

**AMERICAN LIBRARY ASSOCIATION**  
**2020 ALA VIRTUAL INFORMATION SESSION**  
**MONDAY, JUNE 22, 2020**  
**12:30 P.M. CT**

The 2020 Virtual Information Session was convened virtually at 12:30 pm CT on Monday, June 22, 2020.

**INTRODUCTIONS & ANNOUNCEMENTS.** Council Secretariat Marsha Burgess outlined the Code of Conduct and logistical instructions for the meetings.

ALA President Wanda Brown welcomed participants. She thanked all who are participating in this first ever virtual Information Session. She asked all participants for their patience and flexibility during today and upcoming sessions.

**ESTABLISHING THE AGENDA, ALA CD #8.4.** By **CONSENT**, agenda was **ADOPTED**.

**PRESIDENT'S REPORT, ALA CD #21.1.** President Brown referred participants to her written report for detailed information. She emphasized the importance of partnerships in ALA's work, especially during a year of change. She provided the following highlights:

- She thanked members and the Executive Board for their support throughout the year.
- ALA sold its headquarters this year, which was a significant milestone.
- ALA hired a new Executive Director, Tracie Hall.
- She thanked the Steering Committee for Organizational Effectiveness (SCOE) and all members for their feedback and hard work in getting to the release of its recommendations.
- The work of librarians during the pandemic has been inspiring, and she thanks all for their work in this challenging time. Many implemented new virtual strategies for reaching their patrons, which is proof that the profession is improving.
- Ms. Brown noted that she has a strong personal connection to the issues of racial unrest and policy brutality. She is committed to ensuring that ALA work to address the pipeline to prison that young African American/Hispanic boys face in their schools.

**PRESIDENT-ELECT REPORT, ALA CD #29.1.** President-Elect Julius C. Jefferson, Jr. provided the following report:

- He thanked the 2020-2021 President-Elect Advisory Committee for all their support and guidance. He also thanked the Executive Board for their support and guidance and ALA staff for their work.
- Many planned visits were cancelled due to the pandemic, and he regrets that he has been unable to meet and visit with so many colleagues.
- A bus tour was planned this summer to kick-off the presidency term, and that will not be an adjusted virtual version. More information will be provided at the Virtual Inauguration Event.

- As ALA President-Elect, Mr. Jefferson was tasked with appointments for Association, Council and APA committees. He also chaired the Committee on Committees, which is tasked with nominating individuals for PBA, COC, and Executive Board for the coming term.

**EXECUTIVE DIRECTOR REPORT, ALA CD #23.1.** Executive Director Tracie Hall provided the following report:

- These virtual governance convenings and our virtual event are the first of their kind for ALA. They are focused on helping libraries and librarians remain viable and connected in the midst of the COVID-19 pandemic and taking responsibility for tangibly moving the field forward in the areas of racial equity and social justice.
- ALA is also working hard to decrease gaps between expenses and revenues exacerbated by the cancellation of Annual Conference and associated income-generating convenings, as well as engaging in the long-needed work of expanding our streams of revenue beyond Conference Services, Membership, and Publishing.
- ALA stands in solidarity with Black Lives Matter and against racism and violence. In its denouncement of racism, ALA has issued statements condemning police violence against Black, Indigenous, and people of color, another standing with APALA in condemning xenophobia and racism, and a statement in solidarity with the Black Caucus and condemning violence and racism towards Black people and all people of color.
- Executive Director Hall called for the rapid diversification of the Library and Information Services field. The library profession suffers from a persistent lack of racial and ethnic diversity. Racism cannot abide in this profession and in this association. We must walk the talk, and we must start in our own house.
- Response to COVID-19:
  - As the coronavirus pandemic has continued, the Association has worked to provide its members and the larger LIS sector with up-to-the-minute crisis planning and response data and resources. We know that the impact of COVID has been disproportionately felt by BIPOC individuals.
  - The pandemic-induced high unemployment, lack of adequate health resources, disruption in education and insecure housing are new to some, but to black and brown, to rural and urban poor, to working-class communities across the nation, these challenges are daily facts of life.
  - Some of these inequities are further exacerbated by lack of digital and data access. ALA and the larger LIS field must seize this moment to call for wider broadband access and digital literacy as a public health and community recovery issue.
  - ALA has been working mightily to raise the visibility of libraries during the pandemic, with significant media placement in the past months.
  - ALA offers COVID-19 continuing education and training to more than 5,000 registrants weekly.
  - Programs such as United for Libraries has done significant work to provide information about planning for reopening.

- Next month ALA will evolve its pandemic resources into the ALA COVID-19 Recovery Initiative. Staff will continue to provide the field with pandemic preparedness resources related to library policy, to professional development and training, as well as federal, state, and local government resources and evidence-informed practices from other fields, including industrial hygiene.
- ALA surveyed more than 3800 U.S. K-12 school, college, university, and public libraries on their response to COVID. Survey respondents shared digital content, online learning, and virtual programs and illustrated how deeply libraries are involved in community crisis response and in working to meet the educational needs of students and their parents during school closures. 37% of respondents expect phased reopening in June and July and almost half, 47%, were still unsure as to when their buildings will begin to reopen to the public.
- Public Policy and Advocacy Office has been doing to help drive federal funding to libraries.
  - Efforts by PPA ensured that libraries were included in the federal government's \$2 trillion Coronavirus Aid, Relief, and Economic Security Act, called the CARES Act.
  - PPA ask that advocates remain engaged and sustain the momentum, especially as the next packages they will continue to iterate take shape.
- Public Programs Office received a \$300,000 grant from the National Endowment for the Humanities to help strategize program delivery in this new era.
- ALA Connect Live launched in March 2020. This will be a series of monthly conversations between ALA's Executive Board, staff, and membership. ALA Connect Live is an opportunity to bring the entire ALA and library community together to discuss trending issues and challenges and to scale knowledge and best practices. Over 1,000 signed up for the April session, and that number doubled to over 2,000 registrants in May.
- ALA moved into its new headquarters and is in the last stage of its move out of the 40/50 East Huron headquarters building. Executive Director Hall expressed gratitude to Mary Ghikas for taking the lead on the move.
  - By mid-May, most of the offices have been packed and IT infrastructure have been installed at 225/205 North Michigan, despite a shelter-in-place decree.
  - ALA's current remote work status was extended through June 29 and work in alternating teams.
- Staff across the entire Association will take a mandatory furlough either the week of August 9 or August 16.
- By April, the ASGCLA Board realized that the Division needed to transition as it had a limited number of members and limited staff support, but it will transition work very carefully with other units across the Association. The ASGCLA Board met on June 11 to vote on its official recommendations for dissolution, presented to the Committee on Organization (COO) on June 15. COO will move on this during Council meetings this week.
- SCOE/Forward Together: In April 2020, the Executive Board approved a phased process for continuing the work of Forward Together. Two working groups will work closely with ALA Council and ALA members to determine the best way to proceed with the

recommendations through summer 2021, with potential Constitutional and Bylaws changes implemented in September 2021.

- Since the unprecedented cancellation of ALA's 2020 Annual Conference, Community through Connection, ALA pivoted to the Virtual Event scheduled for June 24-26, later this week. To ensure that registration rates are inclusive and responsive to the needs of members who may be dealing with changes in their household income, registration rates for the event, which were originally set at a cost of \$175, were subsidized by ALA's vendor partners and reduced to \$60. Library staff facing furloughs, layoffs, or reductions in paid work hours of any kind were able to attend the virtual event completely free of charge.
- The June segment of ALA Connect Live will be held Friday, June 26, at 4:00 p.m. CT.

A question was asked if since ALA is backing the Black Lives Matter movement and has decided to speak out against police brutality, will it do anything to help defund police departments and get more funds for libraries and social workers/programs? Executive Director Hall noted that ALA will need to partner widely because there are many things within its purview and many things outside of its purview, but we will be working with you, our leadership and members, to keep moving forward. We want to make sure that we are playing in the forefront of that conversation and consider all possible partnerships.

**TREASURER'S REPORT, ALA CD #13.2-3.** ALA Treasurer Maggie Farrell provided the following report:

- Current financial structure and preliminary FY21 planning face significant challenges. ALA Council I financial updates will focus on specific strategies to bring expenses in line with anticipated revenue and possible deficit reduction solutions. Council III will have dedicated time to discuss the questions and concerns that councilors and member leaders raised during Midwinter Meeting.
- Along with the BARC update, today's meeting will include a comprehensive overview of ALA finances. All the documents referenced in discussions are available on the ALA Council and Executive Board website.
- FY 21 Budget
  - ALA is examining our three primary revenue streams, which include membership, publishing, and conferences.
  - The bulk of our budget is directed toward membership development and engagement.
  - During ALA Midwinter, the Executive Board and Council approved programmatic priorities, including ALA's commitment to diversity and inclusion within ALA as well as within librarianship, advocacy for federal funding for libraries impacted by COVID-19, information for library workers for their safety, and the ALA organizational excellence of our operations.
  - Anticipate a number of challenges:
    - Declining revenues.
    - Impact of canceling ALA Conference and additional continuing and professional development events.

- An Operating Agreement workgroup will be convened to examine the current outdated agreement.
- Increased operational costs due to COVID and unanticipated costs because of the delay to our new headquarters
- Internal financial operations saw unanticipated costs.
- Information Technology investment overspend. IT operations have new cost controls. However, there is ongoing IT equipment depreciation.
- FY21 and FY22 will be catalyst years for the future:
  - Increase and diversify our revenue streams, moving from three to possibly five.
  - Continue to look at internal streamlining for cost efficiencies.
  - Seek new partnerships. Those partnerships may include foundations, related associations, corporations, and grants.
  - Continue to leverage the cooperation for continuing education and professional development.
- Typically, during ALA Annual Conference, the Executive Board, Finance and Audit Committee, and the Budget Analysis and Review Committee examine the Preliminary FY21 Budget along with the Annual Estimates of Income. However, this spring, due to the delay in reporting on the FY 20 budget, the impact of COVID-19 on our operations (including the cancellation of our physical Annual Conference), the preliminary budget is much too preliminary to provide a realistic expectation regarding our revenues and budget.
- The Executive Board has set the following timeline:
  - Summer: continue to work on forecasting revenues/expenditures and revise the preliminary budget.
  - In September, Finance and Audit, BARC, and the Executive Board will consider the preliminary budget and annual estimates of income.
  - Following those meetings in early September, a special September ALA Council meeting will be called for a budget update and to approve an Annual Estimates of Income for FY21.
  - In October, BARC, Finance and Audit, and the Executive Board will consider the final FY21 Budget for approval.

Ms. Farrell thanked BARC and BARC Chair Peter Hepburn, the Finance and Audit Committee; the Executive Board; and the Finance Office, particularly the interim CEO, Denise Moritz, for all their work. Please reminder that the financial reports and data are available on the Treasurer's webpage, Council, and Executive Board webpages.

Questions:

John Sandstrom asked if there will be review of the operational cost of services provided to various ALA affiliates. Ms. Farrell noted that this is something the Operating Agreement Workgroup can look into.

