The 2002 Better Salaries and Pay Equity Task Force Meeting at the ALA Annual Conference convened at 1:00pm in the Garden Room of the Marriott Marquis. Pat Smith facilitated the meeting for Pat Schuman and Mitch Freedman.

Present: Sha Fagan, Harriet Selverstone, Donna Mandel, Kathleen de la Pena McCook, Derrie Perez, Jenna Freedman, Dan O’Connor, Rosemary Mesh, Carol Brey, Margaret Myers, Mike Leber, Joan Goddard, Luis Acosta (Reference Librarian, Howard University Law Library, representing the American Association of Law Libraries), Cathy Bremer, Yvonne Farley, Gene Kinnaly, Patty Anderson, Ray Markey, Diane Fay, Janet Parsch, Tom Wilding, Therese Bigelow, Jill Uncyk

Carol Brey, Chair, Advocacy Subcommittee updates the Task Force on the work of the Advocacy Working Group and the Friday Advocacy Training.

28 states were represented at the Friday training, plus Medical Library Association, AALL (American Association of Law Libraries), REFORMA and APALA (Asian/Pacific American Librarians Association). The entire Toolkit was put together by the Annual Conference for 2002. Enclosed in the Advocacy notebook is the Presenter’s Guide, which tells trainees how to present a workshop in their own state. Trainees should make 2 presentations at least in their home states. Would the state accomplish a statewide survey (comparable worth) or another strategy? The packet also included the Library Advocate’s Handbook and an article by Pat Schuman on Speaking Up and Speaking Out. Pat Schman’s part of the training was presented by Kathleen Imhoff. There will also be a web site for the trainers, which will have updates of the Toolkit and the Advocate’s Handbook, which has also been done for the Campaign for America’s Libraries. Training will take place again at Midwinter and Annual ’03.

The feedback from the Advocacy Training stated that the training was too short. An option would be to break up groups by type of library.

Pat Smith asks that each Working Group goes around and gives feedback as to their thoughts on upcoming training.

Donna Mandel asks how to balance the two groups between those with lots of training experience and those who have had little or no experience with training.

Derrie Perez observed that people were probably ready to work together as groups by halfway through the training.

Cathy Bremer suggests that breakdown sessions need to be longer. Breakout groups would require a larger room.
Kathleen de la Pena McCook says that the Task Force may think about sending at least 2 copies of the Toolkit to every state president that did not attend the training.

Jenna Freedman suggests the training should be more directed. There were 6 attendees from New York State. There should be expert opinions from more states at the training.

Rosemary Mesh says that the training session served as a rallying point for many people. People need to learn how to re-phrase negative statements and work on Key Messages.

Margaret Myers suggest that perhaps the Research/Resources working group look into race issues within pay equity.

A Toolkit should be sent to the chapters that did not attend the training, which Chapters/Affiliates working group can coordinate.

Yvonne Farley would like to have time for live feedback from the people who attended. There should be discussion about the content in the book and the strategies. The role-playing was effective.

Patty Anderson says more time could be spent on how we communicate the message. People may have been looking for more guidance on how to be a more effective advocate. In New Jersey, every salary level is covered by an ordinance.

Mike Leber noted that the session was great for energizing and educating but projects 20 years ago show that we need some more strategy to really make this effective.

Cathy Bremer suggests that each Task Force member could take a role in the Advocacy training, which would make members a more integral part of the training.

Margaret Myers, in the Presenter’s Guide, tried to take a more state or local approach to the strategies. We want action of all different types on the state and local levels beyond developing key messages.

Joan Goddard has copies of the Toolkit for people who were not present at the training. We need to look at what the purpose of the training really is. The first session was a success. The people who were there were mostly presidents, presidents elect and others at the local and state level, which will also be good for partnering.

Derrie Perez says the Task Force needs to decide how we want everyone to participate. People may find making use of what they already have available to them useful. Use what is available in the Human Resources department.

Ray Markey says the Advocacy program on salaries was a phenomenal success.
**Feedback Forms:** The web site has a link to feedback and comments for general comments but the concern is who responds to the feedback form. There should be a type of auto-response, which Jill can compose, which states a thank you for the feedback and asks permission to post on your site. Jenna Freedman suggests that working group coordinators take some responsibility as well to follow up with people interested in specific working groups.

**Margaret Myers gives a report for the Research/Resources Working Group:** The Task Force needs to do a careful time-line for all of the tasks and the projects. Email committee work is difficult but each of the working groups needs to look at the timeline. The Resources working group discussed databases to search for the working bibliography. There need to be more fact sheets with illustrations and charts in the Toolkit. The median MLS librarian salaries is 41,000 and the median salary for all Masters degree holders is 55,000. The toolkit needs more figures like that. There need to be decisions made as to what time the online as well as the print versions should be updated. PIO may be able to develop graphics. The Resources working group needs more case studies of success stories. There also needs to be more salary data in general. The BLS data is based on surveys to employers. Should faculty status be included as a salary issue? There was some money in the Goal Award for a labor relations specialist. Should the Research/Resources working group hire someone just to review our strategy or provide technical guidance?

Cathy Bremer stresses that the graphics need to be in a web document that can be downloaded.

An article on Librarians for the 21st century that was in Occupational Outlook Quarterly says one of the reasons librarians work for low salaries is for the thrill of the unknown reference question. This book is used by many people and these types of statements set librarians back years.

Jenna Freedman says that faculty status should definitely be discussed in the Toolkit.

