

12 September 2022

CLA Section Consolidation Proposal: EDI and LGBTQ+

Sam Connell (she, her, hers), EDI Chair; Mary Richardson (she, her, hers), LGBTQ+ Chair; Kristina Lareau (she, her, hers), EDI Secretary, LGBTQ+ Secretary (Former co-chair)

Proposal:

Integrate CLA's LGBTQ+ Section into the EDI Section and rename as "**Justice, Equity, Diversity, and Inclusion (JEDI)**" to better represent the mission and goals of these intersectional groups.

Rationale:

The LGBTQ+ Section of CLA was formed in 2019 and the EDI Section was formed in 2020. The creations of both sections were long overdue at the time of their introduction into CLA. At that time the leadership and membership of those Sections did not account for the highly intersectional nature of both of these groups and each proceeded on their own paths. Both sections maintain the same leadership, but have vacuums in the areas of officers. Combining the two sections would allow leadership to streamline initiatives, combine resources, and better contribute to the dialogue of identity and allyship in Connecticut libraries.

Action Steps:

- Present CLA Board with proposal and updated bylaws for combined section vote
- Meet with officers to distribute responsibilities
- Continue planning for workshops and moving forward with other proposals and initiatives

Desired Outcome:

- Increased membership
- Increased frequency of section meetings
- Increased number of workshops offered
- Progress on initiatives, resource collection and distribution, and other projects
- More sustainable leadership team with fewer gaps in positions

Proposed SECTION BY-LAWS 12 September 2022

CONNECTICUT LIBRARY ASSOCIATION, INC.

Justice, Equity, Diversity & Inclusion (JEDI) SECTION BY-LAWS

ARTICLE I – NAME

The name of this section shall be the **Justice, Equity, Diversity & Inclusion (JEDI)** Section of the Connecticut Library Association, Inc.

ARTICLE II - OBJECT

The objective of the **Justice, Equity, Diversity & Inclusion (JEDI)** Section is to promote inclusive and diverse perspectives and discussion within the state's library community. The Section will support systemic changes in order to build a more inclusive and diverse library workforce and provide for more equitable and inclusive service to the state of Connecticut's diverse community. The Section will advocate for practice, policy and/or legislative changes at both the local and state level. The JEDI Section will help to promote and execute "internal and external activities to ensure we are providing an environment that welcomes equity and diversity in all its forms," according to CLA's EDI Statement (see appendix). These activities could take the form of workshops, meetings, recommendations, collaboration with other sections and committees within CLA, sponsorship of programs at CLA's annual conference, and more.

ARTICLE III - MEMBERSHIP

Any member of the Connecticut Library Association, Inc. in good standing who is concerned with or interested in the goals of this section may become a member and is thereby entitled to vote and hold office in this section.

ARTICLE IV – EXECUTIVE COMMITTEE

The Executive Committee of the **JEDI** Section is composed of the current section Chair, the Chair-Elect, the Immediate Past Chair, the Secretary, the CLA Immediate Past President, and up to two other members appointed by the officers. These members may be self-nominated.

ARTICLE V – OFFICERS

Section 1. The officers of the section are the Chair, Chair-Elect, Immediate Past Chair, and Secretary. The officers must be CLA members during their term of office.

Section 2. The officers shall be members of the Executive Committee and shall perform duties similar to those performed by officers of other organizations. The Chair shall represent the Section; the Chair shall have one vote on the Executive Board of the Connecticut Library Association, Inc.

Section 3. The Chair will serve a one-year term beginning July 1.

Section 4. No member shall hold more than one office at a time and officers may not serve more than four successive terms.

Section 5: The Chair-Elect serves successively: a one-year term as Chair-Elect; a one-year term as Chair; and a one-year term as Immediate Past Chair.

Section 6: The Secretary serves a one-year term, but may not serve more than four successive terms.