Bina Williams expressed concern about the continued rise in membership fees during the

current climate. Ms. Farrell noted that the Executive Board, during its April meeting, voted that we would have no increase in our membership dues for this coming year. In addition to that, we are offering a longer grace period for membership, so members can take up to five months to renew. There is also a payment plan. Recent graduates who are looking for a job can continue to remain on that student membership level.

Question: Is ALA obligated for in-person costs at the Convention Center and hotels for ALA Annual 2020? Ms. Farrell noted that ALA has filed an insurance claim for recovering the approximately \$8 million in lost funds, and currently ALA Legal Office and our Finance Office are working with the insurance company to recoup as much as we can from that loss

**BUDGET ANALYSIS AND REVIEW COMMITTEE, ALA CD#33.1.** Peter Hepburn, Chair, reported the following:

ALA five-month financial results ending January 31, 2020:

- This spring has been challenging on many levels, including for ALA Finance staff, who have been hampered in their ability to provide more recent financial results for this meeting. Those results are unavailable to BARC and membership at this time.
- Total ALA revenues are \$18.6 million, higher than the budgeted amount of \$18 million due to higher revenue in grants and awards and despite a shortfall in the general fund.
- Total ALA expenses were \$22.5 million, higher than the budget of \$21.8 million, due to higher expenses in grants and awards and the general fund. The difference, however, was offset by expense savings in Division activities of \$538,000.
- Net revenue was \$3.9 million negative compared to the budgeted amount of \$3.8 million negative.
- The general fund revenues of \$9.1 million were less than the budget of \$9.9 million due primarily to lower conference revenue.
  - This information reflects only the preliminary results for the Midwinter Meeting,
  - Management is projecting that registration will fall short by \$207,000 by year end.
- Membership is projected to end the year at \$450,000 less than budget.
- General fund expenses were \$13.1 million, higher than the budget of \$12.4 million. Expenses were higher due largely to activities in general administration related to the sale of the headquarter building, such as broker commissions, rent expense, and legal fees, as well as higher interest expense, and third-party accounting.
- The resulting general fund net expense was \$4.0 million, higher than the budget of \$2.5 million.
- While revenue results were mixed among the divisions, revenue for the period was helped by successful conferences by AASL and early PLA, as well as LLAMA's Building Project 101 in Ohio.
- Division expenses were \$6.3 million compared to budgeted \$6.9 million. Division net expenses were \$506,000 compared to a budget of \$1.3 million.
- The round tables are on budget and expected to end the year better than budget. Round table revenue was \$114,000 compared to a budgeted amount of \$57,000.

FY 2021 Revised Preliminary Budget:

- Set to be presented to council this week. On June 18, President Brown shared a message to Council that due to the frequently changing conditions in which the ALA Treasurer, the Executive Board, and the ALA Finance staff have been trying to craft the budget, it would be better to delay that approval vote so as to have better updated information as ALA fiscal year draws to an end later this summer.

Strategic Investments Three-year Plan for IT, Advocacy, and Development:

- In the previous fiscal year, BARC members led an effort within the committee to develop a framework to assess the results of the strategic investments. At the Midwinter Meeting, the ALA Executive Board voted to approve the framework.
- ALA staff has since used the framework to share results, providing insights into measures on the return on investment.

BARC's engagement within ALA:

- Responsive to Council and to the Executive Board, but also have a liaison program to all of the Divisions and have engaged in liaison functions with critical initiatives in the Association.
- Meets quarterly, with virtual conversations between those meetings.
- Encourage members to take advantage of ALA's financial education materials.

Mr. Hepburn thanked members of BARC, Treasurer Maggie Farrell, and ALA Finance staff for their work.

Questions:

Question: Regarding Council expenses if ALA could save money by making these meetings virtually permanent? Ms. Farrell noted that cost considerations for Council will be a priority for FY21 and FY22. Ms. Farrell will work with ALA staff to provide some more specific financial figures for Council to look at.

Question: Will there be more specific details about the \$2 million IT overspend provided during the discussion in Council III? Ms. Farrell noted that there will be more discussion in Council III. She also emphasized that BARC, F&A, and the Executive Board are asking a lot of questions. She also noted that IT investments and depreciation cost are two separate avenues.

**ENDOWMENT TRUSTEE REPORT, ALA CD #16.1.** Pat Wand, Senior Endowment Trustee, presented the following report:

- Trustees are closely watching the stock market and continue ALA's practice of maintaining a diverse portfolio.
- Racial and social injustice has influenced our profession and our individual lives. Endowment trustees are asking themselves how to address the issues of systemic racism and overt racism and the various aspects that have come to play in this current

environment.

Overview of what ALA endowment through May 31, 2020:

- At the end of December, ALA has a market value of \$54 million that decreased by the end of May to \$52 million.
- Book value after investment from the sale of the ALA headquarters building increased by just over \$5 million
- At the end of February, the value of the ALA endowment over the December value by 4.5%.
- Rate of return by the end of May was 3.84% less than it had been at the end of December.

Overview of ETFs (exchange traded funds):

- 13 funds give ALA a very, strong diversified portfolio
- Several funds are ESG (environment, social, and governance issues), and with our recent acquisition of the fund called Fossil Fuel Reserve Free-ESG, our total ESG holdings are more than 44% of portfolio.
- Trustees have been looking at what they can do to address racial and social injustice.
  - They asked investment advisors, to help find minority owned and operated fund managers to invest in.
  - Will continue to look at ESG qualified funds.
  - Current advisors are a primarily minority-run organization.
  - Recommended that ALA become a member of the Intentional Endowment Network, which may well help us find more options for investments in minority-run operations and funds.

Trustees are working with our ALA Treasurer and the ALA senior management to support the financial health of the Association:

- Recommended to the Board that ALA borrow money from the endowment in order to support the fiscal budgets for FF21 and FY22. Trustees recommend a loan of \$3 million over those two fiscal years at a rate of 1% interest with payback date by 2030.
- Continued to educate Trustees and members on our webpage with documentation
- Examining asset allocation responsibility amongst Trustees

Ms. Wand thanked Trustees for their hard work, noting that Mario Gonzalez and Robert Newlen will be ending their terms. She also thanked Finance Office staff Denise Moritz and particularly Keith Brown for their support.

Questions:

Question: Is there is a penalty in case ALA cannot reimburse the endowment in that timeframe due to its financial difficulties? Ms. Wand noted that the penalty is that the Association is not able to earn on that investment money.

The Virtual Information Session adjourned.



**AMERICAN LIBRARY ASSOCIATION  
VIRTUAL COUNCIL I MEETING  
TUESDAY, JUNE 23, 2020: 12:00 P.M. CT**

The first meeting of the ALA Council during the 2020 Virtual Council Meetings was convened virtually at 12:00 pm CT on Tuesday, June 23, 2020.

**INTRODUCTIONS & ANNOUNCEMENTS.** ALA President Wanda Kay Brown welcomed Councilors. She noted the upcoming council sessions are the first-ever attempt at virtual council meetings. Every effort has been made to facilitate the functions of Council in a virtual environment, and she asked for participants patience and understanding.

Council Secretariat Marsha Burgess outlined the Code of Conduct and logistical instructions for the meetings.

ALA Governance staff conducted a test of the online voting function.

**QUORUM.** A quorum was established at the beginning of the meeting.

**RULES FOR ALA COUNCIL MEETINGS, ALA CD #5.1.** Eli Mina, ALA parliamentarian, outlined the Rules for Virtual Council Meetings and his recommendations for adjustments to proceedings given the virtual environment. *[At a later point in this session, Mr. Mina addressed a point of clarification by Councilor Susan Jennings. He stated that provision in Rule 9, in the preamble, which sets the deadline for submitting resolutions has been pulled, and the deadline reverts to the normal deadline, which is the 24-hour deadline.]*

**By CONSENT,** the ALA Council adopted the Rules for ALA Council Meetings.

**ESTABLISHING THE AGENDA, ALA CD #8.5.** By **CONSENT,** agenda was **ADOPTED.**

**2020 ALA MIDWINTER MEETING MINUTES, ALA CD #2.1.** The 2019 ALA Annual Conference Minutes were **ADOPTED** as distributed.

**EXECUTIVE BOARD ACTIONS, ALA CD #15.2.** ALA Executive Director Tracie Hall highlighted the following actions:

- In March, voted to cancel the American Library Association's 2020 Annual Conference in Chicago due to the COVID-19 pandemic.
- Moved not to increase ALA membership dues for FY21.
- Approved the Operating Agreement Work Group charge and composition.
- Issued statements in June unequivocally standing in solidarity with Black Lives Matter and against racism and police violence; moved to condemn police violence against Black, Indigenous, and people of color, as well as protesters and journalists and a statement in solidarity with the Black Caucus of the American Library Association's

statement.

- Approved the appointment for the Forward Together working group and Forward Together Fiscal Analysis Working Group.

### **ALA TREASURER'S REPORT AND ANNUAL ESTIMATES OF INCOME FOR FY21, ALA CD #13.3.**

ALA Treasurer Maggie Farrell provided the following updates:

- Today's discussion will focus on challenges and specific strategies to bring expenses in line with anticipated revenue and possible deficit reduction solutions.
- At ALA Council III, there will be dedicated time for a lengthier discussions on the questions and concerns raised during our Midwinter Meeting.
- Challenges for FY20-21:
  - Declining revenues in three primary revenue sources of membership, publishing, and conferences.
  - Cancellation of the Annual Conference and some additional continuing education and professional development events.
  - Outdated Operating Agreement, which will be discussed further later.
  - Increased operational cost due to COVID-19.
  - Unanticipated costs related to the headquarters move, including a delay and additional moving costs.
  - Ongoing IT equipment depreciation impact

FY21 and FY22 will be pivot years for the organization, with a focus on revenues and expenditures, internal streamlining, and quality services and future planning.

Preliminary FY21 Budget Estimate:

Ms. Farrell noted that typically during ALA Annual, the Executive Board, Finance and Audit Committee, and the Budget Analysis and Review Committee (BARC) would examine the Preliminary FY21 Budget, along with the Annual Estimates of Income. This spring, due to the delay in reporting on the FY20 budget, impact of COVID-19 on our operations, and the cancellation of our physical Annual Conference, the preliminary budget is much too preliminary to provide a realistic expectation regarding both our revenues and our budget.

The following numbers, therefore, reflect more an estimate than a budget:

- FY2021 revenue just over \$41 million.
  - General fund at \$24.5 million
  - Endowment just over \$1 million
  - Grants and awards at \$3.5 million
  - Round Tables at \$571,000
  - Divisions at just under \$12 million.
- Expenses are nearly \$46 million, which means a deficit of \$4.5 million.
  - Strategies to address deficit:
    - Additional furlough days will contribute \$250,000 to the budget. Final budget may have a total of 23 days in FY21 for ALA staff. The goal is to

avoid layoffs and to retain the staff as much as possible.

