

The Better Salaries/Pay Equity Task Force, created by American Library Association President-Elect Maurice (Mitch) J. Freedman, has three major goals.

1. To gather and analyze currently available resources and research regarding the status and salaries of librarians and other library workers.
2. To encourage new research and the development of resources, tools, and structures that will help librarians and library workers achieve pay equity and salaries comparable to their worth.
3. To emphasize a Campaign for America's librarians as a key part of the @ your library and other public awareness/advocacy efforts.

As the late Father Timothy Healy said when he was President of the New York Public Library: "The most important asset of any library goes home at night-the library staff. Effective, well-trained and well-paid staff is essential for effective library services. And in today's environment, libraries and librarians are more important now than ever before. Nevertheless, the library profession faces a number of challenges in this area, not the least of which is its development as a profession largely composed of women. The so-called "women's professions" in American Society have too often been victimized in terms of low status and salaries.

The objective for the Task Force is to make the library profession's case loudly, clearly, and effectively to the general public and to decision makers.

- Librarians have advanced, specialized degrees and are experts in the area of managing and making available information in an increasingly complex technological world.
- Librarians are leaders. In adverse times, they are often in the "front lines" of their communities and campuses, defending our freedom of speech and equal access to information.
- Library salaries should commensurate with salaries of other professionals with equivalent educational credentials and levels of responsibility.

**Mission:**

The mission of the Task Force is to provide librarians and library workers with the information, resources and tools to enable them to advocate and negotiate, individually or collectively, for improved compensation and pay equity. As a function of this mission, the Task Force embraces ongoing efforts to educate the American public about the values of librarians in the 21<sup>st</sup> Century and the need to compensate librarians for their vital roles as information specialists and defenders/guardians of our First Amendment rights and free access to information and resources.

**Activities:**

1. Create a toolkit and advocacy training program for library workers on how to achieve better salaries and pay equity. Anticipated publication is the 2002 ALA Annual Conference. Included in the toolkit will be:

- Research and data relevant to library workers salaries and compensation- including comparative historical and regional information;
- Case studies showing where salary improvement and pay equity campaigns succeeded and failed-and why;
- Scripts, sound bites, op ed pieces, letters to the editor and sample dialogs for advocating for better salaries in public, academic, school and special library settings.

2. Develop and promote programs and activities for the 2002 ALA Midwinter Meeting and the 2003 Annual Conference.

3. Develop a series of nationwide training programs to help library workers publicize the critical role they play in our democratic society, and to make the case for better salaries.

**Resources:**

Get information about member affiliations, contact information, and member organizations at <http://www.mjfreedman.org/tfroster.html>

Learn more on this topic and share your ideas at an “Assembly and Open Microphone on Low Pay in Libraries,” (This is how the Open Hearing is referred to in the press release) which has been scheduled for Saturday, January 19, 2002, from 2-3:30pm during the 2002 ALA Midwinter Meeting in New Orleans. For more information please go to: <http://www.mjfreedman.org/pressrelease1.htm>

Help the Task Force gain data, case studies and testimonials by using a feedback form created by President-Elect Freedman for the Task Force at <http://www.mjfreedman.org/tffeedback.html>