



Memorandum

To: NJLA Executive Board
From: Eileen M. Palmer, ALA Chapter Councilor
Date: 1/17/2022
Re: January Chapter Councilor Report

Report from TAG – ALA Reorganization

Late last year Council was provided with the first substantial report from TAG (Transforming ALA Governance) and invited to a meeting held last week to discuss. On Saturday we were provided with the attached set of resolutions Council is being asked to approve. The Executive Board has front loaded the discussion and vote so that it is completed prior to the start of the conference leaving little to no opportunity for dialog with ALA members prior to the vote. I think this was an unfortunate decision.

That said, it should also be understood that TAG did an incredible amount of work in a short period of time. I appreciate their efforts.

My comments on the specifics of TAGS recommendations are in the attached document. My inclination is not to support this proposal but as always, I will be guided by the will of the Board.

Throughout this process I have been incredibly blessed to have the ear of Betty Turock who has given so much of her time in discussing this process and developing my sense of how to guide this Board. The words (and any errors) are mine but her contribution of labor and guidance to this process has been profound – I am very grateful to her wisdom.

I joined ALA in the early 1980's – almost a decade after the necessary turmoil in this country of the late 60's early 70's. Turmoil that impacted ALA like it impacted

so much of the country. So I was not present during the last time ALA went through a significant challenge to its governance and avenues of member participation. What happened during that time in ALA's history has been lost in the collective memory of many ALA members. Betty reminded me of acronyms that didn't mean much to me as a young librarian, ACONDA and ANACONDA – the groups formed to work through what changes ALA needed to make. I've read histories of this time recently that say not much change happened – but I think that is a misread. Today the largest Round Table within ALA is the Social Responsibilities RT – and SRRT was a direct result of that time in ALA's history. If, like me, you enjoy a journey down the rabbit hole – read about it here. What struck me most was that the issues came up from the membership, not down from the governance structure. I keep asking myself if that could happen under this proposed reorganization of governance. Oh and it mentions a **10 hour** membership meeting 😊

[\(https://www.ideals.illinois.edu/bitstream/handle/2142/3717/Raber553.pdf?sequence=2/\)](https://www.ideals.illinois.edu/bitstream/handle/2142/3717/Raber553.pdf?sequence=2/)

Ultimately the changes forced during that time were not enough, for the country or for ALA. So now we are once again trying as a country, and as an association, to reconcile our stated beliefs and values with the reality of our failure to realize them.

I keep asking myself, will these proposed changes lead to an organization that can move beyond its structural failings and create an association that is truly capable of change? I just don't see it. This process began with a survey of members (often referred to as the Avenue M study). But nowhere in that study were members asked about governance. Now we are asked to move forward these changes because they reflect what the members want. I re-read that before every ALA Council meeting and I still can not identify why it is considered a mandate for a small governing Board and the elimination of the Council. If you want to read it it's here:

https://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/ebd12_12_ALA_survey_results_AvenueM_presentation.pdf

I believe there are important findings in the Avenue M study that I feel are ignored in this ALA Executive Board led effort to do away with the ALA Council. But I also acknowledge that the ALA Council today is a more reactive than proactive body. I think it can and should be reformed rather than discarded. There is an effort to do that with this proposed draft resolution.

https://docs.google.com/document/d/1260hu3jOM50BD_4JsZdgL8U7UqSe3SkCM8DtG20Yq9w/edit

I look forward to the discussion at our meeting.

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Resolution to Promote Equity, Diversity, and Inclusion (EDI) Efforts in AASL While Addressing Historical Effects of Racism

Attached – I am supportive of this resolution. Would NJLA like to take a formal stand?

Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges

Attached -- I am supportive of this resolution. Would NJLA like to take a formal stand? FYI – note that it is being brought forward by Joyce Valenza from Rutgers.

Respectfully submitted,

Eileen M. Palmer
NJLA Chapter Councilor

This is edited to include my comments and perspective (in blue)

Motions to consider at ALA Council I and Council II (January 2022)

Part A includes statements about Function; Part B includes statements about Culture; and Part C includes statements about Structure.