- The Paycheck Protection Program: ALA received \$4.2 million. \$3 million is being used in FY20 and the balance in FY 21.
- ALA applied for an Economic Injury Disaster Loan (EIDL) of \$2 million, in hopes of receiving \$1.5 million. ALA recently learned only \$150,000 was approved at this time.
- An increase in ALA line of credit in the amount of \$600,000.
- Request for Endowment Trustees to consider a loan of \$3 million: \$1.5 million for FY21 and \$1.5 million FY22. The interest rate would match the EIDL rate of 1%.
- The ultimate goal is to reach a \$1 million surplus.

Ms. Farrell outlined the following timeline:

- The preliminary budget will be revisited the end of the summer.
- In September, Finance and Audit, BARC, and the Executive Board will consider the preliminary budget as well as the annual estimates of income.
- Following those meetings, Council will hold a special meeting for a budget update and to approve the Annual Estimates of Income.
- In October, BARC, Finance and Audit, and the Executive Board will consider the final FY21 budget.

Ms. Hall will continue to examine internal ALA operations for cost savings but still focus on quality services and support for members. Finally, ALA Finance staff and member leaders will continue to prioritize communications.

FY 21 Annual Estimates of Income:

- These estimates reflect the maximum ceiling for spending in FY 21. It is a calculation of net assets at the end of FY20 plus budgeted revenues for FY21.
- Preliminary budgeted revenues for FY21 are just over \$41 million.
- Net assets are close to \$38 million.
- Total Annual Estimates of Income is just over \$79 million

Other Actions by Finance and Audit, BARC, and the Executive Board:

- An Operating Agreement Workgroup will be established. The workgroup will examine the existing operating agreement, including the relationship of ALA to Divisions and Round Tables. The Executive Board will approve workgroup members during its June 30 meeting.
- All financial reports are available online, as well as a Financial Learning Series for those new to ALA Council.

Ms. Farrell thanked BARC Chair Peter Hepburn, members of the Finance and Audit Committee, Executive Board, the Finance Office, and Interim CFO Denise Moritz for all their work.

Councilor Sherry Machones asked if ALA was only approved for \$150,000 EIDL, does this information need adjusted in the budget to provide more accurate information, or do we expect to be approved for more? Ms. Farrell noted that the budget documents will need to be updated if more EIDL money is not received.

Councilor Jennifer Boettcher asked what are the priorities when the insurance claim for the conference is approved, and is that included in the budget documents? Ms. Farrell noted that ALA staff continues to work on that claim and when we know how much will be received, it will be factored into the budget.

Councilor Eric Suess asked if the current strategies reflect a surplus of \$521,000, why are an additional \$250,000 worth of furlough days needed? Ms. Farrell noted that sentiment and will convey to Ms. Hall and Ms. Moritz.

Councilor Eileen Palmer asked what is the rationale in charging ourselves interest in the Endowment Fund loan? Ms. Farrell noted that when funds are pulled from the endowment, it does impact the overall earnings of the endowment. The interest is intended as a check to ensure that any action that impacts the endowment are seriously considered.

Councilor Sara Dallas asked if employees can be repaid for furloughed days if the financial picture is better than anticipated? Ms. Farrell noted that would be an issue for the Executive Director and CFO to consider.

Councilor Jennifer Boettcher noted that divisions are losing membership and asked if estimates are taking that trend into account? Ms. Farrell said that it is and noted that ALA also opted not to increase general membership dues as usual. The impact from that is probably in the \$40,000 to \$50,000 range.

**ALA 2020-2021 COUNCIL COMMITTEE ON COMMITTEES (COC), ALA CD #12.** ALA President-elect Julius C. Jefferson Jr., Chair of the 2019-2020 COC, presented the following nominations on behalf of COC members Johana Orellana Cabrera, Ana Elisa De Campos Salles, Oscar Baeza, and Raymond Pun:

**Nominees for the 2020-2021 Committee on Committees (COC).** The four candidates receiving the highest number of votes will be elected to serve one-year term beginning at the adjournment of the last June Virtual Council meeting:

- Melissa I. Cardenas-Dow  
Social Sciences Librarian  
Sacramento State University  
Sacramento, California
- LeRoy LaFleur  
Director of Learning and Teaching Services, Harvard College Libraries  
Harvard University  
Cambridge, Massachusetts

- Leo Lo  
Associate Dean  
Pennsylvania State University  
State College, Pennsylvania
- Dr. Muzhgan I. Nazarova  
Turkic Languages Librarian  
Library of Congress - Acquisitions and Bibliographic Access Directorate/Asian and Middle Eastern Division/Middle East and South Asia Section  
Washington, DC
- Anchalee (Joy) Panigabutra-Roberts  
Head of Cataloging  
University of Tennessee Libraries  
Knoxville, Tennessee
- Leslie Preddy  
School Librarian  
Perry Township Schools: Perry Meridian Middle School  
Indianapolis, Indiana
- Jahala D. Simuel  
Head of Access Services and Medical Librarian  
Howard University, Louis Stokes Health Sciences Library  
Washington, DC
- Erica Ann Watson  
Electronic Services Librarian  
Contra Costa College  
San Pablo, California

President Brown called for nominations from the floor.

Executive Board Member Eboni Henry nominated Karen Quash, Branch Manager of DC Public Library. Ms. Quash declined the nomination as she will not be on Councilor next term. Councilor Sara Dallas nominated Eric Suess. Mr. Suess, councilor-at-large accepted the nomination.

Councilor Lori Fisher nominated Amy Lappin. Councilor Amy Lappin accepted the nomination.

ALA Councilor Nominated Kimberly Knight. Councilor Kimberly accepted the nomination.

President Brown reviewed the COC Nominations:

- Melissa Cardenas-Dow
- LeRoy LaFleur
- Leo Lo
- Dr. Muzhgan Nazarova
- Anchalee Panigabutra-Roberts

- Leslie Preddy
- Jahala Simuel
- Erica Ann Watson
- Amy Lappin
- Eric Suess
- Kimberly Knight

**Chapter Councilor Nominees for election to the 2020-2022 Planning and Budget Assembly (PBA).** Please note that the first two chapter councilors receiving the highest number of votes will be elected for two-year terms, 2020-2022:

- Erica Harbeson  
Research and Knowledge Analyst  
Skadden, Arps, Slate, Meagher & Flom, LLP  
Washington, DC
- Sam Helmick  
Public Services Librarian  
Burlington Public Library  
Burlington, Iowa
- Jack Martin  
Executive Director,  
Providence Public Library  
Providence, Rhode Island
- Meredith Wickham,  
Director  
First Regional Library System  
Hernando, Mississippi

**At-Large Councilor Nominees for election to the 2020-2022 PBA.** The first three councilors-at-large candidates receiving the highest numbers of votes will be elected for a two-year term, 2020-2022:

- Susan Gregory  
Director  
Bozeman Public Library  
Bozeman, Montana
- Michael Gutiérrez  
Head of Public Services  
South Dakota State University  
Brookings, South Dakota
- Grace M. Jackson-Brown  
Research and Instruction Librarian  
Missouri State University  
Springfield, Missouri
- kYmberly Keeton, MLS

African American Community Archivist and Librarian, Austin History Center  
Austin Public Library  
Austin, Texas

- Louis Muñoz Jr.  
Reference and ILL Librarian  
Morristown and Morris Township Library  
Morristown, New Jersey
- Romelia Salinas  
Associate Dean  
Library and Learning Resources  
Mt. San Antonio College  
Walnut, California

President Brown called for nominations from the floor. There were no nominations.

**Appointment of Election Tellers.** The following Election Tellers have been appointed: Karen Quash, Head Teller, Marie Pyko, and Victor Baeza.

The ballot will open shortly after this meeting and voting instructions will be provided. The ballot will close Wednesday, June 24, 2020 at 8:00 p.m. CT. Tellers will certify results prior to the last Council Meeting on Saturday, June 27, 2020 to be announced by the Head Teller during that session.

**RESOLUTIONS COMMITTEE REPORT, ALA CD #10.2** Mike Marlin, Chair, provided the following highlights on committee activities:

- Edited portions of the Virtual Membership Meeting and Resolutions Guideline webpages, as the Committee does every year.
- Reviewed the virtual and in-person office hours. Due to infrequent and almost nonexistent usage, the committee has determined to eliminate that process going forward. The ability to virtually communicate via email, text, and/or phone provides sufficient opportunity for response from the Resolutions Committee.
- Intensive work was done in conjunction with the ALA Governance Office to help write, edit, and review the Virtual Council rules as they pertain to the Resolutions process. Based on councilor feedback, the committee and staff opted to revert to the 24-hour rule for all resolutions. Please use the Resolutions e-form, and if you are unable to do that, please email directly [alaresolutions@ala.org](mailto:alaresolutions@ala.org).
- In coming weeks, the committee will review the process to allow for more inclusion and less rigorous deadlines. The virtual rules resolution deadline was based on the tradition of the Virtual Membership Meetings two-week deadline.

Mr. Marlin thanked outgoing committee members Oscar Baeza, Kevin Reynolds, Michael Santangelo, Matthew Shaw, and Bill Sudduth. The Committee is looking forward to working with the incoming members Emily Clasper, Micki Dietrich, Aaron Dobbs, kYmberly Keeton, and

Matthew Cizek. He also thanked ALA staff liaison Marsha Burgess.

**RESOLUTION ON PROTECTING PRIVACY AND SAFETY IN CORONAVIRUS-RELATED LIBRARY POLICY, ALA CD #43.** Councilor Kirsten Brodbeck-Kenney read the following resolved clause:

Resolved, the American Library Association (ALA). on behalf of its members

1. encourages libraries to adopt policies in response to the COVID-19 pandemic consistent with libraries' core values of intellectual freedom and policy;
2. encourages libraries to work with public health officials to disseminate crucial information;
3. encourages libraries to modify services and practices to protect our patrons and staff in the support of the work of first responders;
4. encourages libraries to protect our patrons and maintain the trust of our community by not collecting data for nonlibrary purposes, including contact tracing; and
5. directs the ALA Executive Board to issue further guidance to libraries in support of patron privacy as it relates to contact tracing.

Ms. Broadbeck-Kenney noted that resolution came about due to state and local directives encouraging or requiring businesses and other organizations to collect customer information, such as the name, date, and time of visit, for contact tracing purposes. Some libraries, we know, have chosen to do this or have been required to by governing bodies. While contact tracing is an important effort in managing the pandemic, we think this is counter to the intellectual freedom standards and ethics for the library profession. Libraries have an important role in this pandemic and supporting the work of public health officials by disseminating reliable information, by modifying practices to assure patron and staff safety, and in our work to close the digital divide. This role should not include disclosing protected patron information.

Councilor Jessamyn West expressed strong support of increased privacy for library patrons in light of the coronavirus and encourage councilors to consider supporting the resolution.

Council Secretariat Marsha Burgess noted that the amended changes on screen and read aloud by Ms. Broadbeck-Kenney are accurate and reflect changes proposed by her as original mover. As the amendments came from the original mover, they do not need to be voted upon. The amendments were very recent, so the posted document does not reflect these amendments.

