

## Council Approves Policy on Inclusiveness

The ALA Policy on Inclusiveness and Mutual Respect was approved during the second session of the ALA Council at the ALA Annual Conference in Chicago. It was passed unanimously. Library support staff represent approximately two-thirds (67%) of all library staff. This policy is important because it recognizes Julie Brewer's point that "their contributions are essential to providing quality library services. Most libraries could not open without library support staff."

Julie made the presentation on behalf of the [ALA Library Support Staff Interests Round Table](#).

The policy was a response to the recommendations from the 3rd Congress on Professional Education (COPE III) in May 2003, focusing on the concerns of library support staff. Julie told Council that "ALA has made significant efforts to respond to the concerns raised at COPE III and to implement many of the recommendations. Several of the COPE III recommendations have been assigned to the ALA Human Resources Development and Recruitment Advisory Committee, also known as the HRDR Advisory Committee."

ALA and LSSIRT developed a statement on respect for all library workers, which is presented in CD #49.1. The introductory text of the ALA Statement on the Inclusiveness and Mutual Respect of Library Workers states:

The American Library Association recognizes the value, importance, and needs of all library workers. The contributions of library support staff, comprising approximately two-thirds of all library workers across the nation, are essential to the provision of quality library services. The purpose of this statement is to strengthen recognition of library support staff within the Association and among library employers.

ALA also developed a policy to ensure that all library workers are included in ALA initiatives, communications, and programs, which are presented in CD #49 and #49.2. The ALA Policy on Inclusiveness and Mutual Respect states:

The American Library Association values, respects, and welcomes the contributions and participation of all library workers. ALA actively promotes inclusiveness within the Association and communicates images and information about all types of library careers. ALA provides services and developmental opportunities for all library workers.

Before discussing the policy, Julie clarified that "the intent of the policy is to encourage the use of appropriate terms that are not demeaning or exclusive."

The documents were co-authored by Diane Fay, past President of LSSIRT and current chair of the ALA-APA Standing Committee on the Salaries and Status of Library Workers.