



CITY OF MOUNT DORA

City of Mount Dora
W.T. Bland Public Library
1995 N. Donnelly St.
Mount Dora, FL 32757
352-735-7180
Fax: 352-735-0074
E-mail: library@cityofmounddora.com

W.T. BLAND PUBLIC LIBRARY BOARD MEETING

Community Room, W.T. Bland Public Library, 1195 N. Baker Street, Mount Dora, FL 32757
February 14, 2022 at 5:00 PM

AGENDA

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes
 - A. January 10, 2022 Library Advisory Board Meeting Minutes
- IV. Public Comment
- V. Presentations
- VI. Library Manager's Report
- VII. Action Items
- VIII. Discussion Items
 - A. Library Displays
- IX. Future Meeting Dates
- X. Adjournment

NOTICE: Please note that, for purposes of Section 286.011, Florida Statutes, two or more members of the City Council may be present at this meeting, and this meeting may be considered a City Council meeting.

NOTICE: If any person decides to appeal any decisions at this meeting with respect to any matter considered, such person may need a record of these proceedings. For such purpose, a person may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

NOTICE: In accordance with the Americans With Disabilities Act of 1990, persons needing special accommodations to participate in this proceeding should contact Larry Gajun no later than seven (7) days prior to the proceedings. Telephone (352)

735-7180 ext. 3101. for assistance. If hearing impaired, telephone the Florida Relay Service numbers (800) 955-8771 (TDD) or (800) 955-8770 (Voice) for assistance.

If you have any comments or question regarding the contents of this agenda packet, please call Larry Gajun at (352) 735-7180 ext. 3101.



CITY OF
MOUNT
DORA

City of Mount Dora
W. T. Bland Public Library
1995 N. Donnelly St.
Mount Dora, FL 32757
352-735-7180
Fax: 352-735-0074

E-mail: library@cityofmoundora.com

W. T. BLAND PUBLIC LIBRARY BOARD MEETING
W.T. Bland Public Library, 1995 N. Donnelly Street, Mount Dora, FL 32757
Monday, January 10, 2022 - 5:00 p.m.

MINUTES

PRESENT: Cathy Gillespie (Chair), Ellen August, Janet Manchon, Carolyn Fountain, Yiris Rivera, William Lowery (Co-chair), Helen Cutshaw

ABSENT: None

CITY STAFF: Cathy Lunday-Library Manager, Lynn Gonzales-Youth Services Librarian and LaJun Garry-Administrative Assistant

OTHERS PRESENT: Robert Cooper

I. Call to Order

Ms. Gillespie called the meeting to order at 5:00 p.m. and welcomed the two new board members. Everyone introduced themselves.

II. Roll Call

III. Approval of Minutes for December 13, 2021

MOTION by Mr. Lowery SECONDED by Ms. August to approve minutes from December 13, 2021.

AYE: Gillespie, August, Manchon, Fountain, Rivera, Lowery, Cutshaw

NAY: None

MOTIONED CARRIED 7-0

IV. Public Comment

None

V. Presentations

A. Library Metrics

The County is contemplating changing the metrics for the annual appropriation to

member libraries. Ms. Lunday shared charts measuring productivity, cost efficiencies and patron usage as possible metrics for annual appropriation to member libraries.

From a traditional library perspective, circulation and turn ratios indicate the Mount Dora Library is managing its collection in a patron-forward manner. Applying business ratios, such as operating costs per circulation and annual circulation per employee, are not typical library metrics but they do indicate the Library is efficiently and cost-effectively managed. Among its larger, full-service public library peers in Lake County, the Mount Dora Library has a very low operating expense ratio, has the highest per capita circulation ratio and a very high staff productivity ratio. These efficiencies allow the Library to offer a full programming schedule and deliver optimal service to patrons.

Ms. Lunday asked the Board what their thoughts were about changing metrics from circulation to operating expenses. After reviewing the charts and appropriations discussion, the Library Advisory Board considers circulation an excellent choice upon which to base the annual appropriation for member libraries.

