

**Policy Monitoring Committee: Report to ALA Council,
Midwinter Meeting**

ACTION ITEMS

1. ACTION ITEM 1. Interpretation to the Library Bill of Rights regarding Importance of Education to Intellectual Freedom (CD#19.6)

At the 2009 Annual Conference, Council approved a new interpretation to the Library Bill of Rights regarding the importance of education to intellectual freedom. These interpretations are traditionally represented in the Policy manual by means of an abstract, supplied by the originating committee, followed by a reference to the Policy Reference File, where the full text of the Interpretations reside. New interpretations are inserted in the order they are added.

PMC MOVES INSERTION of the following at 53.1.21:

53.1.21 Importance of Education to Intellectual Freedom

Libraries of all types foster education by promoting the free expression and interchange of ideas. Libraries use resources, programming, and services to strengthen intellectual and physical access to information and thus build a foundation of intellectual freedom: collections (both real and virtual) are developed with multiple perspectives and individual needs of users in mind; programming and instructional services are framed around equitable access to information and ideas; and teaching of information skills is integrated appropriately throughout the spectrum of library programming and leads to empowered lifelong learners.

Through educational programming and instruction in information skills, libraries empower individuals to explore ideas, access and evaluate information, draw meaning from information presented in a variety of formats, develop valid conclusions, and express new ideas. Such education facilitates intellectual access to information and offers a path to intellectual freedom. Adopted 2009.

(See Policy Reference File: Importance of Education to Intellectual Freedom: An Interpretation of the Library Bill of Rights: 2008-09 CD#19.6)

2. ACTION ITEM 2. Interpretation to the Library Bill of Rights regarding Minors and Internet Interactivity. (CD #19.8)

At the 2009 Annual Conference, Council approved a new interpretation to the Library Bill of Rights regarding minors and Internet interactivity.

PMC MOVES INSERTION of the following at 53.1.22:

53.1.22 Minors and Internet Interactivity

The First Amendment applies to speech created by minors on interactive sites. Usage of these social networking sites in a school or library allows minors to access and create resources that fulfill their interests and needs for information, for social connection with peers, and for participation in a community of learners. Restricting expression and access to interactive Web sites because the sites provide tools for sharing information with others violates the tenets of the [Library Bill of Rights](#). It is the responsibility of librarians and educators to monitor threats to the intellectual freedom of minors and to advocate for extending access to interactive applications on the Internet. Adopted 2009.

(See Policy Reference File: Minors and Internet Interactivity: An Interpretation of the Library Bill of Rights: 2008-09 #CD 19.8

3. ACTION ITEM 3. Deletion of 50.1

Policy 50.1 states:

50.1 Support for "Goals for Action" of the National Commission on Libraries and Information Science

The American Library Association concurs in concepts and recommendations contained in "Goals for Action," a report of the National Commission on Libraries and Information Science, and commits the Association and its units to maximum cooperation with the National Commission in implementation and further development of "Goals for Action."

Because NCLIS no longer exists, the policy is obsolete.

PMC MOVES DELETION of 50.1.

PMC proposes to leave the number 50.1 vacant to provide flexibility for possible future insertions and/or reorganization of policies.

4. ACTION ITEM 4. 12.1 Organization Membership Dues (CD #44)

At the Annual Conference in 2009, ALA Council approved CD#44, with its proposal to adjust the organizational dues rate over a two-year phased in process to begin on September 1, 2009, and Council instructed the Policy Monitoring Committee "to revise policy 12, section 1 to reflect the new rates".

PMC notes that inclusion in the Policy Manual of dues levels, or any other information that can be expected to change with some frequency is inappropriate. It is proposing the changes below only because Council instructed it to. It is PMC's intent to propose revisions to the whole of Policy 12 at Annual Conference, to remove specific dues amounts from the policy, and to replace them with a reference to where the information can be found through the ALA website. PMC is delaying the revision of all of Policy 12 because of several questions that were identified during an attempt to do so.

PMC MOVES DELETION of the current 12.1, and replacement with:

12.1 Dues for Organizational Members

Levels	FY2010 Dues	FY2011 and thereafter
Very Small	\$135	\$175
Small	\$225	\$300
Medium	\$350	\$500
Large	\$1,100	\$1,300
Very Large	\$1,500	\$2,000
Other	\$135	\$150

Levels are defined as follows:

	Public Libraries by Service Population	School Libraries by # of Students in District	Academic Libraries by Student FTE
Very Small	<10,000	Single Building or Districts under 200	<1,000
Small	10k-24k	200 - 499	1,001 - 2,999
Medium	25k-99k	500 - 749	3,000 - 9,999
Large	100k-49k	750-999	10,000 - 19,999
Very Large	500k+	1000 or more	20,000+

"Other" is defined as Chapters, Affiliates, International Libraries, Tribal Libraries, Prison Libraries, and other non-profit organizations.

