

# 2023 Annual Conference Council Meeting

## IMPLEMENTATION REPORT ON ALA COUNCIL ACTIONS

### TAKEN AT THE 2023 LLX Meeting

ALA Policy A.4.2.4 requires the Executive Board or its delegates to report to Council on the status of implementation of motions and resolutions passed by Council during the preceding year. The report shall be entered in the Council minutes.

## REPORT ON THE IMPLEMENTATION OF THE 2023 LLX COUNCIL ACTIONS

### DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#25, CONSTITUTION & BYLAWS COMMITTEE

**Implementation Action (1):** The ALA Council **APPROVED** Article (I) NAME; Article (II) PURPOSE; Article (III) MEMBERSHIP; Article (IV) OFFICERS; Article (IX) DIVISIONS; Article (X) ROUND TABLES; Article (XI) CHAPTERS; Article (XII) AFFILIATED ORGANIZATIONS; Article (XIV) ELECTIONS; Article (XVI) PARLIAMENTARY AUTHORITY; Article (XVII) AMENDMENTS; Article (XVIII) DISSOLUTION

**Response:** These Articles was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**Implementation Action (2):** The ALA Council **APPROVED** Article V, Section 1, Amendment 1

*Revise Section 1 to read:*

*Section 1. Composition.* The Executive Board of the American Library Association shall consist of fifteen (15) members including: the four (4) officers of the Association, the immediate past president, and ten (10) ALA members elected to three-year (3-year) terms as follows:

- A. three (3) at-large members;
- B. two (2) division members;
- C. one (1) round table member;
- D. one (1) Rainbow Round Table member;
- E. one (1) chapter member;
- F. one (1) American Association of School Librarians member; and
- G. one (1) member from one (1) of the National Associations of Librarians of Color (NALCo).

All Executive Board members must be active members of the American Library Association. **Executive Board members not serving in at-large roles must be current members of the division, round table, chapter, or association designated above.**

**Response:** This Article was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**Implementation Action (3):** The ALA Council **APPROVED**, Article VI, Section 1, Amendment  
Revise the beginning of Section 1 to read:

*Section 1. Council Duties.* The Council of the American Library Association shall be the policy-making body of the Association. The Council shall have the authority to monitor and enforce adherence to all Association policies. The Council shall delegate to the Association ...

**Response:** This Article was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**Implementation Action (4):** The ALA Council **APPROVED, Article VI, Section 2E, Amendment**

Revise Section 2E to read:

E. Thirty-six (36) councilors at-large shall be elected directly by the Association at large.

**Response:** This Article was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#25, CONSTITUTION & BYLAWS COMMITTEE**

**Implementation Action (5):** The ALA Council **APPROVED, Article VIII, Section 1.a, Amendment**

Revise Section 1A to read:

A. Standing Committees. The standing committees of the Association named in these bylaws are the Bylaws Committee, the Committee on Appointments, the Committee on Committees, the Committee on Organization, the Election Committee, the Intellectual Freedom Committee, the Nominating Committee, and the Policy Monitoring Committee. Additional standing committees may be adopted by resolution of the Council. The Committee on Organization shall recommend to Council the name, size, composition, and charge of any such committee.

**Response:** This Article was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**Implementation Action (7):** The ALA Council **ADOPTED, Final Motion, 1**

Move that the Council adopt this General Revision of the American Library Association Bylaws as amended, for submission to the American Library Association membership, with the proviso that, after appropriate review upon adoption of the General Revision by the ALA membership, all recommended policy insertions be made in the ALA Policy Manual.

**Response:** The final adopted revisions of the American Library Association Bylaws as amended was placed on the 2023 ALA Ballot and approved by the ALA Membership.

**Implementation Action (8):** The ALA Council **ADOPTED, Final Motion, 2**

Move that the Council approve the creation of a joint working group of the Constitution and Bylaws Committee, the Policy Monitoring Committee, and the Committee on Organization to revise the ALA Policy Manual to include recommended policy insertions from the adoption of the General Revision of the ALA Bylaws.