B. Review of Reconsideration of Library Materials Policy

In the course of normal and usual library operations, patrons will infrequently object to the contents of a particular item. This concern is typically simply a conversation about the item, but in rare instances may materialize as a formal objection. The Library's Reconsideration of Library Materials Policy, approved by City Council in September 2019, addresses these formal objections to items in the collection.

The Lake County and Mount Dora reconsideration policies construct a process which requires thorough review by both challengers and librarians alike. It remains the position of both Mount Dora Library and Lake County Library System staff that removing books from public collections based upon personal preferences should not be easy, nor should it bypass librarians and library advisory boards.

Ms. Lunday encouraged the Library Advisory Board to be familiar with this policy and its accompanying American Library Association statements.

VI. Library Manager's Report

Ms. Lunday shared:

- Library Advisory board members update – Mayor Crissy Stile will appoint two alternate members at a later date, if these positions are to remain.
- Shauna Nandkissore, our Circulation Librarian who worked for one year, has resigned to accept a faculty position by her previous employer.
- This is the Library's eighth straight month of being second busiest overall circulation in the county, second only to Clermont.
- Returned to adult volunteer-led programming, with 50% attendance in most programs.
- Anticipate returning to children's programming and tech classes in the month of March 2022.

- Total of unaudited Impact Fee Fund balance is \$723,000.

VII. Action Items

A. Lake County Library Impact Fee Funding Request for Manga Collection

Manga is a format of printed books that is based upon Japanese magazine series and translated into English. In the United States, manga is print form and anime is the animated form, typically found on TV and subscriptions services like Hulu. The W.T. Bland Public Library currently holds approximately 60 Manga titles, which are combined in its Graphic Novel collection.

Staff proposes to submit an application for \$11,000 for the Lake County Library Impact Fee Fund program, which has a March 1, 2022 submission deadline. The purpose of the funding request is to establish a manga collection consisting of approximately 1,200 titles, which will be separate from the Graphic Novel collection. At libraries with significant manga collections, approximately 80% of the borrowers of this genre are between the ages of 10 and 19 years old. Offering a full collection of manga will benefit not only Mount Dora families but will also place an extensive new collection in the hands of all Lake County young readers. As the city continues to grow, it is imperative that the Library's collection reflects the diversity and interests of our community.

MOTION by Mr. Lowery SECONDED by Ms. Cutshaw to recommend to City Council to approve LCC-63 Grant Application for the Manga Collection Expansion for the 2022 Lake County Library Impact funding program.

AYE: Gillespie, August, Manchon, Fountain, Rivera, Lowery, Cutshaw

NAY: None

MOTIONED CARRIED 7-0

VIII. Discussion Items

A. Library Displays

This discussion item is to be moved to February's Agenda.

A. Liaison Report

None

B. Future Meeting Date

1. February 14, 2022

C. Adjournment

MOTION by Ms. Fountain, SECONDED by Ms. Manchon to adjourn the January 10, 2022 meeting.

Meeting adjourned.

Cathy Gillespie, Chair

Cathy Lunday, Library Manager



CITY OF MOUNT DORA

City of Mount Dora
W.T. Bland Public Library
1995 N. Donnelly St.
Mount Dora, FL 32757
352-735-7180
Fax: 352-735-0074

E-mail: library@cityofmountdora.com

DATE: February 14, 2022

TO: Library Advisory Board Members

FROM: Cathy Lunday, Library Manager

SUBJECT: Library Displays

Introduction:

Most public libraries offer displays of works grouped by author, theme, subject, etc. These displays are often changed on a monthly basis and are curated by librarians. Sometimes the themes of these displays follow month-long observances, such as Black History Month, National Women's History Month and LGBT Pride Month.

