

**Ohio Library Council
BOARD OF DIRECTORS**

ITEM NO.: **5.B**

MEETING DATE: **July 17, 2020**

SUBJECT: **ALA Councilor Report**

SUBMITTED BY: **Meg Delaney**

REPORT FOR INFORMATION

During ALA January 23-27 Midwinter meetings in Philadelphia, Council was presented with stark, yet incomplete reporting on ALA's finances and proposed governance structure. The financial picture was bleak and various line-items were in the red. With an eye toward cost savings and efficiency, Council had hoped to pilot a Zoom event in March 2020 to demonstrate that this particular 187-person body could update practices and also be nimble & responsive to Association needs.

COVID-19 made a March meeting impossible. ALA staff did pivot quickly and almost flawlessly to produce [ALA Virtual: Community Through Connection](#) June 24-26, 2020. Council events related to the Conference began on June 18 and concluded on July 9. Prior to the start of the Virtual Conference, ALA staff shared with Council replies to the very long list of questions – primarily related to ALA finances – compiled during the Midwinter meetings. Questions about finances and the Steering Committee for Organizational Effectiveness (SCOE) came up at almost every gathering I attended.

Sessions attended:

Virtual Membership Meeting

Virtual Information Session

Virtual Inauguration Event

Chapter Relations Committee; Chapter Councilor's Forum; Chapter Leader's Forum

Council Practice Session

Council Forum I, II, III

Council I, II, III

Highlights from the meetings:

1. There were over 7,000 registrants for the Virtual Conference
2. New ALA Member benefit: access to 2 eLearning courses with membership: Fighting Fake News and Mindfulness for Librarians
3. ALA suffered an \$8 million-dollar loss from cancelling ALA (filed an insurance claim - luckily the rider included pandemics!) The loss would have been \$13m had we not cancelled so quickly
4. Tracie Hall is the 10th Executive Director of the Association [Executive Director Report](#)
5. Outgoing President Wanda Kay Brown's [Report to the Executive Board](#) talks about hiring the new Exec. Dir., supporting libraries that closed during the COVID pandemic, and seeing the breadth of the digital divide. President Brown challenges the Chapters who wrote moving and eloquent statements condemning police and citizen abuse of power to now take the next step by taking action and bringing those words to life.
6. Incoming President Julius C. Jefferson Jr.'s [Report to Council](#) and Inaugural Event showcased his theme / priorities: Advocacy / Equity, Diversity, and Inclusion / Building the ALA brand. He will pivot from the 11-day bus tour to a virtual event which includes Ohio! His purpose is to engage, listen, build, and advocate. Jefferson concluded by admonishing attendees to "Recognize the humanity and identity of everyone who works in our libraries and who visit our libraries."

Council I:

5.B: ALA Councilor Report

- A. ALA staff are scheduled to take a maximum of 23 furlough days as a result of the pandemic
- B. A Fall Council meeting will be scheduled to vote on the Approval of the Annual Estimates of Income for FY2021. COVID-19 resulted in unforeseen expenses and the Annual Estimate is not yet ready for review.
- C. RESOLUTION on Protecting Privacy and Safety in Coronavirus-related Library Policy
Passed nearly unanimously

Council II:

- A. Committee on Organization Report action
 - a. Motion 1: 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; effective August 31, 2020 (VOTE: Yes 160; No 2; Abstain 1)
 - b. Motion 2: Authorize organization of Core: Leadership, Infrastructure, Futures as a division of the American Library Association, effective September 1, 2020 (VOTE: Yes 163; No 1; Abstain 0)
 - c. Motion 3: RESOLVED, That the ALA Council dissolve the Association of Specialized, Government, and Cooperative Library Agencies as a Division of ALA (VOTE: Yes 162; No 3; Abstain 5)
 - Emotional statements about the dissolution - some feel they weren't really given a choice; it's best to move forward for all of ALA
 - Where will advocacy for underserved populations take place?
 - Surprised by their financial situation after Midwinter 2020
 - d. Motion 4: To allocate the ASGCLA components to the respective ALA Units (see 5 page report for reassignment) (VOTE: Yes 166; No 1; Abstain 1)
 - e. 2nd vote required to dissolve a Division - that will take place immediately after Council III
- B. Constitution and Bylaws Report action
 - a. 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. (VOTE: Yes 168; No 0; Abstain 0)
 - Given the need to conduct business of the association in an online environment, these changes clarify that the requirements for a quorum are the same in both physical and synchronous online formats, and that voting can occur by electronic means
 - b. Action Item 2: Changing requirements for a quorum in the Bylaws to make them consistent with the Constitution. Article VI, Section 3 of the ALA Constitution currently states that "Seventy-five members of the Council shall constitute a quorum." This change brings the ALA Bylaws into accordance with the ALA Constitution. (VOTE: Yes 164; No 0; Abstain 1)
- C. Intellectual Freedom Committee Report highlights
 - a. On May 8, the Privacy Subcommittee hosted the webinar "Protecting Privacy in a Pandemic: A Town Hall for Library and Information Workers." Privacy Subcommittee Chair Erin Berman, member Bill Marden, and Michelle Gibeault (Chair of Instruction and Librarian for Humanities at Tulane University and co-convener of the Digital Library Federation's Privacy and Ethics in Technology (PET) working group) highlighted best practices regarding video platforms, data collection, and vendor relations. The webinar welcomed more than 800 registrants and 500 attendees, with a lively Q&A. **The webinar recording is available on the OIF YouTube channel.** Resources from the webinar as well as additional tools were compiled in a resource guide published on ChoosePrivacyEveryDay.org.
 - b. Letter calling for a 7th standing committee to Forward Together related to Professional Ethics and Values. Selection: *We respectfully propose the addition of a seventh standing committee to the Forward Together recommendations— Professional Values. The Professional Values Standing Committee would be the arm*