Part A: ALA Governance FUNCTIONS

1. ALA's governance priorities must be set with the benefit of **regularly solicited input** from its Members and affiliated Units.
2. **A mechanism (Taking ALA Pulse, or TAP)** must be in place by which ALA leadership places current and emerging governance issues **before the ALA Members and Units** for input. Such issues may include ones that are **identified by the ALA leadership** as well as ones initiated by **ALA Members and Units**. **In concept this is a good idea but there is no formal mechanism to assure this. It's unclear how membership-driven issues will make their way to an opportunity for formal action.**
3. ALA leadership must report to the ALA Members and Units on a regular and timely basis on identified governance issues and on any developments on related issues and priorities. **This happens now and is nothing new.**
4. **ALA Staff** and possibly a designated **Committee** must regularly review, organize and report input received through the TAP mechanism. **Again, reporting is fine, but there is no mechanism requiring formal action.**
5. ALA Board of Directors must regularly refer emerging and ongoing governance issues to a **BODY OF KNOWLEDGE (BOK)** (or possibly **four**, as in the **Four Assemblies** model) to examine the complexities of the issues at hand and advise the ALA Board of Directors on options that should be considered. **The BOK is an advisory body only.**
6. The **BOK/s** (Advisory Council or the 4 Assemblies) should be **sufficiently large** so its advice can be considerate of input from a diversity of views and perspectives, but **sufficiently small** to enable meaningful engagement of the diverse knowledge and expertise of its members.
7. The ALA Board of Directors must function as ALA's **Oversight and Policy Making body**, with the duty to consider the advice that it receives from the **BOK/s**. If the ALA Board of Directors opts to partly or fully not implement the BOK's advice, it must inform the BOK of the reasons for doing so.

ACTION ITEM 1: *"Moved, That the Council of the American Library Association (ALA) endorse IN*

CONCEPT the Seven Principles for the allocation of governance-related functions as proposed by the TAG Taskforce.”

Part B: Body of Knowledge CULTURE

1. A Body of Knowledge (**BOK**) should generally make its recommendations by consensus. If needed, parliamentary procedure can be employed to resolve differences of opinion by a majority vote. **This is kind of one large advisory council where all are to be represented (unless the leadership assemblies motion is accepted – then there will be 4 BOKs). These are not, to my mind, principles as much as constraints on how this ‘body of knowledge’ culture will be created and will operate. The key point is that they have zero ability to force the BoD to do anything.**
2. To provide informed and credible input to the ALA Board of Directors, the BOK must receive all relevant analysis (legal, financial, human resources issues, etc.) of the issues it is asked to comment on. It must receive such analysis **well in advance** of a meeting, so each member can review it and be fully prepared.
3. Deliberations of the BOK must be at **a high level**. In the interest of good time management, minor amendments that do not alter the intent of a proposal must be delegated to the ALA Executive Director or the ALA Governance Office for processing, as they see fit. **Who determines what is ‘high level’?**
4. A BOK must have **an Agenda Planning Committee** (APC), which has the authority to determine what to include and what to exclude from the BOK’s agenda. Legitimate reasons for the APC’s decision to reject an item would be the degree of **relevance and connectedness** of the proposed agenda item to **ALA’s mission**, as well as the degree to which the item is time sensitive. ALA Bylaws may establish a method by which a proponent can **appeal** the APC’s decision. **Given item #7 I am concerned that minority opinions/voices will not be heard.**
5. If the size of the BOK is substantial, all efforts must be made to **engage** all its Members and **their insights** in the BOK’s deliberations, and thereby ensure that relevant input is not missed before decision making. Diverse discussion methods should be employed, to enable as many members as possible to participate.
6. Given the potential large size of the BOK, meeting time must be treated as a precious commodity, to ensure that time is logically allocated based on the significance of the issues at hand.
7. **TWO HATS** discipline: Given that a BOK is to be a constituency based body, it is crucial that all its members understand that their role **IS NOT** to serve solely as **ADVOCATES** for the constituency that elected them. Although it is their duty to present relevant constituency input, they must also **listen** to others with open minds learn from their input, and make balanced and fully informed decisions for ALA. Constituency representatives must **inform the units** that chose them on how this process works, so no one ever develops **the incorrect expectation** that their representatives must vote as they order them to. The person chairing the BOK should emphasize the TWO HATS process at the start of every BOK meeting. **Personally I find this item insulting and bordering on the policing of debate and tone intended to silence minority voices.**