Discussion:

Topical displays can be found in both the adult and children's sections of the W.T. Bland Public Library. In the Children's Library, the Youth Services Librarian curates the Wonder Wall, with weekly changing topics that typically relate to juvenile nonfiction. Past themes include dinosaurs, how to draw and pollinators. On the adult side, two display kiosks hold approximately 75 books with five different simultaneous themes (ATTACHMENT #1). Librarians also curate these displays, which often relate to upcoming programs, the seasons or news (examples include true crime, holiday romance fiction and the legalization of medical marijuana in Florida). The adult kiosks have featured fiction and nonfiction for these commemorative months: African American History (February), Women's History (March), LGBT Pride (June) and Hispanic Heritage (mid-September to mid-October).

The origins of these commemorative months are labor-related: The National Archives EEO Special Emphasis Observances states that nine Special Emphasis Programs (SEP) are an integral part of the Equal Employment Opportunity and Civil Rights Program (<https://www.archives.gov/eo/special-observances>) (ATTACHMENT #2). The purpose of these programs is to ensure that agencies take affirmative steps to provide equal opportunity for minorities, women and people with disabilities in all areas of employment. These special observances were designed for the purpose of providing cultural awareness to everyone, are typically formalized by presidential proclamation each year and include:

January - Dr. Martin Luther King, Jr
February - African American History Month
March - National Women's History Month
May - Asian/Pacific American Heritage Month
June - Lesbian, Gay, Bisexual and Transgender Pride Month
Sept 15 -- Oct 15 - National Hispanic Heritage Month
October - National Disability Employment Awareness Month
November - National American Indian/Alaska Native Heritage Month

The American Library Association's position statement on displays is included in its 'Library-Initiated Programs and Displays as a Resource' statement, which was adopted in 1982 and updated in 2019 to include 'and Displays' (ATTACHMENT #3). This statement asserts that 'Library displays increase awareness of programs, resources, and services,' and that 'Socially excluded, marginalized, and underrepresented people, not just the mainstream majority, should be able to see themselves reflected in the resources and programs that libraries offer.'

Not all library patrons appreciate these observances. Some patrons feel there are other observances warranting displays that are not on this list. However, the EEO Special Emphasis Observances provide librarians with a framework of widely recognized observances, which provide cultural awareness of historically marginalized peoples.

Budget Impact:

n/a

Strategic Impact:

As Mount Dora grows, it is imperative that the Library's collection and displays reflect the diversity, needs and interests of our community.

Recommendation Library Advisory Board is requested to discuss the importance of library displays.

Attachment(s):

1. ATTACHMENT #1 - Library Displays
2. ATTACHMENT #2 - Special Emphasis Observances
3. ATTACHMENT #3 - ALA Library-Initiated Programs and Displays

Prepared by: Cathy Lunday, Library Manager

Reviewed by: Amy Jewell, Leisure Services Director

Final Approval - 2/9/2022

ATTACHMENT #1 – Library Displays



ATTACHMENT #2[Top](#)

National Archives EEO Special Emphasis Observances

Special Emphasis Programs (SEP) are an integral part of the Equal Employment Opportunity and Civil Rights Program. The purpose of these programs is to ensure that agencies take affirmative steps to provide equal opportunity to minorities, women and people with disabilities in all areas of employment. The term, "Special Emphasis Programs," refers specifically to employment related programs which focus special attention on groups that are conspicuously absent or underrepresented in a specific occupational category or grade level in the agency's work force. These programs serve as a channel to management officials. The goals of the Special Emphasis Programs are to:

- Improve employment and advancement opportunities for minorities, women and people with disabilities in the Federal service;
- Identify systemic causes of discrimination against minorities, women and people with disabilities;
- Seek ways to help minorities, women and people with disabilities to advance by using their skills more fully;
- Monitor agency progress in eliminating discrimination and adverse impact on minorities, women and people with disabilities in employment and agency programs; and
- Educate Federal employees and managers about the extent of various forms of discrimination within the Federal Service.