State Library Agencies must self-identify as Very Small to Very Large based on their total budgets minus "pass through" funds.

5. ACTION ITEM 5. 50.2 Equal Rights Amendment Legislation

Policy 50.2 states:

50.2 Equal Rights Amendment Legislation

The American Library Association supports the equality of women both in the profession and in society at large. To this end the Association (a) supports implementation of the national plan of action as amended at the National Women's Conference in Houston in November 1977; (b) supports through employment practices policy the equal treatment of women in the work place; (c) supports the Equal Rights Amendment legislation; (d) supports the elimination of sex-stereotyping terminology through avoiding the use of such terminology in ALA publications and (e) supports adherence to affirmative action policies through its support of the enforcement of such policies in its library school accreditation standards and guidelines.

This policy was written at the time the Equal Rights Amendment to the U.S. Constitution was being considered. Although most of the policy concerns equal rights for women, and thus remains relevant, the Equal Rights Amendment is no longer being considered. Because of this, and because the existing caption may mislead readers to believe that the content of the entire policy is obsolete,

PMC MOVES revision of the caption for 50.2, deletion of item (c), and renumbering of the remaining sections, so that the resulting policy would read:

50.2 Equality for Women

The American Library Association supports the equality of women both in the profession and in society at large. To this end the Association (a) supports implementation of the national plan of action as amended at the National Women's Conference in Houston in November 1977; (b) supports through employment practices policy the equal treatment of women in the work place; (c) supports the elimination of sex-stereotyping terminology through avoiding the use of such terminology in ALA publications and (d) supports adherence to affirmative action policies through its support of the enforcement of such policies in its library school accreditation standards and guidelines.

6. ACTION ITEM 6: Adoption of Standards of ALA Units.

Policy 55.2 states that "Standards adopted by ALA units other than divisions as provided in the Constitution and Bylaws become ALA policy only when adopted by Council." It has been observed

that the Committee on Accreditation (COA) traditionally brings its standards to Council for vote. Yet COA is not a "unit." PMC assumes that Council wishes COA to continue to bring its standards for Council approval.

According to Policy 6.5, a "unit" is a membership group, and committees, subcommittees and other appointed entities are excluded from the definition. COA is an appointed body, and is thus excluded from the definition of a "unit." PMC noted that COA is an appointed committee that operates under the aegis of an Office, rather than being appointed out of a membership body. After examining other such committees, PMC concluded that COA's relationship to its "host" Office, and its type of mission are unique, so that a simple revision to policy to cover COA would be sufficient.

An attempt to make this revision while maintaining comprehensibility revealed that it is not clear to what the phrase "as provided in the Constitution and Bylaws" refers. Because the phrase does not add force or information to the policy, it is being deleted.

Note that this proposal originally appeared on the PMC report at Annual Conference, 2009. It was withdrawn in the interests of time, since the PMC report was extremely long. It is resubmitted here, with minor editorial change.

Accordingly,

PMC MOVES that 55.2 be REVISED to read:

Standards adopted by ALA units other than divisions and by the Committee on Accreditation become ALA policy only when adopted by Council. Standards adopted by divisions in accordance with Article VI, Section 3 need not be approved by Council.

7. ACTION ITEMS 7.1-7.4. Terminology regarding gender identity

It has come to PMC's attention that within the Policy Manual there is variation in language used to describe the concepts of sexual orientation, gender identity, gender expression, etc. Differences in terminology appear to arise primarily from the accepted terminology in use at the time individual policies were passed, rather than from any intended difference in scope. Nevertheless, PMC is concerned that the differences in wording might be interpreted as defining limitations to the scope of particular policies, and believes that to the extent possible, a single term should be used.

GLBTRT has advised PMC that the current preferred terminology is "gender identity or expression" and recommends that whenever the Policy Manual specifies "sexual orientation," it should immediately be followed by "gender identity or expression, and where "gender identification" currently appears by itself (usually before "sexual orientation"), it should be removed and "gender identity or expression" should immediately follow "sexual orientation." Accordingly,

ACTION ITEM 7.1

PMC MOVES revision of 9.2 through insertion of "gender identity or expression" following "sexual orientation" and before "age", so that the policy would read:

9.2 Affiliation with other Organizations

Criteria have been established to guide the Council in considering applications for affiliation with ALA of national and international organizations which must: be not for profit; have interests consistent with those of ALA; have sufficiently large membership and length of existence to ensure continued support under constitutions and bylaws not in conflict with ALA and its policies; and do not discriminate in membership on the basis of race, creed, color, sex, sexual orientation, gender identity or expression, age, disabilities, or national origin.

