

## **NH ALA Councilor Report from ALA LibLearnX 2022 – Virtual, 2/5/2022 Submitted by Lori Fisher, NHLA Chapter Councilor**

Having just been re-elected in November 2021 as your NH Library Association chapter councilor to ALA, this is my fourth January ALA meeting, but the first in the new format LibLearnX (formerly Midwinter). This change was welcomed by me, since it meant that Council meetings were scheduled at times outside of programs/sessions, so I was able to attend more professional development workshops than ever before since I started as NHLA Councilor.

ALA Council is the membership governing body for the American Library Association, consisting of 184 councilors. Representation comes from state chapters, ALA divisions, and ALA Roundtables. NH Library Association is a chapter of ALA.

My report below continues a list of the major agenda items for each Council meeting, with links to reports and resolutions. Unless noted otherwise, I voted yes when the vote occurred. I was there for all discussions except where noted, but what is clear to me (having been present) may not be clear to the reader of this report. Please feel free to contact me if you have questions about anything related to this report. ALA Council, or ALA in general: 603-271-2393 or [lori.a.fisher@dncr.nh.gov](mailto:lori.a.fisher@dncr.nh.gov).

### **ALA-APA: Wednesday 1/19/2022**

The ALA allied Professional Association (ALA-APA) is a non-profit professional organization established to “promote the mutual professional interests of librarians and other library workers.” This is ALA-APA’s 20<sup>th</sup> anniversary, and they are moving in a direction of better advocacy for library workers.

Two items I would like to point out in the [ALA-APA Director’s report](#) that may have value to our library staff/directors/trustees in NH:

1. Page 2: On May 13, 2021, the Salaries and Status of Library Workers (SSLW) Committee hosted a virtual webinar, Salary Negotiation – Ins, Outs, and In Between. Panelists discussed how salary decisions are made, what compensation packages consist of, and how to highlight strengths. In addition to talking numbers, panelists also discussed the difference and benefits of collective bargaining compared to individual salary negotiations, and how collective bargaining affects pay equity and equality. The event was recorded and is available on: [Salary Negotiation – Ins, Outs, and In Between - Zoom](#)
2. Page 3, Updated Salary Survey: APA is currently working on the newest edition of the ALA-APA Salary Survey: Non-MLS-Librarian - Public and Academic. Information will show data for public libraries serving populations under 10,000 to more than 500,000, and for academic libraries at community colleges, four-year colleges and university libraries. Results will be organized by region and state. The information is useful for hiring managers, library directors, trustees and human resource staff. It is also valuable for those seeking employment or considering relocating to pursue professional opportunities. As a reminder, the survey will be available free as a benefit of ALA membership.

## **Council I – Wednesday 1/19/2022**

Our very own Amy Lappin, Deputy Director of the Lebanon Public Libraries, NH, chaired the Transforming ALA Governance (TAG) taskforce that was requested by ALA Council in June 2021 to move forward with governance change proposals. For questions about TAG and their proposals, please contact Amy at [amy.lappin@leblibrary.com](mailto:amy.lappin@leblibrary.com).

The first TAG action item related to governance functions in concept. The motion establishes that there will be an ALA governing body, along with a Body of Knowledge group to examine the complexity of issues and advise the ALA governing body. This motion (as amended) passed. VOTE CD #35b, Action item 1 as amended (replace executive board with governing body) – 141 yes, 3 no, 1 abstain.

The second TAG action item related to the functions of the Body of Knowledge (as created in the previous resolution). Some conversation surrounded the “two hats” process, by which members of the Body of Knowledge will not only serve as advocates for their constituency, but also it is their duty to listen to other points of view and make decisions for ALA as a whole. VOTE to close debate on CD#35b, Action item 2: 96 yes, 35 no (I voted no since hands raised) VOTE CD #35b, Action item 2 as amended: 109 yes, 20 no, 5 abstain

### [CD #35 & 35A: Transforming ALA Governance \(TAG\) Report and Models](#)

#### [CD #35b: TAG Potential Motions \(three action items/votes\)](#)

#### [CD#35c: TAG Model Slides](#)

Missing from these slides is Councilors-At-Large (much fewer than current number)

## **Council II – Thursday 1/20/2022**

### [CD #20, Report from the Committee on Legislation](#)

I am a member of this committee, and this summary document speaks to the work we have done in 2021. It also includes the 2022 Legislative Agenda that will impact the focus and work of the ALA Public Policy and Advocacy office for the calendar year.

### [CD#27, Report from Committee on Organization](#)

Create new Library Support Staff Round Table (dissolving Staff Organizations Round Table SORT, and Library Support Staff Interests Round Table LSSIRT)

VOTE action item #2: 150 Yes, 2 Abstain, 1 No

VOTE action item #3: 152 Yes, 1 No, 1 Abstain

VOTE action item #4: 147 Yes, 3 Abstain, 0 No

VOTE action item #5: 154 Yes, 0 No, 0 Abstain

VOTE action item #1: 146 Yes, 7 No, 2 Abstain

### [CD#25, Constitution and Bylaws](#)

I missed this vote due to a call from my employer.