**Response:** A Joint Working Group of the Constitution and Bylaws Committee, the Policy Monitoring Committee, and the Committee on Organization with a charge to revise the ALA Policy Manual to include recommended policy insertions from the adoption of the General Revision of the ALA Bylaws was created in April 2023. The work is anticipated through LibLearnX 2025.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#44-44.3, ALA MEMBERSHIP COMMITTEE**

**Implementation Action (1):** The ALA Council **APPROVED** an extended timeline for the ALA membership model until FY25 due to additional market research.

**Response:** The timeline has been extended until next year and work is continuing the membership model in the meantime.

**Implementation Action (2):** The ALA Council **APPROVED** that Beginning in FY24 and continuing for 5 years, all member dues will be reviewed by the ALA Executive Board, which may approve a dues adjustment not to exceed the percentage change in the national average Consumer Price Index (CPI) for the previous calendar year, rounded to the nearest dollar.

**Response:** This has been implemented for another 5 years. At its spring 2023 meeting, the ALA Executive Board approved dues for FY24 that followed these guidelines. This action increased all ALA dues annually at a rate that did not exceed the Consumer Price Index. This resolution was approved before the bylaws were adopted.

*ARTICLE III. MEMBERSHIP Section 5. Dues. Dues shall be set by the Executive Board with approval by the Council. No dues increase shall exceed the Consumer Price Index percentage change for the preceding twelve (12) months except as approved by the Council and ratified by the members of the Association. The membership year for each member shall be twelve (12) consecutive months, effective the first day of the month following receipt of initial dues payment. Membership totals shall be fixed as of August 31 of each year.*

**Implementation Action (3):** The ALA Council **APPROVED** that All personal members (except students) are \$15, student members \$5, organization and corporate members \$30, and international members free for International Relations Round Table.

**Response:** The standardized round table dues will be implemented effective FY24. Round Table leaders were notified of this change on April 19, 2023. On September 1, 2023, the membership office will update the round table dues prices on the ecommerce system and on our web site.

**Implementation Action (4):** The ALA Council **APPROVED** that the following provisions to all Round Tables for a transitional period of three years starting in FY24 to minimize any adverse impact on individual Round Tables:

- At the close of each fiscal year, if a Round Table's dues revenue has decreased by more than 2% from the previous fiscal year, ALA will provide a subsidy of the entire lost amount to the Round Table. Any decrease of less than 2% would not be recovered.
- No Round Table will lose its Councilor during this time; however, any Round Table experiencing sufficient membership growth could gain a Councilor during this period following the requirements in the ALA Bylaws.

**Response:** This Council action will take effect after the Round Table Standardized Dues are in place. Round Table Standardized dues will be implemented for FY24. This annual review will start at the conclusion of FY24.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#27, COMMITTEE ON ORGANIZATION**

**Implementation Action (1):** The ALA Council **APPROVED** To revise the charge of the Information Technology Advisory Committee

To advise the Association and the ALA Chief Information Technology Officer on the priorities and strategies that promote utilization and continued development of ALA technology products and services.

To provide oversight for major technology transitions, monitor important industry or technical trends and advise on the development, implementation and monitoring of the ALA technology infrastructure, cybersecurity framework, data governance, disaster recovery and IT internal control practice.

To advocate for universal access and superior user experience with ALA online content and services.

To develop, review and recommend to Council policies for the application of information technology products and services, and to provide advice to the ALA Chief Information Technology Officer responsible for implementing such policies and guidelines.

To make recommendations on the reconciliation of differing strategic plans with a technology component or impact from ALA and its divisions.

To provide an ongoing channel for member communication by working closely with other units, committees, and offices of the association.

To participate in the evaluation and testing of technology products and services used by Association members or by the public.

**Response:** The charge revision for ITAC has helped ALA IT leadership to leverage the committee more effectively as a valued advisory resource to understand ALA technology challenges affecting the member experience. Seeking to document member interests and technology challenges through ITAC relationships with their respective divisions aids the IT team in planning projects to structure for efficiency and improve service value organization wide. In addition, ITAC members play an essential role in the ongoing website update project as they aid in design review and complete user experience testing. FY24 requests to ITAC will include policy review and advisement on the proposed strategy for infrastructure, cybersecurity framework, data governance, disaster recovery, and more, according to the committee's new charge.