ACTION ITEM 7.2

PMC MOVES revision of 53.1.15 through deletion of "gender identity", and insertion of "gender identity or expression" following "sexual orientation;" through including an amendment date of 2009, and correcting "Current Reference File" to read "Policy Reference File.," so that the policy would now read:

53.1.15

The American Library Association stringently and unequivocally maintains that libraries and librarians have an obligation to resist efforts that systematically exclude materials dealing with any subject matter, including sex, gender identity or expression, or sexual orientation. The Association also encourages librarians to proactively support the First Amendment rights of all library users, regardless of sex, sexual orientation, or gender identity or expression. Adopted 1993, amended 2000, 2004, 2008, 2009.

(See "Policy Reference File": Access to Library Resources and Services Regardless of Sex, Gender Identity, or Sexual Orientation: An Interpretation of the Library Bill of Rights: revised, 2007-2008 ALA CD#19.2.)

ACTION ITEM 7.3

PMC MOVES revision of 54.3 through insertion of "gender identity or expression" following "sexual orientation," and before "age," so that the policy would now read:

54.3 Equal Employment Opportunity

The American Library Association is committed to equality of opportunity for all library employees or applicants for employment, regardless of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, individual life-style, or national origin; and believes that

hiring individuals with disabilities in all types of libraries is consistent with good personnel and management practices.

ACTION ITEM 7.4

PMC MOVES revision of 53.12 through deletion of "affirms" and replacement with "supports"; deletion of "gender identity" from the first sentence, and insertion of "gender identity or expression" following "sexual orientation;" through identical changes to the second sentence; and through updating the amendment date and changing "Current Reference File" to "Policy Reference File" so that the policy would now read:

53.12 Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation

The American Library Association supports the inclusion in library collections of materials that reflect the diversity of our society, including those related to sex, sexual orientation, and gender identity or expression. ALA encourages all American Library Association chapters to take active stands against all legislative or other government attempts to proscribe materials related to sex, sexual orientation, and gender identity or expression; and encourages all libraries to acquire and make available materials representative of all the people in our society. Adopted, 2005, Amended 2009. (*See "Policy Reference File": Resolution on Threats to Library Materials Related to Sex, Gender Identity, or Sexual Orientation, 2004-2005 ALA CD#49*)

Two policies remain that require revisions to include newer terminology. 7.1.1 Non-Discrimination in Conference Contracts; and 54.16. Gay rights. These two policies, however, have additional issues that need to be resolved. PMC therefore requests GLBTRT examine these two policies, and to propose specific revised text as soon as feasible.

NON-ACTION ITEMS

8. Revised Interpretations to the Library Bill of Rights.

During the Annual Meeting, 2009, Council adopted two revised Interpretations to the Library Bill of Rights. CD #19.5 concerns access to digital information, services, and networks. CD #19.7 concerns labeling and rating systems. These interpretations are traditionally represented in the Policy manual by means of an abstract, whose content is the responsibility of the originating committee, followed by a reference to the Policy Reference File, where the full text of the Interpretations resides. Updating of the content of the abstract, and of the parenthetical reference is regarded as housekeeping and does not require a vote of Council. The following are presented for Council's information.

The current text of 53.1.19 is:

53.1.19 Access to Digital Information, Services, and Networks

Freedom of expression is an inalienable human right and the foundation for self-government. Freedom of expression encompasses the freedom of speech and the corollary right to receive information. Libraries and librarians protect and promote these rights by selecting, producing, providing access to, identifying, retrieving, organizing, providing instruction in the use of, and preserving recorded expression regardless of the format or technology. Electronic resources provide unprecedented opportunities to expand the scope of information available to users. Libraries and librarians should provide access to information presenting all points of view. The provision of access does not imply sponsorship or endorsement. These principles pertain to electronic resources no less than they do to the more traditional sources of information in libraries.

This text is to be replaced with:

53.1.19 *Access to Digital Information, Services, and Networks*

Freedom of expression is an inalienable human right and the foundation for self-government. Freedom of expression encompasses the freedom of speech and the corollary right to receive information. Libraries and librarians protect and promote these rights regardless of the format or technology employed to create and disseminate information. Adopted 1996, amended 2005, 2009.