Section 7. In case of a vacancy in the office of Chair, the Chair-Elect shall perform the duties of that office temporarily until the next Section election. In the case of a vacancy in the Chair-Elect, the Chair shall appoint a member of the Section to perform the duties of that office temporarily until the next Section election. Time spent filling a vacancy does not count toward the maximum number of successive terms.

ARTICLE VI – SECTION MEETINGS

Section 1. There may be an annual meeting of the **JEDI** Section held once a year, possibly in conjunction with the annual conference of the Connecticut Library Association, Inc.

Section 2. All additional meetings shall be scheduled at the discretion of the Chair, with the approval of the **JEDI** Section Executive Committee.

Section 3. A quorum for the transaction of business shall consist of those members present and voting at a regular or special meeting.

ARTICLE VII – NOMINATIONS AND ELECTIONS

Section 1. A nominating committee shall be composed of volunteers from the Executive Committee. Nominations from the section membership are accepted.

Section 2. Nominations for Chair-Elect and Secretary shall be presented to the **JEDI** Executive Committee two months before the **JEDI** Section's annual meeting and shall be announced to section membership. The Committee shall endeavor to name at least two candidates who have each served a minimum of one year on the section.

Section 3. The election shall take place yearly and may be done either at the **JEDI** Section's annual meeting or may be done by ballot sent to section members at least 2 weeks prior to the annual **JEDI** section meeting.

ARTICLE VIII - COMMITTEES

All committees shall be appointed by the Executive Committee.

ARTICLE IX – ARCHIVES

The Secretary shall submit all minutes, papers, archives, annual reports, and correspondence of the **JEDI** Section to The Archivist of the Connecticut Library Association, Inc. in accordance with Article XIII of the Connecticut Library Association.

ARTICLE X – AMENDMENTS

These bylaws may be amended by a two-thirds majority vote of Section members voting, provided notice of the proposed amendment shall have been given in writing

ARTICLE XI – APPENDIX

[CLA Equity, Diversity & Inclusion Statement](#)

The Connecticut Library Association (CLA) and its Board of Directors, staff, and volunteers are committed to recognizing, enhancing and promoting equity, diversity, and inclusion in all forms. CLA is committed to creating an equitable and inclusive environment with equitable treatment for all that not only promotes our commitment to equity, diversity, and inclusion, but counters oppression through modeling and situates CLA as a trusted, leading advocate for equitable access to library services for all. CLA subscribes to the definitions of equity, diversity, and inclusion adopted by the American Library Association (ALA) Council in 2017.

In order to do this, we will:

- Commit to having all organizational leadership, staff and volunteers embrace the values of mutual respect and dignity for all persons concerning internal practices and policies, specifically in relation to governance, volunteer service, and employment, ensuring equality of opportunity that is free from discrimination and harassment.
- Ensure open, responsive, and respectful communication with every individual, including, but not limited to: staff, members, volunteers, and stakeholders.
- Create a strong collaboration and partnership with the community in any interactions regarding issues of diversity and equity, ensuring that we are reflective and responsive to the needs of the diverse state we serve.
- Continually monitor and evaluate internal and external activities to ensure we are providing an environment that welcomes equity and diversity in all its forms.
- Use a social justice framework to ensure the inclusion of diverse perspectives in our profession and association to best position CLA as a trusted, leading advocate for equitable access to library services for all.
- Identify and work to remove barriers to equity, diversity, and inclusion relative to all members and patrons with a broad spectrum of best practices, tools, and resources.
- Provide access to training, resources, and support for staff, members, volunteers, and CT libraries to enhance awareness, knowledge, reflection, and understanding of the importance of a commitment to equity, diversity, and inclusion.
- Review our systems - programs, practices, collections, marketing, etc. for our commitment to these values, acknowledge gaps and shortcomings, and take action to correct shortfalls.

CLA is committed to expanding equity, diversity, and inclusion across the State, including embracing, encouraging, respecting and welcoming people's multiple group identities relating to race, ethnicity, gender identity, socioeconomic status, sexual orientation, religion, ability, language, age, size, and more that make-up the Connecticut library community.