of the new ALA leadership structure that would focus on Intellectual Freedom, Professional Ethics, and Privacy. It would combine the work of the Intellectual Freedom Committee, Committee on Professional Ethics, and IFC Privacy Subcommittee and align with ALA's Office for Intellectual Freedom.

- c. "Resolution Condemning Police Violence Against BIPOC, Protesters, and Journalists" (BIPOC is Black people, Indigenous People, and People of Color) 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 protesters, 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 members through appropriate channels of communication. (VOTE: Yes 165; No 1; Abstain 2)

D. Forward Together-Steering Committee on Organizational Effectiveness Timeline:

- a. June/July 2020 • The final report of the Steering Committee on Organizational Effectiveness will be presented to ALA Council and the Forward Together Working Group will take over facilitation of the session with ALA Council. • ALA Council will vote on the proposed course of action as outlined here
- b. June 2020 to December 2020 • In preparation for a large-scale "Constitutional Convention", virtually, ALA Council will 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.
- c. January 2021 Midwinter - Indianapolis • The amended Forward Together governance model will be presented for a final debate during a Constitutional Convention style event. Further amendments may be added during this event. This event will include ALA Councilors and additional stakeholders within the association. The details and process for the Constitutional Convention are still being discussed and will be led by the Forward Together Working Group in collaboration with ALA Parliamentarian Eli Mina. • A final vote on the model at the conceptual level will be taken by ALA Council. • The report from the Forward Together Fiscal Analysis Working Group will be presented to Council.
- d. March 2021 • Preliminary new bylaws will be drafted in the fall/winter based on Council conversations and published in March reflecting the new governance structure. • The proposed new governance structure and the proposed new Bylaws to match it will be made available via ALA's website for ALA Council and ALA Members to review. These will be posted in March 2021 to ready Council for voting.
- e. April 2021 • First Council Vote on the New ALA Bylaws: The proposed new ALA Bylaws, reflecting the original Forward Together proposal and amendments made to it to accommodate Council's input, will be presented for debate, final amendments, and the first official vote, as required by the current ALA Constitution.
- f. Annual Session 2021 • Second Council Vote on the New ALA Bylaws
- g. Special ballot to members July 2021 • An Online Vote by ALA Membership on the New Bylaws: The new ALA Bylaws, having been approved by two consecutive votes of the ALA Council, will be presented to the ALA Membership for an online vote as part of a special July 2021 ballot.
- h. Sept 2021 • Implementation Begins

Council III:

A. Election Results:

- a. 2020-2021 Member to the **Committee on Committees** (CoC) Vote for 4 LeRoy LaFleur 88 votes or 59.1 % Melissa I. Cardenas-Dow 67 votes or 45.0 % Leslie Preddy 67 votes or 45.0 % Eric Suess 57 votes or 38.3 %