(See "Policy Reference File": Access to Digital Information, Services, and Networks: An Interpretation of the Library Bill of Rights: 2008-09 CD #19.2)

The current text of 53.1.7 is:

53.1.7 Labels on library materials may be viewpoint-neutral directional aids that save the time of users, or they may be attempts to prejudice or discourage users or restrict their access to materials. When labeling is an attempt to prejudice attitudes, it is a censor's tool. The American Library Association opposes labeling as a means of predisposing people's attitudes toward library materials. A variety of organizations promulgate rating systems as a means of advising either their members or the general public concerning their opinions of the contents and suitability or appropriate age for use of certain books, films, recordings, Web sites, or other materials. The adoption, enforcement, or endorsement of any of these rating systems by the library violates the Library Bill of Rights. Adopting such systems into law may be unconstitutional. If such legislation is passed, the library should seek legal advice regarding the law's applicability to library operations.

This text is to be replaced with:

53.1.7 *Labeling and Ratings System*

Prejudicial labeling and ratings presuppose the existence of individuals or groups with wisdom to determine by authority what is appropriate or inappropriate for others. They presuppose that individuals must be directed in making up their minds about the ideas they examine. The American

Library Association affirms the rights of individuals to form their own opinions about resources they choose to read or view. Adopted 1951, amended 1971, 1981, 1990, 2005, 2009.

(See "Policy Reference File": Labeling and Rating Systems: An Interpretation of the Library Bill of Rights: 2008-09 ALA CD #19.7.)

9. Captions for Interpretations of the Library Bill of Rights

Interpretations to the Library Bill of Rights were originally inserted in the Policy Manual without captions. Beginning with 53.1.19, captions were introduced, using the title given in the Council Document from which the policy was adopted. PMC believes that the addition of a caption before each Interpretation enhances navigation through the Policy Manual. Both the new and revised interpretations dealt with in this report include captions. PMC recommends that captions be added to all remaining Interpretations, and regards these changes as editorial, not requiring a vote of Council.

10. Policy Reference File

PMC notes that, in accordance with recommendations made at the Annual Conference, 2009, the "Current Reference File" has been renamed the "Policy Reference File." Although this change of name is reflected in the introductory notes to the Policy Manual, the parenthetical references within the Policy Manual still refer to the "Current Reference File." PMC trusts that ALA staff will change all of these references to reflect the new name.

The Policy Reference File is now "live" online at The Policy Reference File (PRF) is live and available at:

<http://www.ala.org/ala/aboutala/governance/policymanual/prf/index.cfm>, and the

The Policy Manual is available at:

<http://www.ala.org/ala/aboutala/governance/policymanual/index.cfm>.

11. Revisions and Additions to the Policy Manual

Policy Monitoring Committee would like to remind the Council of the following:

A. Policy Monitoring Committee is not responsible for writing policy. New policies should be proposed in a formal manner, including the full and precise intended text to be used.

B. Policy Monitoring Committee proposes revisions to policy either (1) in response to specific proposals submitted to and passed by Council, or (2) as housekeeping or editorial actions. Proposals submitted to Council should include the precise revisions desired, presented in full, as they would appear in the revised policy.

C. Statements of one-time action do not belong in a policy manual. Policies express a permanent or continual condition, process, or stand, and should be written in those terms. Words such as "affirms" or

"reaffirms," which describe one-time actions, are not appropriate to a policy manual, while words such as "supports" or "encourages" are.

D. Policy manuals should not include details that can be expected to change with some frequency. Policies state the framework within which the changeable details are determined. The changeable details should be recorded elsewhere.

PENDING ITEMS:

Because the Chair of Policy Monitoring Committee was on sabbatical for the six months between Annual Conference 2009, and Midwinter Meeting 2010, a number of non-urgent matters that were raised in PMC's report at Annual Conference, 2009, remain pending. These include:

- Roll call votes (5.5.6)
- Future revision of 6.2.1 to reflect implementation of electronic signatures for petitions
- Ambiguity of the term "Headquarters"
- Revision of caption at Policy 10
- Deadline for revisions to Council Minutes (5.5.7)
- Condition of the Policy Manual

PMC refers Councilors to its committee report from the Annual Conference, 2008-2009 CD #17 for an explanation of these matters.

In Conclusion: The Committee wishes to thank its staff liaison, Lois Ann Gregory Wood, for her knowledgeable, cheerful, and ready assistance, and John Chrastka for his help regarding the policy on membership dues.

Policy Monitoring Committee
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