**Implementation Action (2):** The ALA Council **APPROVED** To expand the Code of Conduct Committee to 11 members to match the number of members sitting on most full-sized ALA Committees.

**Response:** The expansion will go into effect in Fiscal year 2023-2024. The expansion of the Code Conduct Committee will help ALA staff leverage more effectively, a member-led body that provides guidance on the administration and application of the ALA Online Code of Conduct. The full committee, composed of diverse viewpoints representing the ALA membership, will play an essential role in the expansion of discussion and sharing guidelines for ALA Connect, yearly updates to the Online Code of Conduct, ensuring diversity of representation when reviewing and providing resolutions to Code of Conduct incidents, and the development of Moderation policies and procedures for the association's other online platforms.

#### **DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#33.1 RE: ALA CD#59 (2022 ALA AC), BUDGET ANALYSIS AND REVIEW COMMITTEE**

**Implementation Action:** The ALA Council, **ADOPTED**, that the American Library Association, on behalf of its members, shall provide a virtual access to all Membership Meetings for ALA members, mirroring access provided for in-person attendees.

**Response:** ALA staff have planned the 2023 Membership Meeting in accordance with the hybrid meeting. At its Spring, 2023 Meeting the ALA Executive Board adopted the rules governing the hybrid membership meeting to ensure that all members can exercise the rights and privileges of membership both in person and virtually.

#### **DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#41, COMMITTEE ON EDUCATION**

**Implementation Action:** The ALA Council, **APPROVED**, the 2022 Revision of ALA Core Competencies of Librarianship

**Response:** A press release was sent out, and the ALA website was scrubbed to update all references to the policy to reflect the updated document. For more information, go to: <https://www.ala.org/educationcareers/2022-update-alas-core-competences-librarianship>

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#17, POLICY MONITORING COMMITTEE**

**Implementation Action (1):** The ALA Council, **APPROVED**, the insertion of the DEI Scorecard in the ALA Policy Manual as B.3.1.1 DEI Scorecard

The DEI Scorecard for Library and Information Organizations, developed by the ALA Committee on Diversity, is an evaluative tool that centers accountability and transparency in determining organizational effectiveness in diversity, equity, and inclusion in the recruitment, hiring, retention, and promotion of people of color. Additionally, the Scorecard includes areas that impact these factors such as training, budgeting, and data practices. The Scorecard is designed to help administrators of information organizations assess their current practices in five core areas to produce actionable data for decision making and enacting a robust and sustainable commitment to equity, diversity, inclusion, and justice. The Scorecard is in alignment with ALA's Core Values of Librarianship and ACRL's commitment to diversity as outlined in Diversity Standards: Cultural Competency for Academic Libraries. During the 2021-22 year we have branched out into working groups, but our primary goal is pushing the use of the Equity Scorecard to ensure effective DEI practices in our area. The primary goal of the DEI Scorecard is to ensure effective diversity practices within the field of librarianship. While this field is growing with more diversity, the DEI scorecard centers on ensuring the best practices to create fair and equitable practices to increase diversity. The overall goal of the DEI Scorecard is to ultimately assist with bringing in diverse individuals to assist with expanding the field of librarianship with new thoughts, strategies, techniques, and perspectives that will expand and help the field grow.

**Response:** The approved insertion has been added the ALA Policy Manual found here: <https://www.ala.org/aboutala/governance/policymanual>

**Implementation Action (2):** The ALA Council, **APPROVED**, the insertion of B.2.1.3.1 Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges (NEW)

The American Library Association (ALA) on behalf of its members:

1. Commits to ongoing support of all children's right to read, their equitable access to diverse books and informational resources, and their right to library services by: a. Reaffirming that the freedom to read supports active citizens of the future and speaks against censorship of youth library books and resources; b. Upholding a parent's right to decide what their own children can read, but not what other children can read as stated in the Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights and the Access to Resources and Services in the School Library;
2. Reaffirms their support of school librarians who face challenges and threats of prosecution or job loss by: a. Condemning the intimidation of librarians and library workers in or beyond their place of work; b. Advocating for strict adherence to library collection and reconsideration policies; c. Defending librarians' professional responsibility to ensure their print and digital collections represent a variety of viewpoints that support the diversity of their communities and offer the breadth of history;
3. Solicits anti-censorship position statements, endorsements, and partnerships at various ALA levels with stakeholders including educational organizations that support students' right to read, education unions and school administration groups, parent and student

- groups, ALA state chapters and organizations which include authors, vendors, publishers, and professional publications to support students' right to read;
4. Commits to widely disseminating talking points for librarians, library workers, administrators, and their supporters in school and public libraries to speak to citizens and community stakeholders emphasizing the importance of following established policies and of inclusive library collections;
  5. Encourages ALA members to become more involved with intellectual freedom efforts in ALA, to act as liaison between other ALA groups and IFRT and IFC, to always report challenges to the Office of Intellectual Freedom (OIF) in support of accurate statistics, to donate to the LeRoy C. Merritt Humanitarian Fund supporting library workers who are facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation;
  6. Commits to speaking with one voice across the Association.

**Response:** The approved insertion has been added the ALA Policy Manual found here: <https://www.ala.org/aboutala/governance/policymanual>

**Implementation Action (3):** The ALA Council, **APPROVED**, the insertion of B.3.2.1 Equity, Diversity, and Inclusion (EDI) efforts in AASL While Addressing Historical Effects of Racism

The American Library Association on behalf of its members

1. Acknowledges the American Association of School Librarians' past actions and inactions that have harmed members of the profession;
2. Apologizes to Black school librarian for wrongs committed against them and for AASL's inactions on behalf of segregated school libraries and school library state associations;
3. Apologizes to all Black, Indigenous, and People of Color (BIPOC) school librarians for AASL's part in historical racism and segregation in the school librarian profession;
4. Commits to promoting diversity in school librarianship in undergraduate and graduate programs and at school recruitment fairs;
5. Commits to ensuring a diverse and inclusive membership by recruiting, welcoming and encouraging BIPOC school librarians to consider leadership opportunities within ALA and AASL;
6. Commits to apply and prioritizing an Equity, Diversity and Inclusion lens in all aspects of the greater work of AASL and ALA;
7. Commits to sustaining a more diverse and inclusive leadership within ALA an AASL in terms of ethnicity, gender, and ability representation;
8. Communicates and aligns all EDI initiatives throughout AASL, ALA (in response to the newly adopted DEI scorecard,) and the profession;
9. Creates opportunities for collaboration with ALA divisions, ALA chapters, AASL chapter, ALA Roundtables and National Affiliates of Librarians of Color (NALCO) to create a stronger voices of our profession

**Response:** The approved insertion has been added the ALA Policy Manual found here: <https://www.ala.org/aboutala/governance/policymanual>



## DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#13.1, ALA TREASURER

**Implementation Action:** The ALA Council, **APPROVED**, the following Budget Objectives, as a basis for the FY2024 budget and as a key framework for budget planning:

- Positive revenue/expense budget
- Rebuild membership base
- Monitor new revenue sources
- Develop budget surplus
- Focus on financial stability and growth
- Develop new budget metrics

**Response: Positive revenue/expense budget:** ALA's effort to meet this objective should be reflected in the most recent updates once they are available. At the most recent meetings of the Executive Board, in Chicago this past April, the Board received the 5-month update for the fiscal year, showing a positive revenue/expense budget. The expectation is that this should hold true in the updates to be shared at the Annual Conference and for the remainder of the fiscal year.

**Rebuild membership base:** Membership gains have been slow so far. Melissa Walling should be able to address this better. **Monitor new revenue sources:** As with the positive revenue/expense budget, the growth of ALA's newer revenue sources will be reflected in the most recent updates yet to be shared. **Develop budget surplus:** ALA remains on track for a surplus in FY23. There is still a planned surplus for FY24. **Focus on financial stability and growth:** Financial stability is reflected in the continued, strengthened practices of more accurate budgeting and management of expenses. Where growth may best be seen is in the development of new revenue areas, but also in the strength of contributed revenues this year. In addition, the upcoming 150<sup>th</sup> anniversary is an opportunity to cultivate giving to ALA. **Develop new budget metrics:** This remains a work in progress.

## DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#45, AFFILIATE REQUEST

**Implementation Action:** The ALA Council, **APPROVED**, LiteracyNation, Inc., as an affiliate of the American Library Association

**Response:** LiteracyNation, Inc. is now an affiliate of ALA. Please see [press release](#) and the [Affiliate listing on the ALA website](#).

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#51, RESOLUTION ON HUMAN RIGHTS AND FREEDOM OF SPEECH AND EXPRESSION IN IRAN**

**Implementation Action:** The ALA Council, **ADOPTED** the Resolution on Human Rights and Freedom of Speech and Expression in Iran

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

1. stands with the people of Iran and supports their efforts for achieving human rights, women's rights, freedom of speech and expression, and self-determination;
2. condemns acts of violence and censorship by the Islamic Republic of Iran;
3. encourages the United States government and international organizations to support the people of Iran; and
4. supports efforts providing resources, tools, educational materials, and other forms of assistance that help Iranians and Iranian librarians.

**Response:** On March 6, 2023, the American Library Association sent a letter out to the U.S. Special Envoy for Iran providing them with a transmittal of the resolution to the Department of State.

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#52, RESOLUTION ON REVISING THE CODE OF CONDUCT TO INCLUDE ONLINE ACTIVITY TO THE EXECUTIVE BOARD TO TAKE ACTION ASAP**

**Implementation Action:** The ALA Council **REFERRED** the Resolution on Revising the Code of Conduct to Include Online Activity to the Executive Board to take action ASAP.

*Resolved*, that the American Library Association (ALA):

1. revises the Code of Conduct for conferences and meetings to include harassment towards participants, including but not limited to members, staff, vendors, and speakers online and via social media platforms as unacceptable behavior
2. urges conference and meeting participants to refrain from posting content online that might defame, negatively affect, or otherwise cause harm to individuals or institutions.

**Response:** On February 21, 2023, the ALA Executive Board referred Council Document #52 Resolution on Revising the Code of Conduct to Include Online Activity to the ALA Conference Committee. On May 16, 2023, the ALA Conference Committee met and approved the addition of the following language to be added to the Conference Code of conduct: *Participants should refrain from posting content online and via social media that might defame, negatively affect or otherwise cause harm to individuals or institutions.*

**DOCUMENT NUMBER/TITLE OF DOCUMENT: ALA CD#53, RESOLUTION TO ESTABLISH POLICY MONITORING OVERSIGHT FOR THE EXECUTIVE BOARD TO THE COMMITTEE ON ORGANIZATION (COO) AND ASK THAT COO CONSULT WITH APPROPRIATE GROUPS**

**Implementation Action:** The ALA Council *REFERRED* the Resolution to establish policy monitoring oversight for the Executive Board to the Committee on Organization (COO) and ask that COO consult with appropriate groups.

*Resolved*, that the American Library Association (ALA):

Directs the Committee on Organization to create and maintain a process for reporting deviations from Association policies to Council with the goal of enabling council to conduct its oversight role over the Executive Board.

**Response:** After discussion with the ALA Parliamentarian and amongst the committee, COO decided that this is direction is 1) outside the scope of COO's charge; 2) bad parliamentary practice for a Council Committee to be given Executive Board oversight responsibility; and 3) Additional "oversite" is redundant—Executive Board and Council have separate spheres of duties; under Article IV, section 1, Council is the policy making body, and it has the power to monitor and enforce adherence to association policies; under Article III, section 2, the Executive Board manages the affairs of the association. Council and Executive Board's powers (and limitations) are established and defined by our governing documents.

As such, COO respectfully declines the Council directive to create a Board oversight process and suggests that if Council wants to ensure such oversight that Council itself should be responsible for defining, debating, and approving a process that can be codified into ALA Policy. Please also see, COO's report for the 2023 Annual Conference, ALA CD#27.1.