5.B: ALA Councilor Report

- b. 2020-2022 At-Large Councilor to the **Planning and Budget Assembly (PBA)** Vote for 3 Louis Muñoz Jr. 102 votes or 69.4 % Kymberly Keeton, M.L.S., C.A. 75 votes or 51.0 % Susan F. Gregory 65 votes or 44.2 %
 - c. 2020-2022 Chapter Councilor to the **Planning and Budget Assembly (PBA)** Vote for 2 Sam Helmick 84 votes or 58.3 % Jack Martin 77 votes or 53.5 %
- B. Financial discussion:
- a. Related documents: [ALA Financial Questions and Responses](#); [ALA Roundtable Net Asset Balance-Appendix 1](#); [ALA Division Net Asset Balance-Appendix 2](#)
 - b. Upshot: a tough financial situation was made worse by the COVID pandemic. Since January 2020 the Executive Director and Executive Board have set new expectations:
 - i. Strong & frequent communication
 - ii. Council also wants clearer communication & clearer reports
 - iii. IT spending: new controls to manage the 3 IT budgets: IT, capital, move (Overall IT budget has already been reduced by \$320K)
 - iv. ED with EB is developing a contract review process (over 50K) with thresholds, etc.
 - v. FY21 budget not yet approved - it needs to come down & have more realistic projections
 - vi. Operating Agreement work group coming: appointees during June 30 EB meeting
 - vii. Fiscal Analysis committee as part of Forward Together
 - viii. ED, Interim CFO, and Council will work together to get us on a firm financial standing
 - ix. ED Hall: Staff furloughs - explanation of how they came to that process / decision as a collective. It saved them from layoffs & will help them deal with coming volatility. they may not need to take all the furlough days that are forecast / planned
 - c. [Forward Together-Steering Committee on Organizational Effectiveness](#) – Loads of discussion on the goals & timeline for this work
 - i. In addition to the reorganization contained in the link above, there was considerable discussion of whether ALA needs both a Constitution and Bylaws. The language in both documents is woefully out of date and part of what slows everything down
 - ii. In the end, Council did support an amended Resolution to receive the SCOE documentation and move ahead with the Forward Together process.
 - d. [RESOLUTION Condemning U.S. Media Corporations' Abridgement of Free Speech](#) was referred to the Intellectual Freedom Committee and the International Relations Committee with a report due back at Midwinter 2021 (VOTE: Yes 153; No 6; Abstain 2)
 - e. [RESOLUTION on Financial Autonomy and Collaboration among ALA Management, Divisions and Roundtables](#) Written because of the confusion after Midwinter meeting; going forward, looking for more information; placing triggers for finances transferring between budgets. Lots of discussion: concerns about the Whereas clauses; clauses misrepresent what is currently happening; adds layers of bureaucracy; puts Council into the operational weeds. Many appreciated the intent behind the resolution. The problem was communication and transparency – that is getting better every day. (VOTE: Yes 6 ; No 153; Abstain 3)
 - f. [RESOLUTION on Developing Library Security Policies in keeping with ALA Policy](#) added ALA's ethnic affiliates to the Resolved clause. (VOTE: Yes 152; No 7; Abstain 2)
 - g. Announcements:
 - i. EB statement - affirming the rights of transgender people
 - ii. EB statement - statement taking responsibility for Associations' past racism
 - iii. Thanks to Mary Ghikas / June 30 is her last day

Special Council Session

- A. Required 2nd vote on: Action requested from Councilors is to cast their vote to dissolve ALCTS, LITA, LLAMA and vote for the creation of the Core division. (VOTE: Yes 157; No3, Abstain 2)
- B. Required 2nd vote on: The dissolution of the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) division. (VOTE: Yes 138; No 12; Abstain 12)

Next Steps:

Ohio will be well represented as the work begun by SCOE continues

Forward Together Working Group

Charge: The Forward Together Working Group will lead Forward Together through a multi-step process, involving Council and resulting in a member vote upon approval and acceptance by Council. This group will also test and assess Forward Together recommendations.

Co-Chairs:

Joslyn Bowling Dixon, Prince William Library System
Steven Yates, University of Alabama SLIS

Members:

Camila Alire, Dean Emeritus at the University of New Mexico and Colorado State University
Stephanie Chase, Constructive Design
Sara Dallas, Southern Adirondack Library System
Meg Delaney, Toledo Lucas County Public Library
Ed Garcia, Cranston Public Library
Eboni Henry, Truesdell Educational Campus, Washington DC
Lesliediana Jones, The George Washington University Law School
Ben Hunter, University of Idaho Library
Erika Linke, Carnegie Mellon University
JJ Pionke, University of Illinois at Urbana-Champaign
Christina Rodriques, OCLC

Forward Together Fiscal Analysis Working Group

Charge: The Forward Together Fiscal Analysis Working Group will conduct a comprehensive fiscal analysis of the amended Forward Together recommendations from December - January 2021. This report will be presented to ALA Council at the 2021 Midwinter meeting.

Chair: John A. Lehner, University of Houston

Members:

Tom Adamich, Monroe County Community College
Victor Baeza, Oklahoma State University
Ronald A. Dubberly, Retired: Atlanta-Fulton County Public Library and Seattle Public Library
Susan Jennings, Chattanooga State Community College
Brenda Pruitt-Annisette, Kent State University
Karen G. Schneider, Sonoma State University
Carrie Wilson, Calvert Library