ACTION ITEM 2: Moved, That the Council of the American Library Association (ALA) endorse IN CONCEPT the Seven Principles for the culture of ALA governance, as proposed by the TAG Taskforce.”

Part C: ORGANIZATIONAL STRUCTURE

ACTION ITEM 3: Moved, That the Council of the American Library Association:

1. **Endorse, IN CONCEPT,** making the new ALA Board of Directors the ALA’s Governing Body, with its composition as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council’s input between now and the June 2022 Annual Conference; **This is the heart of the change. Do we think a Board of so few members is sufficient to serve as the governing body of an association of more than 50K members? The loss of a governing council means all policies are set by this small group of directors (smaller than NJLA’s current Board). NJLA has no governing council beside the Board so it’s fair to ask why shouldn’t ALA? But to be honest there are times I think NJLA would be better served by a such a body. Still, council is large and unwieldy at times and it does not currently serve as the active policy making body it once was. Change is definitely needed. Is this the right change? I don’t think so. From a chapter perspective, our ability to bring issues directly to the membership and/or Board and/or staff will be diminished in this proposal.**
2. **Endorse, IN CONCEPT,** the establishment of An Advisory Council as a Body of Knowledge which provides the benefits of its collective wisdom and advice to the new ALA Board of Directors, with the composition of the Advisory Council as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council’s input between now and the June 2022 Annual Conference; **It is my experience that advisory councils without authority do little and soon devolve into a perfunctory role of approving whatever they are asked to approve.**
3. **Direct** that a professional advisor, skilled in writing Bylaws, be retained, to work in close consultation with the ALA Constitution and Bylaws Committee and other bodies, as needed, to develop new Bylaws to replace the current ALA Constitution and Bylaws;
4. **Direct** that the Committee on Organization review the standing committee structure and charges in light of the new ALA Governance function, culture, and structure; **This seems to me like a lot of power for one committee. Can the membership force the creation of a committee? Can the BOK?**
5. **Direct,** that the mandate of the TAG Taskforce be extended until the ALA Council deems that the TAG Taskforce’s work has been satisfactorily completed; **TAG has not been receptive to comments from Council thus far so I am concerned that the accountability that needs to be added to this proposal to make it at all acceptable will continue to be discounted.**
6. **Direct,** that the TAG Taskforce convene virtual Council meetings between now and the 2022 Annual Conference, with the goals of Council reviewing progress and providing input; and
7. **Direct,** that, when sufficient progress has been made on the proposed new ALA Bylaws, possibly as early as June 2022, a Constitutional Convention be held, to enable the ALA Council and its Members to debate, propose amendments, and take a final Council vote on the new Bylaws. **I thought a bylaws change required 2 votes. I do not see how a final vote can be held in June 2022.**

LEADERSHIP ASSEMBLIES OPTION (Amending Clause 2 in the above motion)

Moved, That CLAUSE 2 in the above motion be replaced with the following:

Endorse, IN CONCEPT, the establishment of **FOUR LEADERSHIP ASSEMBLIES** as Bodies of Knowledge, with each Leadership Assembly providing the benefits of its collective wisdom and advice to the new ALA Board of Directors, and with the composition of the Leadership Assemblies as proposed by the TAG Taskforce, and as may be amended with the benefit of the ALA Council's input between now and the June 2022 Annual Conference; **I'm not sure I have an opinion on the 2 proposals (leadership assemblies vs. advisory council) expect to say I think it is important to have a single place where the association discusses the issues of the day. Creating four silos does not seem to me to be a way to accomplish that.**