President Brown directed Councilors to cast their votes on the Resolution on Protecting Privacy and Safety in Coronavirus-related Library Policy, ALA CD#43. The voting period remained open for 90 seconds.

ALA Governance Direct Sheryl Reyes reported the following results:

- 155 yes
- 4 no
- 2 abstain



**APPROVED** Resolution on Protecting Privacy and Safety in Coronavirus-related Library Policy, ALA CD #43.

**RESOLUTION ON DEVELOPING LIBRARY SECURITY POLICIES IN KEEPING WITH ALA POLICY, ALA CD #45.** Councilor Tara Brady please read the following resolved clause:

Resolved, that the American Library Association (ALA), on behalf of its members:

1. Urges libraries to proactively adopt person-centered trauma-informed policies that support staff in keeping staff and patrons safe by finding alternatives to bringing in police;
2. Urges libraries to require any police responding to incidents regarding patrons that may be having mental health challenges to have training responding to such incidents;
3. Urges libraries to use restorative justice practices when developing security policies with regards to breaking library rules;
4. Urges libraries to refrain from using police in a punitive role to solve security issues arising from patrons under the age of 18 except in cases of immediate danger and to instead work with local agencies to use restorative justice practices;
5. Urges library administration and governing bodies to continue to invest in training for their staff in how to best keep their staff and patrons safe - like using de-escalation tactics, implicit bias, and implicit trust with youth, and
6. Shall convene a working group comprised of representatives from diverse fields of library work to create guidance for libraries that will account for the varying needs of different types of libraries, in keeping with the above values and recommendations and incorporating community resources libraries can take advantage of.

Ms. Brady noted that feedback offered at Council Forum reflected that the resolution does not account for constraints libraries may be working under. Ms. Brady noted that referring this to a working group will help to bring it in more perspectives and resolve those concerns while retaining the ideals of the resolution. This resolved clause item was added after those discussions last night. Ms. Brady thanked the ALA staff for their patience and flexibility, as well as the many contributors to the clause and seconder Gina Kromhout.

Councilor Nick Buron noted that Item #2 about libraries requiring police departments to have a certain procedure is problematic, just as police requiring libraries to have certain policies would be. He also asked for clarification regarding approving a resolution while also referring the matter to a working group seems to go in two directions.

Ms. Brady noted that the addition of the sixth point, the referral, is an effort incorporate feedback from Council Forum without extreme wordsmithing of the current resolution. Councilor Kromhout addressed the council on Item #2, and noted that it is to urge libraries to require it, in an effort to have “more teeth” and use this body to do more, though they cannot

force that to happen.

Councilor Pamela Martin noted she appreciates the spirit of the resolution but shares concerns about Item #2, as well as some other specifics of the resolution as written.

Discussion continued amongst Councilors, many noting their support of the spirit of the amendment but supporting a referral.

Councilor Stephanie Chase noted her support of the resolution and emphasized Councilor Emily Drabinski's comments in the Chat that the resolution does not make policies for individual libraries but asks libraries to consider their policies and possible changes.

Ms. Brady, the original mover of the Resolution, withdrew the Resolution. In light of the change in rules, the Resolution can be resubmitted at Council III.

**By consent, APPROVED** withdrawal of Resolution on Developing Library Security Policies in Keeping with ALA Policy, ALA CD #43.

Virtual Council Session I was adjourned.

**AMERICAN LIBRARY ASSOCIATION  
VIRTUAL ALA COUNCIL II  
TUESDAY, JUNE 23, 2020: 3:00 P.M. CT**

The second meeting of the ALA Council during the 2020 Virtual Council Meetings was convened virtually at 3:00 pm CT on Tuesday, June 23, 2020.

**INTRODUCTIONS & ANNOUNCEMENTS.** Council Secretariat Marsha Burgess reminded Councilors of the Code of Conduct and logistical instructions for the meetings.

**QUORUM.** A quorum was established at the beginning of the meeting.

**RULES FOR ALA COUNCIL MEETINGS, ALA CD #5.1.** By **CONSENT**, the ALA Council adopted the Rules for ALA Council Meetings.

**ESTABLISHING THE AGENDA, ALA CD #8.6.** By **CONSENT**, agenda was **ADOPTED**.

**COMMITTEE ON ORGANIZATION (COO), ALA CD#27.2.** Jim Neal, Chair, provided the following report on committee actions:

- Met frequently over the course of the period from Midwinter to Annual.
- First responsibility was to respond to a set of charges that were given to the Committee on Organization and the Constitution and Bylaws Committee to evaluate the organizational and constitutional implications of Forward Together. That report was filed with the Executive Board in early May.
- Worked over the course of the spring on several significant organizational initiatives.

The Divisions ALCTS, LITA, and LLAMA have been working together over the last three years to evaluate their future and to explore coming together as a new division. The documentation about that history as provided by Kerry Ward, the designated Core Director, is in the report. The committee presents Council with two resolutions on this matter.

Mr. Neal read the following Resolution:

Resolution 1: Resolved that the ALA Council dissolve three divisions of the American Library Association -- the Association for Library Collections and Technical Services, the Library and Information Technology Association, and Library Leadership and Management Association, effective August 31, 2020.

President Brown directed Councilors the virtual voting function to cast their vote on Committee on Organization, Resolution 1, ALA CD#27.2. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes reported the following voting results:

- 160 yes
- 2 no

- 1 abstain

**APPROVED** Committee on Organization Resolution 1: Resolved that the ALA Council dissolve three divisions of the American Library Association -- the Association for Library Collections and Technical Services, the Library and Information Technology Association, and Library Leadership and Management Association, effective August 31, 2020, ALA CD #27.2.

Mr. Neal read the second resolution:

Resolution 2: Resolved, that the ALA Council authorize the organization of Core: Leadership, Infrastructure, Futures as a division of the American Library Association, effective September 1, 2020.

President Brown directed Councilors to the virtual voting function to cast their vote for Committee on Organization, Resolution 2, ALA CD #27.2. The voting period remained open for 90 seconds.

ALA Governance Director reported the following results:

- 163 yes
- 1 no
- 0 abstain

**APPROVED** Committee on Organization Resolution 2: Resolved, that the ALA Council authorize the organization of Core: Leadership, Infrastructure, Futures as a division of the American Library Association, effective September 1, 2020, ALA CD #27.2.

Mr. Neal noted that in mid-April, COO was contacted by the leadership of the Association of Specialized, Government, and Cooperative Library Agencies, ASGCLA, alerting the committee that there were discussions proceeding within the leadership and in close consultation with the ALA staff to consider dissolution of ASGCLA. The documentation is included in the committee report. COO is bringing two resolutions regarding this matter to Council.

Mr. Neal read the following:

Resolution 3: Whereas, the leadership of the Association of Specialized, Government, and Cooperative Library Agencies, ASGCLA, being a division of ALA, reports that, despite its concerted efforts to identify ways to make ASGCLA's operations as a self-directing body sustainable, these efforts have been unsuccessful; and now, therefore, be it resolved, that the ALA Council dissolve the Association of Specialized, Government, and Cooperative Library Agencies as a division of ALA.

Councilor Mike Marlin noted as a long-time member of ASGCLA and Director on the ASGCLA Board representing underserved populations, this is a bittersweet moment. We look forward to

working with ODLOS, RUSA, and Core. It is difficult for the underserved populations and for disability librarianship because we worked so hard for so many years to create a place of representation in the Association. We are hopeful, as intersectionality is so important, that we will continue to work with our allies from other marginalized groups. It is with a heavy heart that he will vote yes on this resolution.

Councilor John DeSantis asked whether the ASGCLA leadership is in favor of this resolution. Councilor Rhonda Gould noted that she is on the ASGCLA Board and a past president of ASGCLA. The Board did vote unanimously to dissolve. She noted it was personally difficult, as she voted in favor of dissolving ASGCLA but felt there was not another choice given circumstances.

Councilor Michael Golrick noted, as Division Councilor for ASGCLA, he can say that it is the smallest division of ALA and receives the small division subsidy under the current operating agreement, which was an issue of concern, but it was a major part of our budget. The current Interim Executive Director served on a contract that was coming to an end with the current ALA fiscal year. With the hiring freeze, it was unlikely any staff would be devoted exclusively to ASGCLA. Along with the dissolution, Council will vote on reassignment of the division's duties to their divisions and units. Current ASGCLA leadership will work to ensure that advocacy and work for underserved populations does continue.

Councilor Sherry Machones and current ASGCLA President echoed the above sentiments. ASGCLA was surprised by its financial situation after Midwinter, which offered almost not other choices. ASGCLA leadership has spent a great deal of time in the past few months to ensure that the work of ASGCLA lives on in this association elsewhere. She thanked the Interim Executive Director and President-elect for their hard work.

President Brown reminded that Council that dissolution of a division requires two Council votes. A special session will be convened after Council III for the second vote on these resolutions.

President Brown directed councilors to the virtual voting function to cast their vote on the Committee on Organization Resolution 3, ALA CD #27.2. The voting period remained open for 90 seconds.

ALA Governance Director reported the following results:

- 162 yes
- 3 no
- 5 abstain

**APPROVED** Committee on Organization Resolution 3: Be it resolved, that the ALA Council dissolve the Association of Specialized, Government, and Cooperative Library Agencies as a division of ALA, ALA CD #27.2.

Mr. Neal read the following:

Resolution 4: To allocate the ASGCLA components to the respective ALA Units.

President Brown directed Councilors to the virtual voting function to cast their vote on the Committee on Organization Resolution 4, ALA CD #27.2 Voting remained open for 90 seconds.

ALA Governance Director Sheryl Reyes reported the following results:

- 166 yes
- 1 no
- 1 abstain

**APPROVED** Committee on Organization Resolution 4: To allocate the ASGCLA components to the respective ALA units, ALA CD #27.2

Mr. Neal thanked the ALA staff, and in particular Marsha Burgess, for their support in COO's work.

**Constitution and Bylaws Committee Report, ALA CD #25.1.** Ben Hunter, Chair, reported that on behalf of the committee, he presents five proposed changes to the ALA Constitution and one proposed change to the ALA Bylaws to Council. These changes are bundled into two motions for Council. All changes come directly from recommendations brought forth by the ALA Council Task Force on Online Deliberation and Voting and have been approved by the Constitution and Bylaws Committee. The Constitution and Bylaws Committee acknowledges that these changes may prove to be unnecessary if larger changes to our governance happens in the coming year. However, because changes to our governing documents requires significant time, the Committee therefore felt it was best to present the changes now.

Mr. Hunter read Action Item 1:

Adding language to the Constitution which clarifies that both Council and membership meetings may be held electronically and that voting through electronic means may take place at those meetings.

The specifics of these changes can be found in ALA CD #25.1.

President Brown directed Councilors to the virtual voting function to cast their vote on the Constitution & Bylaws Committee, Action Item 1, ALA CD #25.1. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes provided the following results:

- 168 yes
- zero no
- zero abstain

**APPROVED** Constitution & Bylaws Committee Action Item 1: Adding language to the Constitution which clarifies that both Council and membership meetings may be held electronically and that voting through electronic means may take place at those meetings, ALA CD #25.1.