### [CD#35b – Transforming ALA Governance \(TAG\), action item #3](#)

Action item 3 describes the concept of making the new ALA executive board the ALA governing body, with Council being established as an advisory council. This was the model endorsed by the

TAG group. Another potential model included Council as the governing body, and yet another potential model included Council changing to a 4 Leadership Assemblies model.

VOTE: Amendment to action item #3 to change Advisory Council to Leadership Assembly: 30 Yes, 109 No, 6 Abstain (I voted no on this change). Note that the current linked CD#35b action item #3 reflects the wording on this amendment, which was defeated.

VOTE: Move debate on 35b. action item #3 to Council III 94 Yes, 46 No, 6 Abstain

I seconded this motion after seeing numerous councilors with their hands raised but not being called on, and other councilors being allowed to speak even though they had already spoken to this resolution. I felt it was unfair, with this process being so foundational since we are changing our governance model, to not allow any Councilor who wants to speak, to speak at least once on the floor during discussion. Frankly this was a disheartening Council meeting where I felt many voices were not heard or were ignored.

### **Council III – Monday 1/24/2022**

Vote: To extend meeting 30 minutes to 6:30 pm was defeated (I voted no because I already had personal commitments and could not stay longer without creating havoc for my family)

#### [Intellectual Freedom Committee repo4rt \(CD#19 & #19.1\)](#)

**There is one portion of this report that is important to highlight for NH librarians: the creation of a new resource (see page 8 onward of link above), Q&A addressing censorship of books by problematic authors.** While the intent behind this resource is well-intentioned, there has been some push-back on social media about the name of this resource and labeling authors as “problematic.” That said, there is still some useful information in the Q&A, and all NH library staff should be aware of the resource.

#### [ALA CD#44 – Membership Committee](#)

This committee has been working for years to come up with a new membership model that is more inclusive and creates opportunity for equity particularly for our smaller libraries.

Action item #1 – approve simplified ALA membership model (effective FY2024)

VOTE: 151 Yes, 0 No, 4 Abstain

Action item #2 – Change the salary threshold for non-salaried membership from \$30,000 to \$45,000 (effective FY23)

VOTE: 152 Yes, 4 No, 1 Abstain

#### [ALA CD #14 – Committee on Diversity](#)

The motion from this committee relates to the acceptance of the [DEI Scorecard for Library and Information Organizations](#) for use as an assessment tool for ALA. Among the criticisms of this motion was the focus of the scorecard on inclusivity for people of color, and not other under-represented groups. In the end, the vote occurred without any amendments to the motion. **NHLA EDI Committee should look at this scorecard and reflect on how it could be used by NHLA.**

VOTE: 149 yes, 3 No, 4 Abstain

#### [ALA CD #17 – Policy Monitoring Committee](#)

Insert pieces of approved resolutions from council into Policy manual

VOTE: 153 Yes, 0 no, 2 abstain

[ALA CD#13.1 Budget Objectives/Programmatic Priorities](#)

VOTE: 156 Yes 0 no, 0 abstain

At this point in the meeting, there was less than a half hour left of a 3-hour meeting to discuss our most important item (TAG action item #3) as well as three other resolutions. Another vote was taken to extend the meeting by a half hour and this time it passed. I voted no because, as stated previously, I had personal commitments I could not get out of. For the remainder of the meeting, I tried to listen via my phone, and I did vote to approve the two honorary lifetime memberships in closed session. Listening and voting by phone while transporting my daughter was a nightmare since cell service was not good in three areas during the ride. This is why I did not vote to extend the meeting. We should have just all accepted that items from this meeting would need to be put to another virtual meeting without all of the drama and dialogue that occurred. We all have lives and jobs, and we schedule things like this in for the time as advertised initially. This was the most frustrating Council experience I have had to date.

The resolutions that are being moved to a virtual Council meeting for March 10, 2022, are:

[ALA CD #51 Resolution to Support School & Youth Services Librarians Facing Increased Intellectual Freedom Report](#)

[ALA CD #52 Resolution to Promote Equity, Diversity & Inclusion Efforts in AASL While Addressing Historical Effects of Racism](#)

[ALA CD #53 Resolution Calling on the US Executive Branch to Drop Espionage Charges against Julian Assange](#)

[ALA CD #35a-35c TAG \(action item 3\)](#)

[ALA CD #54 Resolution related to Structure, Composition, Purpose & meetings of ALA Council](#)

There is serious disagreement among Council members regarding whether or not Council should be the ALA governing body or the Body of Knowledge (advisory body to the governing body). You can see the crux of this disagreement if you compare the TAG resolution action item #3 to CD #54 (submitted by a Councilor two days prior to Council III). In my opinion, for the future of the organization and in order to be more flexible and responsive to national issues, Council should be the advisory body to the governing body.

Unfortunately, I will not be able to attend and participate in the scheduled virtual Council meeting on March 10<sup>th</sup>. I have previously scheduled personal commitments that day, where I have taken the day off of work to help a family member who is having surgery in Boston. I apologize to our NHLA members that I will not be able to participate as your Council representative at this meeting.