

Forward Together Conversations Midwinter 2020 - Philadelphia

Prompts for Discussion

1. What changes have you seen within the organization (or your particular area of the organization) within the last year?
2. What have you learned, or do you hope to learn from those changes?
3. How do these changes or needs for change align with Forward Together?
4. What are two or three strategies to create effective, lasting, and positive change in ALA?
What are some tools we can use with these strategies?

Key Takeaways from MW Overall

Many members are looking for the year round engagement and not just twice a year at conferences

The financial information had a major impact at this Midwinter and members want more transparency

Many pointed out that they would like to see notes and feedback made available somewhere (Connect, Microsite). They want to see that the feedback is(was) actually reflected in Forward Together.

Strong concern over the 1 percent requirement to constitute a Round Table.

Without council, some chapters fear they will not have a vote.

- L. Strategies for changes
 - 1. Having clear guidelines for best practices for meeting and voting online.
 - 2. Find the things that people want done and get it done, to create trust. This will help get goodwill and positive feelings.
 - 3. Having a continuous review cycle
 - 4. Trust the membership, let them get involved in ALA Connect and committees. This includes nonmembers.
 - 5. Have more decisions put to a vote by the membership
 - 6. If people are willing to give their time, why not let them work for us.
- II. **Divisions - 1/25/2020 12-1pm - Attendees: 100+**
 - A. Divisions hope for more opportunities to speak as a group; the needs need to be heard.
 - B. Feedback from AASL
 - 1. Youth divisions need more representation, not less
 - 2. There are fewer school librarians across the country; few of them are represented in ALA leadership (Council, EB, Committee Chairs)
 - 3. Needs support across ALA for school librarian advocacy such as joint ventures in programming, speakers, unified programming on common themes.
 - C. PLA and ACRL Statement

- L. Member noted divisions can do work on their own and try out their own ideas
- III. Equity, Diversity and Inclusion 1/25/2020 - 4:30-5:30pm - Attendees: 22**
- A. ALA's structure makes it difficult for people to get involved
 - B. No one has time to go to 1000 meetings
 - C. The financials are a major impact this MW. The leadership has been extremely transparent, the numbers have hit home with members. The change of being brutally honest is a good change.
 - D. There are many personal costs associated with at

- B. If we meet more than twice a year things will move a lot faster.
- C. Describe what engagement means? People are seeing the streamlining but use the examples of engagement to help see the future.
- D. Where is the room to have the conversation that would normally take place in council?
- E. Assemblies need more “teeth” in them; Budgets are tight and states may not send someone to conference if chapters lose their voice.

SCOE Member Highlights

RTs are the pathways for member engagement

Some asked how to define “engagement.”

Some asked if there are some short and quick Q & A on the web site, in the context that some people may not read the entire document of Forward Together.

It may help some on the question of how to define 1 percent of the all ALA members, with inclusions and exclusions, etc.

As Raymond included in the notes, the members who attended the Divisions session seem motivated to do some of this work (i.e., make changes to the current structure, collaborate more effectively) on their own, regardless of what happens with SCOE.

This SCOE member left the Divisions session feeling optimistic about the possibility of collaboration.

One SCOE member noticed that Council came up so little in the Divisions session.

SCOE member noted that the timeline SCOE proposed feels slow for many. There was definitely a sense of urgency in the Divisions session, perhaps brought on by the ALA financial news that was on many folks' minds.

ALA members continue to want more information, transparency, and opportunities to be involved in SCOE's wh