Mr. Hunter read Action Item 2:

Changing requirements for a quorum in the Bylaws to make them consistent with the Constitution.

The specifics of these changes can be found in ALA CD #25.1.

Councilor Jennifer Boettcher noted that, with voting and Council being able to meet virtually now, there may be a broader need for working group to determine procedure in a virtual environment.

Councilor Aaron Dobbs asked for clarification that 75 voting members shall constitute a quorum, and a majority of those voting shall be required to carry, which would be 38. Mr. Hunter said this is correct.

President Brown directed Councilors to the virtual voting function to cast their vote on the Constitution and Bylaws Committee, Action Item 2, ALA CD #25.1. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes reported the following results:

- 164 yes
- zero no
- 1 abstain

**APPROVED** Constitution & Bylaws Committee Action Item 2: Changing requirements for a quorum in the Bylaws to make them consistent with the Constitution, ALA CD #25.1

**COMMITTEE ON LEGISLATION(COL) REPORT, ALA CD #20.3.** Rob Banks, Chair, noted that the Committee on Legislation would like to acknowledge the Black Lives Matter movement to address justice for people of color. It also recognizes and commends that ALA has voiced a condemnation of systemic racism.

Mr. Banks provided the following report on committee activities:

- The beginning of the year started as expected with library advocates advancing the year-long effort for library funding, the top priority in ALA 2020 legislative agenda.
- For the fourth year in a row, the President sent Congress a budget recommending cuts of more than \$220 million in direct library funding, including the elimination of the Institute of Museum and Library Services, along with its Library Services and Technology

Act and other programs. This threat was anticipated, and Public Policy & Advocacy (PPA) Office and COL were ready to immediately launch the FY2021 Fund Libraries Campaign.

- Using new tools and social media, notes were sent to Congress that cuts to the Innovative Approaches to Literacy Program will have devastating effects on some of our most vulnerable populations. The ALA-led campaign has proven to be successful in the House and Senate with signatures on both 'Dear Appropriator letters.'
- Critical to the appropriations effort was the second congressional Fly-In held in February at the onset of the FY21 appropriations cycle.
- COL's focus on traditional library funding was put on hold with the pandemic.
  - COL and PPA secured the inclusion of library funding in the largest economic stimulus package in history, the \$2 trillion Coronavirus Aid, Relief, and Economic Security Act, known as CARES, Senate Bill 3548. It includes \$50 million for the Institute of Museum and Library Services and more than \$30 billion in relief for schools and colleges.
  - The fourth emergency relief package, the HEROES Act, remains under construction in Congress. The House approved their proposal, which includes more than \$3 trillion in federal aid to respond to COVID-19, including education and workforce-related funding and other provisions. The House bill provided an additional \$5 million for IMLS funding. The Senate is expected to respond with its own stimulus package in the coming weeks.
  - The coronavirus also highlighted for Congress that closing the digital divide gap is a priority. There are several broadband bills that we are tracking and anticipate broadband advocacy will be a more likely path for library support.
  - Due to COVID-19, National Library Legislative Day went virtual, modified to become a full-week virtual experience focusing on relationship building and digital engagement for library advocates of all kinds. The virtual advocacy event was a collaborative effort between the COL, Chapter Relations Office, United for Libraries, and other member advocacy leaders across the Association. Chapters were a major part and focus of this effort.
- Last year COL approved a legislative agenda to strengthen and guide ALA's advocacy efforts through the second year of the 116th Congress. We will begin that process again and will present that agenda at the next Midwinter Meeting. While we do not anticipate a shift in legislative priorities, the upcoming elections may provide a clue for new ways to engage with Congress.
- COL members are reaching out to the boards of each ALA Division to share information about the Association's legislative activities.

For a recap about recent developments in public policy and advocacy, see ALA CD #30.1, Public Policy and Advocacy Office Six-Month Report, and the written version of the COL report, ALA CD #20.3.

Mr. Hunter emphasized that successful advocacy for library policy and priorities relies on active and continued engagement of ALA members as community leaders and policy advocates. Please join the ALA Action Center at [ala.org/takeaction](http://ala.org/takeaction), respond to action alerts and advocacy



opportunities, build relationships with their elected officials and community leaders, communicate the impact that libraries have on their communities, and follow @ALALibrary.

In summary, 2020 was a challenging year for all and emphasized the importance of remaining flexible and agile in response to advocacy calls.

**INTERNATIONAL RELATIONS COMMITTEE REPORT, ALA CD #58.2.** Emily Drabinski, Chair, thanked fellow committee member Eboni Henry and ALA Staff Liaison Michael Dowling for their particular support in the past year.

She also noted that COVID-19 has laid bare how profoundly interdependent we are. As we watch the pandemic kill many more Americans than it had to, in the context of the relentless war on the poor alongside structural violence against Black, Indigenous, and people of color in this country. She expressed hope that ALA can all work for ways to mitigate the harms done by the United States to the world.

Ms. Drabinski referred councilors to the written report on committee activities and provided the following highlights:

- International registration for the Virtual Event is at 85 colleagues from 73 countries, representing 3% of the registration, which is a percentage on par with participation at live Annual Conferences.
- Most international programs have been postponed until Annual 2021 to allow the presenters to attend an ALA Annual Conference in person. The International Relations Round Table will be hosting two prerecorded programs with live Q&A sessions.
- The ALA Task Force on United Nations 2030 Sustainable Development Goals that was created at Midwinter and led by Immediate Past President Loida Garcia-Febo created a website to serve as a resource.
- The International Relations Round Table Committee co-hosted with the International Relations Office a series of three webinars on COVID-19 reopening plans from around the world.
- Updates from IFLA:
  - Michael Dowling, who is our Director of the International Relations Office and a governing Board Member has reported that this year's event has been canceled. There is no online virtual event for many reasons, including the time zone issues. It is difficult conduct international work when not in-person.
  - 2021 World Library and Information Congress will be held in Rotterdam and return to Dublin in 2022. More information is available in the report on the Council Document website.
  - The IFLA Governing Board has been working to restructure its governance. A proposal will go out to members to begin a two-month consultation.
  - IFLA is also tracking and providing information and resources to the global library community through a COVID-19 global pandemic website. The International Relations Office will continue to serve as host for IFLA's series "New Librarians Global Connections: best practices, models, and recommendations." The next

event will be in July, mindfulness to manage workplace stress and micro-aggressions.

- The U.S.-Russia dialogue on the civic role of libraries in the 21st century has been postponed. A second meeting was scheduled for September. ALA is requesting to extend that grant through 2021.
- The Sharjah International Library Conference and the Guadalajara Book Fair this Fall are scheduled to go on at this point.
- The ALA International Marketing Group has been promoting discounted opportunities for ALA products and services to international audiences.
- The ALA Presidential Citations for Innovative International Library Projects have been selected from China, Canada, Taiwan, and Croatia and will be featured in the July issue of *American Libraries*.

**Intellectual Freedom Committee (IFC) Report, ALA CD #19.6-19.10.** Julia Warga, Chair, provided the following the following updates on committee activities:

- The Committee wrote and approved *Video Surveillance in the Library Guidelines*. These guidelines address security cameras, public records, users filming in the library, and training for library workers. A working group is investigating issues and concerns pertaining to facial recognition software. The working group anticipates it will bring forward guidelines or a resolution at the 2021 Midwinter Meeting.
- IFC voted to approve guidelines for reopening libraries during the COVID-19 pandemic, which were written by Theresa Chmara, Council for the Freedom to Read Foundation.
- The IFC and United for Libraries partnered to host the webinar “Vendor Negotiation that Supports Patron Privacy and Intellectual Freedom” earlier this month.
- The IFC Privacy Subcommittee sponsored a webinar titled "Protecting Privacy in a Pandemic: A Town Hall for Library and Information Workers," which is available on YouTube. An accompanying guide is posted on [choiceprivacyeveryday.org](http://choiceprivacyeveryday.org).
- The Choose Privacy blog has posted on medical screening during pandemic, virtual programming, contact tracing, and Zoom privacy.
- The Privacy Subcommittee has also created guidelines on contact tracing, health checks, and library users' privacy to assist libraries in maintaining user privacy as they face new challenging and upholding library workers' commitment to not monitor, track, or profile an individual's library use beyond libraries' operational needs.
- At the previous Midwinter Meeting, Council adopted the *Resolution on Forming a Working Group to Align Vendor Privacy Policies with ALA Policies and Ethics*. Although this group's formation and tasks have been delayed due to the COVID-19 pandemic, the IFC and its Privacy Subcommittee have reached out to vendors to join this working group. The subcommittee anticipates updating you on its progress during the 2021 Midwinter Meeting.

Ms. Warga acknowledged, as a point of privilege, the 50th anniversary of the LeRoy C. Merritt Humanitarian Fund, of which she is a Trustee. This fund was established in 1970 to provide financial support for the maintenance, medical care, and welfare of librarians who, in the

trustees' opinion, are denied employment rights or discriminated against on the basis of gender, sexual orientation, race, color, creed, religion, age, disability, or place of national origin or denied employment rights because of defending intellectual freedom. The trustees hope to celebrate this momentous anniversary at Midwinter 2021.

Ms. Warga thanked outgoing IFC members Helen Adams, Shenise McGhee, Cecilia Parks, Kim Patton, John Spears, and Jeff Dickenson for their diligent work in advocacy, as well Deborah Caldwell Stone, Director for the Office of Intellectual Freedom, and Eleanor Diaz, the IFC staff liaison.

Ms. Warga invited Andy Harant, Chair of ALA Committee on Professional Ethics (COPE) to join her.

Mr. Harant referred councilors to a joint letter available in IFC's written report, ALA CD #19.6, as well as COPE's report, ALA CD #24.1. The letter, written with the approval of both committees, is directed to ALA leadership to propose that a seventh standing committee dedicated to professional values which would focus on intellectual freedom, professional ethics, and privacy be added to the Forward Together recommendations. In the proposed new leadership structure for ALA, there is not a clear and discernible path to ensure that core professional library values, such as intellectual freedom, professional ethics, and privacy, have a consistent voice and seat at the table in order to inform the Association's mission and practice. Anyone with questions should reach out to Mr. Harant or Ms. Warga.

Ms. Warga noted that earlier this month, the IFC drafted a statement condemning police violence against Black, Indigenous, and people of color, protesters, and journalists, which was approved and published by the ALA Executive Board.

IFC presents the Resolution Condemning Police Violence Against BIPOC, Protesters, and Journalists, ALA CD #19.9 for approval. Ms. Warga read the following:

Resolved, that the American Library Association (ALA), on behalf of its members:

1. calls upon its members to support initiatives to end police violence against Black people, to combat the systemic racism that infects our society, and to speak out against all attempts to restrict First Amendment rights.
2. calls upon federal, state, and local governments to uphold, preserve, and respect the constitutional rights of protestors, of journalists, and of all people who want to make their voices heard and to share their words and ideas with the rest of the world and future generations.
3. directs ALA staff to expeditiously publish and distribute this resolution to all ALA.