DRAFT ALTERNATIVE

Proposed Resolutions Relating to Council

Whereas the ALA Council's primary role in recent years has been to debate and determine ALA policy;

Whereas the current iteration of Council is seen by many to be too large and expensive, thus inhibiting its ability to play an effective role in policy development;

Whereas the creation of Assemblies and realignment of Committees provides an opportunity to re-envision Council and its role within ALA;

Whereas Council remains the place within ALA governance where all parts of the Association are able to be represented and all voices heard;

Resolutions related to Structure, Composition, and Purpose

1. Resolved, that ALA assigns to the Board of Directors all fiduciary and administrative oversight functions of the Association with the exception of the Nominating Committee members, who will be elected by Council. The Board of Directors will delegate management of the day-to-day operation to the Association's Executive Director per the current constitution.
2. Resolved, that Council retains all policy making authority. That Council has a responsibility to provide guidance to the library community on best practices relating to wider social issues affecting the library profession.
3. Resolved, that Council develops a schedule of in-depth reviews of ALA policies and governance structure so that all policies are reviewed at least once every 5 years.
4. Resolved, that no person shall serve more than 2 consecutive terms on Council without a break in service.
5. Resolved, that Council be reconstituted to decrease the number of at large positions and create positions for assembly leadership while retaining direct representation from round tables, divisions and chapters.

Resolutions related to Attendance Requirements and Meeting Frequency

6. Resolved, that Council meet at least 4 times a year and that all Council meetings be conducted virtually with provision made at least 1 time a year for a hybrid virtual / and in person meeting.
7. Resolved, that the requirement to attend in-person meetings be eliminated.
8. Resolved, that Council members must attend 75 % of Council meetings within a calendar year and failure to do so will mean removal from Council.

Resolution related to all forms of ALA engagement being open to virtual participation.

We discussed that ALA should have broader language regarding Association-wide expectations that all member engagement opportunities include virtual participation options. We're not sure which

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group would be responsible for developing such a resolution but wanted to put it on the table for consideration.

Mover:

Jennifer C. Boettcher, Councilor-at-Large, 571 216-3499

Resolution to Promote Equity, Diversity, and Inclusion (EDI) Efforts in AASL While Addressing Historical Effects of Racism

Whereas the American Library Association (ALA) Council adopted resolution CD#41-7618 “Resolution to Honor African Americans Who Fought Library Segregation” stating that the American Library Association participated both passively and actively, in the disenfranchisement of African American librarians, depriving them of the resources of a professional association;

Whereas between 1954 with the *Brown v. Board of Education* decision through 1968, the American Association of School Librarians (AASL) took no action to publicly support *Brown* or to oppose segregated public school libraries;

Whereas Koch wrote in 1975 “from their late-nineteenth and early twentieth-century origins, southern state library and education associations to which school librarians belonged had been segregated. AASL not only said nothing and took no public position against these racist practices, it continued to accept delegates from segregated school library associations as AASL representatives until the mid-1960s. In 1951, AASL quietly decided that in its state-member Assembly, segregated black and white state library associations could each appoint one representative, but those representatives would each get only half a vote” ;

Whereas AASL acknowledges the racist experiences suffered by Black school librarians including Ernestine Denham Talbert, Jurl Portee Watkins, Carrie Coleman Robinson, and many others who did not have the voice of the association advocating on their behalf;

Whereas the inactions of AASL also caused harm to Black and Indigenous People Of Color (BIPOC) members of the school library profession;

Whereas AASL acknowledges harm done to fellow BIPOC colleagues and offers a sincere apology as an important and necessary first step in the process of reconciliation;

Whereas AASL must communicate how the association has worked to create documents and initiatives to support equity, diversity and inclusion such as “Developing Inclusive Learners and Citizens Activity Guide”, “Defending Intellectual Freedom: LGBTQ+ Material in School Libraries” Toolkit, Mary Keeling’s 2019-2020 Presidential Initiative, Office Hours, and Increasing Representation Mentoring Program (IRMP), and the *Knowledge Quest* March/April 2021 issue *Black School Librarianship: Navigating Race and Creating Change*;

