensures productive outcomes for the activity of publishing at ALA, as opposed to the ALA Publishing & Media Department as a separate entity

- Attracts a greater diversity of volunteers who bring passion, skills, and subject matter expertise to share, and who want to roll up their sleeves and be engaged in meaningful, hands-on work.
- More accurately represents the work of the committee and more appropriately guides the work of future committee members, better serving all ALA members.

Proposal: Provide detailed information on proposed action requested.

After thorough ALA Publishing Committee discussion, we request consideration of a revised charge and structure as follows (the current charge is included below after the proposed revision):

Suggested revised charge of the ALA Publishing Committee

The ALA Publishing Committee brings together a diversity of members to share their expertise and experience in helping identify the content most needed and desired by the field, the most appropriate channels for disseminating that content, and continuous improvement in related business practices. The committee includes representatives from imprint-specific committees, advisory boards in divisions or other ALA units across ALA, and other units at ALA with publishing activities, including but not limited to the American Libraries Advisory Committee, the Booklist Advisory Board, an Editions/Neal-Schuman Advisory Board (*not yet existing*), the ACRL Publications Committee, and the Core Publications Coordination Committee.

Committee members are charged with engaging with ALA's published content and channels to develop sufficient familiarity to provide regular review and feedback. Committee members report on the publishing activities of the unit they represent and review products to ensure that they express ALA values and reflect the needs of the community they serve.

The committee has an advisory role in appropriate use and protection of the ALA imprint. The committee advises on balancing current products and innovation to help ALA meet its current financial and strategic goals, including in the areas of EDI and sustainability. It also advises on consistency across ALA and opportunities for greater standardization and minimizing duplication. The committee mediates any conflicting practices, inconsistencies, or irregularities it observes among the units its members represent. It also recommends policies on publishing for the approval of Council if revision or new policies are needed.

The Publishing Committee administers the [Carnegie-Whitney Grant](#).

The committee makes recommendations through the BARC/Finance & Audit representatives to the committee for the appropriate association budget and planning committees.

Possible structure for consideration:

A structure such as this would lead to only a small number of at-large members to be identified each year, as the bulk of the committee would be made up by representatives from these other areas.



Current charge of the ALA Publishing Committee

To set the framework within which ALA publishing operates by overseeing the publishing activities in all formats (print, electronic, etc.) of ALA and its publishing services department by establishing liaisons with the publishing activities of all committees and units of the association, by educating these committees and units regarding ALA publishing policies and the use of the ALA imprint, and by mediating conflicting publishing policies among these committees and units. To provide budgetary oversight to the ALA publishing services department and make recommendations to appropriate association budget and planning committees. To recommend policies on publishing products and services for the approval of council. The ALA publishing committee has the responsibility for control of the ALA imprint. To implement this charge, the publishing committee will: set the framework within which ALA publishing operates; recommend policies on publishing products and services, including the use of the ALA imprint, for the approval of council; advise and assist all committees and units of the association in their publishing activities. Provide budgetary oversight and make recommendations to appropriate association budget and planning committees. The Publishing Committee administers the [Carnegie-Whitney Grant](#). More information about the grant is available at [Carnegie Whitney Grant Guidelines](#).

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

A charge that encourages the committee to engage more closely with the content published across a diverse range of units will help to ensure that all publishers within ALA embrace equitable, diverse, and inclusive publishing practices and products. Adjusting the

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structure to include representatives from other committees as well as self-selected members also allows us to intentionally create a more diverse committee.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison

APPENDIX 3:

**Committee On
Organization Action
Request Form**

Date: 11/30/2021

Re: *Merger of Staff Organizations Round Table (SORT) and Library Support Staff Interests Round Table (LSSIRT) into Library Support Staff Round Table (LSSRT)*

Units Affected

Staff Organizations Round Table (SORT)

Danielle Ponton, dponton@ala.org, (ALA Staff Liaison)

Library Support Staff Interests Round Table (LSSIRT)

Aaron Dobbs, aaron@thelibrarian.org, (LSSIRT President), Danielle Ponton, dponton@ala.org, (ALA Staff Liaison)

Action Request:

*The Committee on Organization is asked to recommend to ALA Council the merger of the Staff Organizations Round Table (SORT) and Library Support Staff Interests Round Table (LSSIRT) to create a Round Table with the new name of the Library Support Staff Round Table (LSSRT). The anticipated merger date would be the beginning of the ALA fiscal year after Council approval. **Background:** Provide any background information on the program/issue under consideration, including why this action is necessary.*

The following background notes are provided from the 2018 Annual COO meeting (discussion item: merger of SORT & LSSIRT)

- *Brief explanation from LSSIRT President (Stammler).*
 - *Group membership has gone down over the last several years for both round tables; merger would complement both groups and their work*
 - *A merger would allow the single round table to work with people who are interested in both groups and help people who are looking to be more active with one group or the other.*
- *Why would the merger not take effect until 2019 as stated in the COO Document?*

- o *Stammler responds that the merger was on the ballot for the groups' board meeting earlier in the day, but the 2019 timeframe is for logistical reasons like combining budgets and dues, aligning structures, combining bylaws, and determining what the new group would look like.*
- *Discussion and recommendations*
 - o *What does the group look like in the future, and presenting evidence supporting the restructure and process and if it is something the two groups can come together and do.*
 - o *Gather this information and submit an action request by ALA Midwinter Meeting [2019] specifically including a strategic plan, bylaws, and new structure.*
 - o *Discussion of new name for round table and active membership [LSSRT]*
 - o *Lorelle Swader (RT Staff Liaison at MW2018) stated that this would be more of an acquisition of SORT by LSSIRT rather than a merger.*
 - o *The proposal could also include a list of short-term and long-term goals in the proposal package*

Proposal: Provide detailed information on proposed action requested.

Based on the meeting notes above, the LSSIRT Board has developed the following information and background for COO consideration:

- *Merger of LSSIRT and SORT was approved by vote of members of both Round Tables in 2018. There have been no SORT ballots distributed in the last 3 ALA elections. Several LSSIRT Board members, including the current President, are also current members of SORT.*
- *Addressing the concerns expressed in the 2018 Annual COO meeting, please see the following summary outline*
 - o *Organization*
 - *Steering/Executive Committee (8 member leaders)*
 - *Chair, Past Chair, Vice-chair/Chair-elect, Secretary (2-year term), Treasurer (2-year term), 3 Members at Large (3-year terms), 1 Staff Liaison*
 - *Nominations Committee (4-8 member-leaders)*
 - *Past Chair (leads), 3-7 appointed members*
 - *Programs Committee (4-8 member-leaders)*
 - *Vice-chair/Chair-elect (leads), 3-7 appointed members*
 - o *Membership*
 - *Continually grow membership of library support staff*
 - *Goal: 10% increase each year for first three years after merger through relevant, quality programming and outreach*
 - *Membership-led programming (conferences & online)*
 - *Goal: 2-3 relevant high-quality online/conference programs per*

- year for first three years after merger
- Communities of practice across all library types
 - Focus areas may include Public services, Technical services, Supervisors, and/or others
- Programming
 - Training sessions (online year-round and in-person at conferences) on topics of shared interests (front-line, back-end, etc.) in collaboration with logical partners
 - Professional Development sessions building on ALA-APA resources, such as DEI, upskilling, best practices, certifications, CE credits, etc.
- Logical partners among ALA Units/Affiliates
 - United for Libraries, RUSA, EMIERT, GAMERT, GNCRT, LearnRT, NMRT, RRT, RMRT, SRRT, BCALA, REFORMA, and more
- See attached working draft of the LSSRT Handbook. (Use of the handbook format is intended to meet the anticipated reframing of unit-level bylaws into unit-level handbooks of operation.)

Equity, Diversity, and Inclusion: Provide brief information on how your group, including this proposed action supports ALA's values on EDI (<http://www.ala.org/advocacy/diversity>).

Library Support Staff are the most diverse subset of library workers. In support of ALA goals to bring equity, diversity, and inclusion, LSSRT will be a catalyst for equitable opportunities for library support staff participation, engagement, and membership through an inclusive Round Table led by library support staff, focused on support staff concerns and development.

Submit form and accompanying document(s) to: Marsha P. Burgess (mburgess@ala.org) and Sheryl Reyes (sreyes@ala.org), ALA COO Staff Liaison