Councilor Tara Brady noted that the Social Responsibilities Round Table Action Council endorses this resolution. She applauds the Committee and all the bodies in ALA that have taken a stand that may be unpopular with many in power. She hopes ALA can use this as a model going forward. This statement will hopefully begin to make amends to those in our membership who have felt unheard and undervalued by perceived slow or weak responses by ALA.

Councilor Rivkah Sass, as LLAMA Councilor, spoke in favor of this resolution.

Councilor Mario Gonzalez asked the mover to identify that BIPOC means Black, Indigenous, and people of color. Ms. Warga noted that this editorial clarification will be made.

President Brown referred Councilors to the virtual voting function to cast their vote on Resolution Condemning Police Violence Against BIPOC, Protesters, and Journalists, ALA CD #19.9. The voting period remained open for 90 seconds

ALA Governance Director Sheryl Reyes reported the following results:

- 165 yes
- 1 no
- 2 abstain

**APPROVED** Resolution Condemning Police Violence against Black, Indigenous, People of Color, Protesters, and Journalists, ALA CD #19.9.

**FREEDOM TO READ FOUNDATION (FTRF) REPORT, ALA CD #22.1.** Emily Knox, FTRF President, provided the following report on FTRF activities:

- Supported protests in the midst of stay-at-home orders. Municipal governments would otherwise have gained legal authority to suppress the protests that came in the wake of the murders of Ahmaud Arbery, Breonna Taylor, and George Floyd. Ms. Knox emphasized her strong belief that in a social system steeped in white supremacy, patriarchy, homophobia, transphobia, and other bigotries, it is our right to freedom of expression that protects the rights of the marginalized.
- There are two important free expression cases in the docket:
  - The first is concerning protests. The Ohio Supreme Court case of Gibson Brothers, Inc., versus Oberlin College. This case is important for libraries and other entities, as it establishes a legal standard for definition of libel that only requires a showing of negligence rather than actual malice. It is problematic for libraries and library workers who are not in a position to examine all the books and materials they lend to patrons to determine if the material is defamatory.
  - FTRF joined an amicus briefcase in Bethany v. the State of Illinois in support of petition on the grounds that Illinois Supreme Court erroneously held that the law is content-based restriction on speech subject to strict scrutiny. While FTRF, without question, supports laws that punish individuals who deliberately harass other people, the law is written so broadly it can be used to punish librarians, book sellers, and others who distribute materials that are newsworthy or educational.
- Partial victory in the ongoing lawsuit of PEN American Center v. Trump, which seeks to protect journalists from retaliation by Trump or those federal officers who work for him whenever they speak publicly or critically of the government. The court ruled that PEN

America could move forward with its two claims related to the administration's attempt to deny press credentials and security clearances to journalists critical of the administration. FTRF will continue to monitor this lawsuit.

- FTRF joined in a number of advocacy efforts:
  - Asked for elimination of fees and charges for e-books in prisons during the pandemic
  - Defended the right to protest during the pandemic
  - Protested a website's decision to remove a political cartoon critical of Donald Trump
- Continues work in education. FTRF offers four continuing education webinars on intellectual freedom and First Amendment principles.
- Due to the COVID-19, FTRF was not able to support its Gordon Conable Conference Scholarships as usual. However, FTRF paid for each recipient's registration for the ALA Virtual event.
- FTRF's Roll of Honor Award recipient, Kelley L. Allen, is Director of Books at the gaming site [humblebundle.com](http://humblebundle.com). To date, it has raised over \$160 million for charity since its launch in 2010 and helped raise a significant amount of funding for the FTRF.

Ms. Knox urged councilors, as well as organizations or institution, to join the Freedom to Read Foundation. Visit the website at [FTRF.org](http://FTRF.org) to join.

**FORWARD TOGETHER REPORT, ALA CD #42.** ALA President-elect Julius C. Jefferson Jr. referred Councilors to the report which outlines Forward Together (SCOE) recommendations to move the process forward in Council.

SCOE, led by Executive Board Member Lessa Pelayo-Lozada, gathered a team of ALA members, diverse team from various parts of our association, to put together a document and some recommendations on organizational changes. ALA CD #42 proposes process that will allow Council to own the approval process for these recommendations. ALA Parliamentarian Eli Mina advised the Board in developing this proposed process and timeline. The timeline includes ample time and opportunity for robust discussion and debate via a Constitutional Convention in January 2021.

Councilor Jennifer Boettcher noted that this process proposes the elimination of Council as a regulatory body, the consolidation of oversight into a smaller group of people, to address the need for cost savings and more agility. However, the adjustments we are seeing in the current virtual council meetings and voting demonstrates that Council has the potential to reduce costs and increase agility but still function. She urged Councilors to vote against the recommendations to eliminate Council.

Mr. Jefferson noted that current vote is not on the actual Forward Together recommendations but rather a process and timeline for moving forward in addressing these recommendations.

Councilor Eileen Palmer noted the document states that in preparation for a large-scale

Constitutional Convention virtually, ALA Council would discuss and vote on the various components of Forward Together as well as proposed amendments as identified by the Forward Together Working Group and ALA Council. She asked for more detail about when these discussions will be held. Mr. Jefferson noted that the Executive Board identified the need for a Constitutional Convention in January, but the specific dates for that or pre-discussions have not been finalized and could be determined in consultation with Council.

Councilor Susan Jennings asked if in voting on this timeline for Council to own the process of reorganization of Forward Together, should Council vote on the acceptance of the SCOE recommendations as the skeletal framework for the next step of Forward Together in the adoption of this timeline? President Brown noted that the SCOE recommendations are in place, and Council will have to vote yes or no, or whether they want to amend the document. The current proposal is a starting process to accomplish that.

Ms. Burgess noted that there is a point of order regarding the need to extend time for this discussion before the end of Council II. Mr. Mina recommended that Council vote on extending the session.

Councilor Jennifer Boettcher moved to extend the meeting and was seconded.

Ms. Brown directed Councilors to the virtual voting function to cast their votes on whether to extend Council II for thirty minutes or end as scheduled.

ALA Governance Director Sheryl Reyes reported the following results:

- 88 yes
- 73 no
- 4 abstain

Mr. Mina noted that because the agenda was approved, and approval of agenda under Robert's Rules of Order requires a majority vote, changing that requires two-thirds vote. The results do not reflect two-thirds vote in favor, so the meeting will need to adjourn as scheduled.

ALA Virtual Council Session II adjourned.

**AMERICAN LIBRARY ASSOCIATION  
VIRTUAL COUNCIL III  
2020 VIRTUAL CONFERENCE  
SATURDAY, JUNE 27: 12:00 P.M CT**

The third meeting of the ALA Council during the 2020 Virtual Council Meetings was convened virtually at 12:00 pm CT on Saturday, June 27, 2020.

**INTRODUCTIONS & ANNOUNCEMENTS.** Council Secretariat Marsha Burgess reminded Councilors of the Code of Conduct and logistical instructions for the meetings.

**QUORUM.** A quorum was established at the beginning of the meeting.

**RULES FOR ALA COUNCIL MEETINGS, ALA CD #5.1.** By **CONSENT**, the ALA Council adopted the Rules for ALA Council Meetings.

**ESTABLISHING THE AGENDA, ALA CD #8.7.** By **CONSENT**, agenda was **ADOPTED**.

**MEMORIALS, TRIBUTES, AND TESTIMONIALS.** President Brown read the following names of persons being recognized by memorial resolutions, after which Council observed a moment of silence:

- Gayatri Singh
- Dr. Yen-Tsai Feng
- Thomas Low
- Clement Chu-Sing Lau
- Dr. Tze-chung Li
- Patricia Ann Hannon
- Mary Ardeth Gaylord
- Michelle Marie Miller
- Ruth and Jay Toor
- J. Linda Williams
- Mary Jo Lynch
- Peggy Sullivan
- Charles Brown
- William A. (Bill) Garrison Jr.
- Walter "Cat" Walker
- Teresa Mlawer

President Wanda read the following Tributes:

- Tribute Honoring the 100th Anniversary of the Southeastern Library Association
- Tribute Recognizing the Asian Pacific American Librarians Association's 40th

Anniversary

- A Tribute Recognizing Mary Biblo for 42 Years of Service as an ALA Councilor-at-Large and 49 Years of Service as an ALA Member
- Tribute Recognizing the Nebraska Library Association's 125th Anniversary
- Tribute Recognizing the 50th Anniversary of the Rainbow Round Table
- Tribute Honoring Mary W. Ghikas
- Tribute Honoring Charles Kratz
- Tribute of Heartfelt Appreciation Honoring ALA Staff
- Tribute to the Association for Specialized, Government, and Cooperative Library Agencies and Jeannette Smithee.

President Brown acknowledged and thanked ALA Executive Board members and councilors whose terms will expire with the adjournment of this meeting. The full list of retiring ALA Executive Board members and councilors in ALA CD #44.

**COUNCIL ELECTION TELLERS COMMITTEE, ALA CD #12.1.** Head Teller Karen Quash presented the election results for the Committee on Committees and the Planning and Budget Assembly.

The Council Election Tellers Committee met virtually on Thursday, June 25, at 5:30 p.m. CT to review and certify election results.

For the 2020-2021 Committee on Committees, 149 ballots were returned. The following four candidates were elected to serve a one-year term:

- LeRoy LaFleur
- Melissa Cardenas-Dow
- Leslie Preddy
- Eric Suess

For the 2020-2022 Planning and Budget Assembly At-Large Councilors, 149 ballots were returned. The following three candidates were elected to a two-year term.

- Louis Muñoz Jr.
- kYmberly Keeton
- Susan Gregory

For the 2020-2022 Planning and Budget Assembly Chapter Councilors, 149 ballots were returned. The following councilors were elected to a two-year term:

- Sam Helmick
- Jack Martin

**FOLLOW-UP DISCUSSION FROM THE 2020 MIDWINTER MEETING, ALA CD #48-48.2.** ALA Treasurer, Maggie Mary Farrell facilitated the following discussion:



Ms. Farrell noted that during the pandemic, ALA needs to examine our financial infrastructure and how we work together as a single unified association. Our financial situation before the pandemic was difficult, but recoverable within a few years with attention and adjustment. Even now, with the COVID-19, our financial future will be difficult but not impossible.

Today's discussion is an effort follow-up on some of the priority issues raised during Midwinter 2020 and to focus on changes and actions since then.

Ms. Farrell referred Councilors to ALA CD #48 for a listing of your questions and responses. She highlighted the following:

**Headquarters Sale:** A question asked if ALA sold the building for too low of a price. For the Chicago commercial real estate, city code limitations on building purpose, and the condition of the building, the \$6.7 million price tag was a realistic price. Given that the building requires over about \$10 million in major maintenance, ALA would face paying for that maintenance if not sold.

**Unanticipated costs:**

- Due to the pandemic, there has been a delay in moving to the new headquarters.
  - While ALA remains in the old building, it pays rent to the landlord of our old building.
  - Additional costs because of the COVID-19 restrictions
  - Additional legal fees attached to the sale of the building
- Additional accounting fees related to the outsourced contract within the Finance Office.

