AMERIC AN LIBRARY ASSOCIATION

ACTIO N NOW TO ACHIEVE RACIAL AND SEXUAL PARITY IN LIBRARY STAFFING

WHEREAS, multi-racial, sexually balanced library man~gements
and staffs are at least one hundred years overdue;
and

WHEREAS, developmen t of socially responsible library staffs
will increase the attractiveness of library employ-
ment; and

WHEREAS, sexually and racially balanced library staffs will enhan~e the quality, relevance, and utilization of
library services, particularly by the young, and

WHEREAS, in

the 1970's, if its leaders
and members choose to do so; and

WHEREAS, a Washington-based minorities recruitment specialist could not only recruit from universities and colleges
attended by students of the various minorities, he
cquld also be valuable as an advocate of federal
legislation to help finance library education for
minorities recruits, and of legislation to improve
library services to minorities people; and

WHEREAS, a minorities recruitment specialist could also parti-cipate in image-changing public relations programs,

THEREFORE BE IT ~ESOLVED: THAT the Council and the Executive

Board strive to fulfill the intent of the Civil Rights
and Fair Employment Laws by establishing a second
positfon of Recruitment Specialis~ on the Association
s ta f f , b as e d i n th e As s o c i at i o n.' s ·Wash in g t o n o f f i c e ,
and appoint to this position a librarian possessing
extensive knowledge of and direct experience in urban minority life and culture, and also possessing communi-cation skills which would enable him effectively to recruit young men and women of ethnic and racial minorities to careers in the library profession.

SRRT Task Force on Re~ruitment of Minorities W~dnesday, January 20, 1971

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Council Minutes
January 19-22, 1971
Los Angeles, California

VOTED, That the ALA Council approves the following Resolution: Residency Requirements for Employment:

WHEREAS, it is the practice of numerous municipalities
and other units of government to impose a requirement of local residency or U. S. Citizenship as a condition of employment; and
WHEREAS, these perquisites have nothing to do with proper qualifications for library employment, such
as ability and experience; and
WHEREAS, such rules and practices can only aggravate the problem of obtaining qualified librarians particularly in areas of lesser population or in relatively isolated locations;
THEREFORE, The American Library Association is
opposed to any rule, regulation or practice impos-
ing as a condition of new or continuing employment
in any library a requirement of residency or U. S.
Citizenship except where a demonstrable danger to
national security is involved.0 0 10.ot21 482.05 Taa2.d7.16 446.28 Tm

ADOPTION by Council, and Robert K.
Johnson (Councilor at Large)

Council Minutes

January 19-22, 1971
Los Angeles, California - 26 -

"is very important that we have a minority recruitment officer who
can work with minority groups throughout the country. I think it
should take first priority." Councilors Atkinson a n d Mrs. Jessie
Carney Smith urged Council to support the proposal, as did Mr.
William Hinchcliff who also recommended that Council a c t by roll
call. As submitted, the 6th WHEREAS paragraph read, "a Washington
based minorities recruitment specialist could notould n rg 1.eo7 1.e7 35A89.31