Luis Acosta informs that there are consultants to analyze the relationship between job descriptions and salaries, which could be helpful for the advocates.

Patty Anderson says that the Task Force does not need to go through a consultant. A professor who has done work on pay equity studies and one to help with negotiating skills can be effective.

Task Force members discussed Norm Jacknis and the ALA Task Force on the Status of Librarianship having suggested that the Task Force find an academic in economics of work to do a project on the economic value of the work of librarians.

**Kathleen de la Pena McCook updates the Task Force on the Grants working group:** The Grants working group is looking into writing another grant proposal.
Jenna Freedman reports on the Programs Working Group: Jenna does not know if a Programs working group is needed. If there is a need for a Programs working group, it can be sustained. Jenna would be interested in exploring another sub-group for academic librarians.

Although there were no programs that really needed assistance at 2002 Annual, there will be other programs during Mitch’s presidency and the American Libraries columns, which will need the Programs working group.

Tom Wilding suggests that the Programs working group could create a sub-track that can cross-reference programs within the association that are related to the conference planning for work in Toronto.

Donna Mandel updates the Task Force on the Unions working group: The Unions group discussed accomplishments since Midwinter. The Unions working group would like a program in Toronto focused on strategies unions have come up with that anyone can use in any context. The Unions group will have a light breakfast to attract library school students at Midwinter in Philadelphia to increase awareness of library unions. Ray Markey of the NYPL local of AFSCME said that their group will finance this. The Unions subgroup voted to continue after Mitch’s term as president is over.

Tom Wilding updates the Task Force on the Partners/Coalitions working group: The Partners working group would value input. The Partners working group is looking beyond Unions for resources. Human Resources can be helpful for products. The APA can develop products for people to use. Use what is already there such as ALA press releases and the National Committee on Pay Equity. Groups such as teachers and nurses are logical groups to approach, but many of them are represented by unions. But the Partners/Coalitions working group must look to the purpose of contact with these other professionals?

NCPE is a logical group to approach and Mike Leber is actively involved. Yvonne Farley mentioned that The American Association of Women Therapists can do a program on Women and Anger, which ties into the ‘Nice Girls Don’t Get Paid’ program.

Other organizations with which that Task Force can partner are city managers, human resources organizations, and other organizations with which ALA units have working/liaison relationships.

The Committee on Status of Women and Librarianship had a wonderful program on negotiations. The Chair of the Committee is Sarah Watstein.

People are not taught salary negotiation in library school and a lot of times advocacy is not taught in library school.

One of the things in the goal award proposal was that we contact ALISE and get to the JESSE listserv to get to the library schools.
Tom Wilding suggests that the Partners group identify organizations with similar agendas and write to them to discuss Mitch Freedman’s program this year and look into how the Task Force can partner with them.

The important thing to remember is that the Partners working group is looking to partner with non-union, non-library groups.

Carol Brey has a resolution going to Council for ALA to recognize and support Equal Pay Day but because of the APA, governed by the ALA Board and Council, it needs to be decided by APA. Carol Brey will make sure that the resolution goes to Council. The resolution’s word ‘librarians’ was changed to ‘library employees.’ The discussion will take place at Council II, which is part of the APA Council discussion. If the APA does not meet, it will be requested that it go on the ALA Council agenda.

**Gene Kinnaly updates the Task Force on the Publicity working group:** The Publicity working group could get someone involved in the READ poster or someone well-recognized for an ad that says ‘Who’s Your Favorite Librarian?’ The group will try to work through PIO to get all the contacts. The importance of libraries and librarians and the need to improve salaries will be represented. Good headline came out of the Advocacy Training. The group will look at the possibility of Advocacy and Publicity being merged.

The Publicity working group could approach Target who has a huge fund for giving back to the community.

Publicity could be merged with Advocacy in terms of publications. The Publicity working group can look at ways to make the “Campaign for America’s Librarians’ a sustainable campaign.

**Gene Kinnaly updates the Task Force on the Support Staff working group:** Talks were initiated with Mary Jo Lynch for implementing support staff salaries into the ALA salary survey. Future plans are to work with Carolyn Tate and Diane Fay with the LSSIRT for programs and collect initial support staff stories for use in Toolkit and otherwise. Gene would like to see support staff involved in training and to involve state support staff organization leaders in Advocacy Training.

**Pat Smith updates on the Chapters/Affiliates working group:** The Chapters/Affiliates working group is working on role definitions and getting the Toolkits out to states that did not come to the training. There are a lot of people who can speak on salaries. Who will set up a Speakers Bureau and/or Resource Persons list for the Toolkit? Maybe working with ALISE at Midwinter and perhaps that is something Advocacy and Partners working groups can partner with as well as working with the student chapters. NMRT also has a listserv set up.

*Pat Smith asks for parting comments.*
Margaret Myers wants to see more Task Force integration into ALA committees or at least a formal letter from Mitch and Pat Schuman to groups who co-sponsored events with the Task Force. Midwinter might be a good time to bring other subcommittees up to date with the Task Force and ask how they see it fitting into their own agendas.

Get the message out to Councilors, Division Councilors and Chapter Councilors as to why the ‘Campaign for America’s Librarians’ is important.

There are around 180 people on Council and there need to be 91 votes to pass Council. There needs to be a vote to get the 501(c)6 in motion.

The group can also work to establish a suggested minimum salary for beginning, intermediate and advanced librarians.

**Adjournments:** Pat Smith adjourns the 2002 Better Salaries and Pay Equity Task Force Meeting at 3:21pm.