**Net Asset Balance:**

- ALA CD #48.1-2 provides the Net Asset Balances for Divisions and Round Tables.
- The balances continuum will be accounted for in the FY 21 budget and moving forward.
- The Finance Office is working closer with the Divisions and Round Tables to know what they will need in their planning process.
- The Executive Board, Executive Director, and Interim CFO are all working hard to increase cash balance.

**Financial Steps Taken Since January:**

- The Executive Board has set forth an expectation for the ALA Executive Director and Interim CFO to work closely with Division and Round Table Directors and member leaders regarding budget information.
- Executive Director Hall has instituted regular revenue updates and

leadership meetings.

- Interim CFO Moritz has increased her interactions with Division and Financial staff.
- The Executive Board also noted that Council wants more communication and clearer reporting. This meeting expanded time devoted to finance discussions and more consolidated and clearer reports. This is a first step and will progress.
- Information Technology Spending:
  - Since January, new internal controls have been put in place to manage the three IT budgets: operations, capital, and the move.
  - IT Division has reduced its FY20 budget by approximately \$300,000 and investment on their capital budget for FY 21.
- Executive Director Hall, with the Executive Board's input, is developing a contract review process in which large contracts, likely over \$50,000, will have a review process and threshold for Treasurer and Executive Board review and approval.
- BARC, Finance and Audit, and the Executive Board did not approve the preliminary FY 21 budgets in April nor June. They are encouraging ALA staff to work harder at reduce expenditures in line with revenue.
- The September Special Meeting for Council reflects efforts to scrutinize the budget more closely and provide Council with opportunities to examine FY21 Budget with more specific detail.
- The Executive Board has also approved the formation of an Operating Agreement Workgroup. The Operating Agreement Workgroup will report back on their work to you during Midwinter and bring recommendations back to Council next June. The workgroup will coordinate with the Fiscal Analysis Committee of Forward Together.

In preparing for the FY21 Budget, Council inquired about ALA staff furloughs. Ms. Farrell asked Executive Director Hall to speak to some of the questions.

Ms. Hall noted that staff appreciates the care that ALA members have shown. She noted that ALA is focused is on transparency first and foremost, and furloughs were discussed with the entire staff before presenting the budget. Staff will take collective layoffs rather than facing deep layoffs. Staff is committed to bringing costs under control. While staff is the biggest expense, all other costs, anything that are not critical to our mission and ability to do business, will be examined.

Ms. Farrell noted that there was a question regarding selling the air space over the former headquarters building and whether or not we sold that air space. Ms. Ghikas noted that air space was part of the deal that was put together years ago when ALA expanded its space at 40/45 East Huron. The air space was ALA's financial contribution to that deal at that point. Due to the impact the subsequent change of that space from apartment to condo, ALA did not, at this point of sale,

own the air rights.

Another question asked about outsourcing accounting functions. That outsource contract started in FY20. Ms. Moritz noted that there has been significant difficulty in getting timely financial statements, which is directly connected to the outsourcing. This is of the utmost concern to ALA Management, as it has delayed ALA's ability to provide Member Leaders with updated financial statements. ALA is closely monitoring the situation and exploring all possibilities. The contract that we executed for the outsourcing was signed in May 2019 through December of 2021.

Councilor Jack Martin asked for clarification about the difference in revenue to ALA, if any, from the sale of the building if the buyer repairs the ALA building or razes it to build another building or condo? Ms. Moritz noted that this relates to the contingent payment that we are looking for the gross proceeds from the sale were \$6.75 million. Contingent to that sale is a \$4.5 million payment based upon the City of Chicago giving an additional 100 permits to the new owner to build out the space for residential areas, securing a major hospital-related tenant, or securing a Fortune 250 company. That is a three-year contingent term from the date of signature on November 2019.

Ms. Farrell noted another question in the Q&A Box: ALA CD #48 states "The Division and Round Table fund balances exist and will continue to exist in the accounting records. The challenge will be funding the balances as liquidity has become a real concern for the association." After the clear statements at Midwinter, that those balances are gone and will not be back anytime soon, this feels like a return to significant lack of clarity. Ms. Farrell noted that Midwinter fell just before the budget process for FY21 and all budgets show zero for FY21. The net asset balances had not been carried over. Ms. Moritz noted that it was a matter of timing and the fact that reports were delayed because of the outsourcing. The division net asset balances exist in the accounting record, but the cash to back up those net asset balances is low because liquidity has been an issue for several months. Ms. Moritz noted that this is the first issue she noted to Senior Management when she stepped into the role of Interim CFO in November 2019.

Question: Are audits publicly available for Council to review? Ms. Moritz replied that the audits are available, and ALA CD #48.1 includes a listing of all the financial reports that you requested during the Midwinter Meeting, including the FY10 audit.

Councilor Amber Williams asked why accounting was outsourced. Ms. Moritz replied that she is not certain of the former CFO's thinking on this issue, as she was not part of the decision-making process. Cost reductions within the Finance

and Accounting Department was a priority, as well as updates to the accounting system. Those were likely the two main drivers for outsourcing.

Question: If net asset balances in Divisions/round tables are not backed by cash, where is the net deficit elsewhere in the budget to balance that? Ms. Moritz noted that the net asset balances are shown in the financial statements of the Divisions and Round Tables. It is a number that carries over from year to year, and that is a continuation of revenues in excess of expenses year after year. They do not equal each other.

Councilor Eileen Palmer asked to see a summary of internal control improvements once implemented. Ms. Farrell noted that this will be discussed in Special Council Meeting in September.

Ms. Farrell thanked ALA Finance staff for their work, as well as the Executive Director Tracie Hall, and Executive Board.

**CONTINUATION OF FORWARD TOGETHER UPDATE, ALA CD #42.** President Brown noted that the proposed timeline and process is not about accepting each recommendation, but rather accepting the next steps in the process. She noted that the proposal is confusing from a parliamentary perspective, and she asked Parliamentarian Eli Mina to speak to the proposal.

Mr. Mina first noted that there was some confusion at the end of the last meeting, when he advised Council that the motion to end debate requires a two-thirds vote. This advice related the need for a two-thirds vote to change an agenda once adopted. However, Council adopted its own rule, and that rule is a majority vote. In the end, his conclusion was incorrect and extending the time of a meeting would require a majority vote because that is a rule that you provided, notwithstanding Robert's Rules of Order. Mr. Mina apologized for the mistake.

Mr. Mina noted that there are two parliamentary challenges in relation to the Forward Together proposal, changes to the Constitution and Bylaws with and without Forward Together recommendations. That amendment process, aside from Forward Together, is outlined in the Constitution & Bylaws.

There has been a suggestion that there should be two Constitutional Conventions, one in January and in April or June of next year. The first should focus on conceptual matters and the second will debate specific language for Constitution Bylaws changes.

After the conventions, there would be multiple steps:

1. Two votes to rescind the Constitution
2. Second vote to embrace the bylaws as proposed or amended as a document

- put to a vote of the membership
3. Presented new document to the membership for approval

Councilor Michael Golrick asked if major changes like this require action with the Secretary of State of the Commonwealth and/or the IRS? Mr. Mina noted ALA legal counsel will advise on that, as well as on the content of the bylaws.

Mr. Golrick also moved to amend, by substitution, the language in CD 42 to read as follows:

1. ALA Council, as the policy-making body of the Association, takes responsibility for the decision making on the Forward Together process;
2. ALA Council requests that the ALA Executive Board present the SCOE Report with specific action items and a draft timeline to ALA Council along with consolidated feedback from the various conversation sessions, hearings, and email commentary prior to a fall meeting;
3. That the President call at least one meeting of ALA Council (fall meeting) prior to the Midwinter Meeting devoted exclusively to discussion of changes to the structure of ALA governance and the detailed plans for a Constitutional Convention;
4. ALA Council requests the Forward Together Working Group and the Forward Together Fiscal Analysis Working Group provide regular, ongoing formal updates to ALA Council for discussion prior to ALA Annual Conference in Chicago in 2021; and
5. ALA Council requests that the timeline include scheduling a Constitutional Convention before and during the ALA Annual Conference in Chicago in 2021.

Mr. Mina provided a procedural clarification: the motion to amend by substitution is in order, and this one specifies the plan and good parameters in terms of what moving forward is. If it is successful, it replaces the motion introduced by Executive Board, and the Council will take a separate vote on the motion as amended.

Mr. Golrick noted that Council has never debated or discussed the recommendations that were in the SCOE report. For Council to accept responsibility for the report, which is what is implied in the original resolution, is something that he is not willing to do. This amendment is an effort to move forward a solution with opportunity to discuss the recommendations.

Councilor Jennifer Boettcher asked if this would push the original timeline aside. Mr. Golrick noted that the timeline attached to the CD #42 is irrelevant if this amendment were to pass.

Council debated the amendment, proposed timeline, and language. Mr. Mina noted that the comments reflected primarily housekeeping and editing changes that could be addressed by ALA Executive Director.

President Brown directed Councilors to the virtual voting function to cast their vote on the Motion to Amend by Substitution, ALA CD #42. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes provide the following results:

- 146 yes
- 8 no
- 3 abstain

**APPROVED** Forward Together, Motion to Amend by Substitution, ALA CD#42.

President Brown directed Councilors to the virtual voting function to cast their vote on Forward Together, ALA CD #42 as amended. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes provide the following results:

- 158 yes
- 2 no
- 2 abstain

**APPROVED** Forward Together, ALA CD #42 as amended.

**RESOLUTION CONDEMNING U.S. MEDIA CORPORATIONS' ABRIDGEMENT OF FREE SPEECH, ALA CD #46.** Councilor Gina Kromhout read the following resolved clause:

Resolved, that the ALA, on behalf of its members:

1. directs the executive director to publish a statement condemning the actions of these companies mentioned above and for other media companies to respect the intellectual freedom of its users and/or clients; and
2. urges its members to educate their patrons about data collections, surveillance, and algorithm bias.

Ms. Kromhout noted this resolution originated when the GameRT Board discussed

events that happened in the fall when a competitive player on a tournament with a game developed by Blizzard Entertainment from Hong Kong displayed a pro-Hong Kong message during their tournament play, and Blizzard immediately banned the player and rescinded their tournament winnings. Blizzard is a U.S.-based company and did this on the direction of the Chinese government's condemnation of the Hong Kong protests. Since then, there have been many more alleged incidents in the news by other U.S.-based companies conceding to the Chinese government interests in suppressing certain ideas, like the Hong Kong protests.

Councilor Karen Downing asked if the Intellectual Freedom Committee and the Intellectual Freedom Round Table were consulted. Councilor Martin Garnar noted that the Intellectual Freedom Round Table did discuss this, as well as the Intellectual Freedom Committee. There were some concerns about the whereas clauses. He recommended referral of the resolution to those two committees.