Whereas, AASL has and continues to be a sponsor of the Spectrum Scholars program since its inception;

Whereas AASL affirms the importance of equity, diversity & inclusion as core values of our profession;

Whereas equity, diversity and inclusion are at the forefront of AASL policies, our strategic, and our operational plans;

Whereas equity, diversity and inclusion are within every area of school librarian practice including collection development, professional development, recruiting, mentoring, and instruction through our National School Library Standards and opens opportunities for future members to see themselves as an integral part of AASL; and

Whereas the inclusion of all perspectives enriches and builds understanding which in turn impacts our school library profession, our learners, and our community; now, therefore, be it

Resolved, that the American Library Association (ALA), 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 librarians 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 and Indigenous 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 applying and prioritizing an Equity, Diversity and Inclusion (EDI) lens in all aspects of the greater work of AASL and ALA;
7. Commits to sustaining a more diverse and inclusive leadership within ALA and AASL in terms of ethnicity, gender, and ability representation;
8. Communicates all EDI initiatives throughout AASL, ALA and the profession;
9. Creates opportunities and resources for collaboration with ALA divisions, ALA chapters, AASL chapters, ALA Roundtables and Ethnic Caucuses to create a stronger voice for our profession.

Mover: Diane R. Chen, AASL Division Councilor, 615-800-1488
Second: Erika Long, Chapter Councilor, 901-229-3048
Kathy Carroll, Councilor-at-Large, 803-840-7546
Kathy Lester, Councilor-at-Large, 810-333-5873
Brenda Pruitt-Annisette, MLS, Ed.D., Chair, Coretta Scott King Book Awards Committee
Dorcas Hand, Councilor-at-Large

Joyce Kasman Valenza, PhD, Councilor-at-Large
Dr. Daniella Smith, Councilor-at-Large
Sara Dallas, Councilor at Large, 518-859-0742
Amy Lappin, Councilor-at-Large

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Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges

Whereas the Library Bill of Rights affirms all students' right to read through the Access to Library Resources and Services for Minors: An Interpretation of the Library Bill of Rights and Access to Resources and Services in the School Library;

Whereas intellectual freedom is every learner's right, an AASL Common Belief;

Whereas the freedom to read is essential to all citizens in a democracy;

Whereas our youth are the future voting citizens and leaders of this country, they will need access to the diverse learning opportunities libraries provide which include the representation of communities of multiple races, ethnic heritages, geographic origins, gender identities, economic differences, and interests;

Whereas school library collections are comprised of age-appropriate, balanced resources that are selected and maintained by certified, university-trained professional librarians according to board-approved policies and procedures to meet curricular needs and the range of student interests, and to promote choice;

Whereas equitable student access and choice increase academic outcomes, lay the foundation for a culture of literacy, and inspire lifelong learning;

Whereas school and youth libraries are fundamental to all other libraries, teaching students from young childhood until early adulthood that libraries are critical and essential sources of balanced information and recreational reading into adulthood;

Whereas school libraries across the nation are experiencing an unprecedented number of book challenge campaigns catalyzed by organized groups who are focused on censoring such topics as race, ethnicity, gender identity, and others;

Whereas censorship distorts intellectual dialogue by limiting access and understanding of the representative variety of voices that comprise the richness of American culture, leading to misrepresentation of our ideals, values, history, and thought;

Whereas book challengers, including governmental entities, increasingly call for dismissal and/or prosecution of school librarians, and destruction of library books as part of these challenges;

Whereas increased book challenges precipitate increased parent demands for student borrowing records, compromising student rights to confidentiality and privacy;

Whereas school librarians, school district personnel/administrators and other youth librarians experience isolation, personal attacks, and threat to their professional reputations in the current political climate;

Whereas youth librarians are currently under direct threat, all librarians (public, school, academic/higher education, and special) can and may be also attacked soon;