Councilor Ann Ewbank addressed Mr. Garnar's comments. She reminded councilors that YouTube is owned by parent company Google. Google is one ALA's partners and sponsors, particularly around coding and the Public Policy and Advocacy Office's relationship connecting Google to libraries. In contrast to that, the ALA often joins in coalition with the Electronic Frontier Foundation, which supports eliminating the suppression of free speech in the gaming world.

Councilor Emily Clasper expressed concern how this resolution applies First Amendment standards to private entities and would also recommend referral to the Intellectual Freedom Committee and Roundtable.

Councilor Latrice Booker expressed concern and asked for clarification on whether the resolved clause is asking for the Executive Director to make a statement regarding specific companies or to make the statement on general actions. Ms. Kromhout noted that she was not certain which would be more appropriate. She would defer to what is deemed appropriate by ALA Legal Counsel and Executive Director.

Councilor Martin Garnar moved to Refer the Resolution Intellectual Freedom Committee and International Relations Committee, as well as form a working group that shall include members from both committees as well as the original mover and seconder, with a report due back at Midwinter 2021.

President Brown directed Councilors to the virtual voting function to cast their votes on the Motion to Refer Resolution Condemning U.S. Media Corporations' Abridgement of Free Speech, ALA CD #46. The voting period remained open for 90 seconds.

ALA Governance Director Sheryl Reyes reported the following results:

- 153 yes
- 6 no
- 2 abstain

**APPROVED** Resolution Condemning U.S. Media Corporations' Abridgement of Free Speech, ALA CD #46, Motion to Refer.

**RESOLUTION ON FINANCIAL AUTONOMY AND COLLABORATION AMONG ALA MANAGEMENT AND DIVISIONS AND ROUNDTABLES, ALA CD #47.** Councilor Jennifer Boettcher read the following resolved clause:

Resolved, that the American Library Association (ALA) by action of the Treasurer, seeks permission from the Executive Director, Executive Board, Chair of BARC, and the respective division president or round table chairs to transfer 25% or more of a unit's fund balance from a unit's accumulated net revenue to supplement overhead cost, with an understanding that the transfer is temporary and with the understanding that the full amount will be restored to the unit's account.

Ms. Boettcher noted that this Resolution addresses the concerns following Midwinter around ALA's finances. This resolution is meant to ensure increased communication across many different divisions, as well as triggers and understanding when monies are transferred within the budgets.

Councilor and BARC Chair Peter Hepburn noted that BARC met on June 23 to discuss the resolution. BARC expressed concerns about the whereas clauses in the resolution, that they do not accurately characterize the availability of funds to the divisions and round tables, and they reflect confusion over generally accepted accounting principles and cash accounting. Council should be aware that in this case, those clauses misrepresent processes that have happened and that are currently in place in the association.

BARC foresees certain unwelcomed impacts that would result should this resolution be passed. First, the resolution adds layers of bureaucracy, which means time and resources spend on implementing that bureaucracy to a process by requiring a series of signatures. This also detracts from the ability of the Executive Director to manage operations on the staff side of ALA. Second, the resolution forces an approach to budgeting within ALA that essentially reduces the association to budgeting using only partial dollars, unable to commit to spending 25% or more of its budget. Third, the resolution sets up a situation whereby ALA and every Division and Round Table would need to ensure that the budget is fully supported with a cash balance at the beginning of the budget year. This is not feasible, nor is it even an approach found in most of our own libraries.



This would lead to ALA needing to turn to its line of credit for more than it should, and this, in turn, would lead to greater operating cost and could also result in higher overhead cost for the divisions and the round tables. In short, BARC feels the outcome of this resolution would impede optimal budgeting for the Association.

BARC appreciates the sentiment behind the resolution and the wish for improved communication. However, BARC sees this resolution as mandating permissions not communication. Based on the budgetary obstacles that this resolution would create, BARC recommends that Council not pass it. BARC instead suggests that the Operating Agreement Work Group would best address consideration of the budgetary relationships of the Divisions, the Round Tables, and overall Association.

Council discussed the resolution, with several Councilors expressing their support for the sentiment of the resolution to see more transparency and communication but given the perspective of BARC and its impact on ALA operations, they will ultimately vote against the resolution.

President Brown referred Councilors to the virtual voting function to cast their vote on the Resolution on Financial Autonomy and Collaboration among ALA Management and Divisions and Roundtables, ALA CD #47. The voting period remained open for 90 seconds.

Ala Governance Director Sheryl Reyes reported the following results:

- 6 yes
- 153 no
- 3 abstain

**DEFEATED** Resolution on Financial Autonomy and Collaboration among ALA Management and Divisions and Roundtables, ALA CD #47.

**RESOLUTION ON DEVELOPING LIBRARY SECURITY POLICIES IN KEEPING WITH ALA POLICY, ALA CD #45.** Councilor Tara Brady read the following resolved clause:

Resolved, that the American Library Association, on behalf of its members, directs the ALA President to convene a working group representative of different types of libraries, and including other experts as the President deems appropriate, to create guidance on library security policies that is in keeping with the above values and recommendations, takes into account the unique needs of each library type, and incorporates available community resources.

Ms. Brady noted that she has received feedback that she would like to address.

She deliberately avoided any guidance that involves advising libraries on working with their own local police departments or on how to do so. She also expressed thanks for the conversation regarding what types of libraries should be listed in the resolved clause for membership in the workgroup, and she ultimately chose to make the language less prescriptive.

Councilor Joy Anchalee Panigabutra-Roberts moved to change the wording in the resolution to add "ALA's ethnic affiliates" to ensure representation on the working group. She read following amended language:

Resolved, that the American Library Association, on behalf of its members, directs the ALA President to convene a working group representative of different types of libraries, ALA's ethnic affiliates, and including other experts as the President deems appropriate, to create guidance on library security policies that is in keeping with the above values and recommendations, takes into account the unique needs of each library type, and incorporates available community resources.

Ms. Panigabutra-Roberts noted that this amendment is to honor the work that ALA has strived to include equity, diversity, and inclusion over many years. The timely resolution addresses racism experienced by members of ALA's ethnic affiliates and the communities they serve, not only at the professional level, but also at the personal level. Thereby, she encourages ALA Council to recognize the importance of having the representatives from ALA's ethnic affiliates on the working group.

Councilor April Hathcock thanked Ms. Brady for her work on the resolution. She noted that the second version is disappointingly watered down and feels ineffective, but she will vote yes in the cautious hope that real action will be taken based on the development of the working group.

Councilor Andrea Jamison noted that a timeline should be added to the resolution.

Ms. Brady noted that she supports the proposed amendment. She also noted that much of the original language from the resolved clauses was moved to the whereas clauses, and because there has been so much discussion on this resolution, she believes that the resolution will produce effective results. No timeline was included because she felt it would push a vote on the final language to Midwinter.

President Brown called a vote on the proposed amendment. She directed Councilors to the virtual voting function to cast their vote on Resolution on Developing Library Security Policies in Keeping with ALA Policy, ALA CD #45

amendment. The vote remained open for 90 seconds.

ALA Governance Director reported the following results:

- 153 yes.
- **XX no** {transcript notes not audible}
- 5 abstain

**APPROVED** Resolution on Developing Library Security Policies in Keeping with ALA Policy, ALA CD #45 amendment.

President Brown called a vote on the amended resolution. She directed councilors to the virtual voting function to cast their vote on Resolution on Developing Library Security Policies in Keeping with ALA Policy, ALA CD #45 as amended. The vote remained open for 90 seconds.

ALA Governance Director reported the following results:

- 152 yes
- 7 no
- 2 abstain

**APPROVED** Resolution on Developing Library Security Policies in Keeping with ALA Policy, CD 45 as amended.

**ANNOUNCEMENTS.** Lorelle Swader, ALA-APA's Executive Director, noted there a question raised about why there was no ALA-APA Council held during this conference. ALA-APA Council has not convened at Annual Conference for several years now, as APA meetings are only mandated for ALA Midwinter Meeting. ALA-APA Board of Directors meets quarterly, concurrently with ALA Executive Board.

Executive Director Hall noted that she wishes to center two statements that came from the Executive Board:

- This week, a Statement Affirming the Rights of Transgender People, which is an affirmation of the work of the Rainbow Round Table, was released. She thanked all for the collaboration that led to a very strong, important, and timely statement.
- A statement that was released yesterday and shared during Incoming President Julius Jefferson Jr.'s Inauguration. It was a statement taking responsibility for ALA's past racism and pledging a more equitable association.

Ms. Hall also recognized outgoing Executive Board members Trevor Dawes, Lessa

Pelayo-Lozada and Loida Garcia-Febo. She welcomed Patty Wong as ALA President-elect. She extended gratitude to outgoing President Brown for her service and stewardship.

She thanked Mary Ghikas, at this, her last Council meeting, for nearly 30 years of service to the Association. We look forward to celebrating Mary's retirement over the next few days, as her last day will be June 30.

President Brown reminded Council that immediately following adjournment of Council III, a brief Special Council Session will convene for the second vote on dissolution of four divisions, as required by our ALA Bylaws.

Council Session III adjourned.

**AMERICAN LIBRARY ASSOCIATION  
SPECIAL COUNCIL SESSION  
2020 VIRTUAL CONFERENCE  
SATURDAY, JUNE 27**

The special meeting of the ALA Council during the 2020 Virtual Council Meetings was convened on Saturday, June 27, 2020 after the adjournment of Virtual Council III.

Councilor Michael Golrick called for a point of order to clarify who can vote. President Brown noted that only current Councilors and to incoming Councilors are eligible to vote. Mr. Mina confirmed.

President Brown called for Council to take its second vote on the Motion to dissolve three divisions of the American Library Association: Association for Library Collections and Technical Services, Library Information Technology Association, and Library Leadership and Management Association.

President Brown referred Councilors to the virtual voting function to cast their votes. The vote remained open for 90 seconds.

Council Secretariat Marsha Burges reported the following results:

- 157 yes
- 3 no
- 2 abstain

**APPROVED** Motion to dissolve three divisions of the American Library Association, Association for Library Collections and Technical Services, the Library and Information Technology Association, and the Library.

President Brown called on Council to take its second vote on the Motion to dissolve Association of Specialized Government and Cooperative Library Agencies.

Councilor Michael Golrick noted that with the dissolution of ASGCLA, it is incumbent that all member leaders and staff do all that they can to ensure accessibility to all ALA members.

President Brown directed Councilor to the virtual voting function to cast their ballots. The vote remained open for 90 seconds. President Brown noted after the first voting period that Chat indicated a number of individuals were not able to access the function. The vote was re-populated for Councilors to re-cast their vote on the same Motion.

Council Secretariat Marsha Burgess reported the following results:

- 144 yes
- 12 no
- 4 abstain

**APPROVED** Motion to dissolve Association of Specialized Government and Cooperative Library Agencies.

**ANNOUNCEMENT.** Executive Director Hall noted that the last posted registration numbers for the Virtual Event were 7,223.

President Brown thanked Councilors for their hard work, patience, and flexibility throughout the Virtual Council Meetings and adjourned the Special Virtual Council Meeting.