Whereas intellectual freedom is a core value of the American Library Association: “We uphold the principles of intellectual freedom and resist all efforts to censor library resources;”

Whereas individual requests for removal of books from libraries threaten all young people’s rights to access diverse materials;

Whereas libraries are historically and judicially recognized laboratories of intellectual freedom;

Whereas many young people have no easy access to their public library, have no bookstores in their communities, and no ability to purchase books; school libraries represent their only means of access to independent reading and literary practice, especially for students in underserved communities;

Whereas attempts to constrain the professional responsibility of librarians, restrict access to materials and limit the holdings of libraries is censorship; and

Whereas historically, organized censorship efforts, inadequately resisted, have endangered free societies; Therefore, be it

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

1. commits to ongoing support of all children’s right to read and their equity of access to diverse books, informational resources, students’ right to privacy and library services by:
 - a. Pledging to reaffirm that the freedom to read supports active citizens of the future and to speak 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. commits to supporting school librarians who face challenges and threats of prosecution or job loss by:

. Sharing, promoting, and upholding the public statement (The American Library Association opposes widespread efforts to censor books in U.S. schools and libraries, November 29, 2021) by ALA and its Divisions in support of school and youth services librarians who uphold First Amendment Rights and the Freedom to Read.

- 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 to offer the breadth of history even when it makes readers aware of events and ideas that make them uncomfortable;

3. enlists anti-censorship position statements, endorsements, and partnerships at various ALA levels with stakeholders including:

. Educational organizations that support students' right to read such as NCTE, ILA, PEN America, the Comic Book Legal Defense Fund and the National Coalition Against Censorship (article) to publicly strengthen the support for and to oppose challenges against students' right to read .

a. Education unions and school administration groups such as NEA, AFT, NSBA, AASA, NASSP, NAESP, or ASCD to also strengthen all students' right to read by educating administrators on the library profession's position on Intellectual Freedom and students' right to read and by calling for all state and local affiliate associations to have and to follow strong reconsideration policies, and to support their school librarians and teachers who are being threatened by parent groups.

b. Parent and student groups such as PTA, National Honor Society, Key Club, GSA/PFLAG/GLSEN to oppose censorship and support students' right to read.

c. American Booksellers Association (ABA), USBBY, We Need Diverse Books, Children's Book Council (CBC), Society of Children's Book Writers and Illustrators (SCWBI) and other 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 to speak to citizens and community stakeholders emphasizing the importance of following established policies and of diverse library collections;
5. encourages ALA members to volunteer for committees and leadership in the Intellectual Freedom Round Table (IFRT) and/or the Intellectual Freedom Committee (IFC); 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 Merritt Fund to support library workers who are facing financial difficulties for their support of intellectual freedom, and to join the Freedom to Read Foundation; and

6. commits to speaking with one voice across the Association in opposition to any and all threats to library implementation of students' right to read and their First Amendment rights.

Moved by: Dr. Joyce K Valenza, Councilor-at-Large joycevalenza@gmail.com
215.518.1846

Seconded by: Sara Kelly Johns, Councilor-at-Large skjohns@gmail.com
518.569.2339

Endorsers:

Diane Chen, American Association of School Librarians (AASL) Councilor
Kimberly Patton, Association for Library Service to Children (ALSC) Councilor
Elizabeth Nebeker, Young Adult Library Services Association (YALSA) Councilor
Kathy Lester, Councilor-at-Large, AASL President-Elect
Jennisen Lucas, AASL President
Dorcas Hand, Texas Chapter Councilor
Wendy Stephens, GNCRT Councilor
KC Boyd, DC Chapter Councilor
Deb Sica, Rainbow Round Table Councilor
Leslie Campbell, EMIERT Councilor
Erika Long, Tennessee Chapter Councilor, AASL Board
Kathleen Breitenbach, Chair, Rainbow RT
Shauntee Burns-Simpson, President BCALA
Karen Lemmons, ALA member and BCALA member
Social Responsibilities Round Table (SRRT), endorsed in principle.

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