Special observances were designed for the purpose of providing cultural awareness to everyone. Commemorative activities conducted for these observances should be educational and employment-related. Observances celebrate the birthday of Dr. Martin Luther King Jr.; African American Heritage; Women's History; Lesbian, Gay, Bisexual and Transgender (LGBT) equal rights; Asian Pacific Americans; Women's Equality Day; Hispanic Americans; People with Disabilities; and American Indian/Alaskan Native Heritage.

The following are Special Emphasis Observances implemented by Presidential Proclamation, Executive Orders and Public Law as cited below:

Month	Special Emphasis Programs Observances
January	Dr. Martin Luther King, Jr
February	African American History Month
March	National Women's History Month
May	Asian/Pacific American Heritage Month
June	Lesbian, Gay, Bisexual and Transgender Pride Month
Sept 15 -- Oct 15	National Hispanic Heritage Month
October	National Disability Employment Awareness Month
November	National American Indian/Alaska Native Heritage Month

January: Dr. Martin Luther King, Jr

Authority: *Public Law 98-144; Public Law 98-399*

The first observance of the Federal legal holiday honoring the birthday of Martin Luther King, Jr. was established on January 20, 1986. This holiday serves as time for Americans to reflect on the principles of racial equality and nonviolent social change espoused by Martin Luther King, Jr.; and it is appropriate for the Federal Government to coordinate efforts with Americans of diverse backgrounds and with private organizations in the observance of the Federal legal holiday honoring Martin Luther King, Jr.

February: African American History Month

Authority: *Executive Order 11478*

In 1926, Dr. Carter G. Woodson instituted the first week-long celebration to raise awareness of African Americans' contributions to history. 50 years later, the week became a month, and today February is celebrated as African American History Month. The month of February was chosen because it celebrates the birthdays of Abraham Lincoln and Frederick Douglass, both of whom dramatically affected the lives of African Americans. Frederick Douglass (1817-1895) was a writer, lecturer, editor, and civil rights activist who escaped slavery at age 21 and went on to campaign for the abolition of slavery, establish a newspaper, and hold the office of Minister to

Haiti. He was a major voice in the anti-slavery/civil rights movement of his time. Abraham Lincoln (born February 12, 1809), as the sixteenth president of the United States, issued the Emancipation Proclamation on January 1, 1863, thereby declaring that all slaves within the Confederacy would be permanently free. Each year, the Association for the Study of African American Life and History (ASAALH) founded by Dr. Woodson, sets the theme for the month.

March: National Women's History Month

Authority: *Public Law 103-22, 107 Stat. 58 and Executive Order 11375*

National Women's History Month was established by presidential proclamation in order to draw attention to and improve the focus on women in historical studies. It began in New York City on March 8, 1857, when female textile workers marched in protest of unfair working conditions and unequal rights for women. It was one of the first organized strikes by working women, during which they called for a shorter work day and decent wages. Also on March 8, in 1908, women workers in the needle trades marched through New York City's Lower East Side to protest child labor, sweatshop working conditions, and demand women's suffrage. Beginning in 1910, March 8 became annually observed as International Women's Day. Women's History Week was instituted in 1978 in an effort to begin adding women's history into educational curricula. In 1987, the National Women's History Project successfully petitioned Congress to include all of March as a celebration of the economic, political and social contributions of women.

May: Asian/Pacific American Heritage Month

Authority: *Executive Order 13339*

The roots of Asian/Pacific American Heritage Month can be traced back to 1976, when Jeanie Jew, President of the Organization of Chinese American Women, contacted government officials in response to the lack of Asian Pacific representation in the U.S. bicentennial celebrations that same year. The observance began in 1979 as Asian Heritage Week, established by congressional proclamation. In May 1990, the holiday was expanded further when President George Bush signed a proclamation making it month-long for that year. On October 23, 1992, Bush signed legislation designating May of every year Asian Pacific American Heritage Month. The month of May was chosen to commemorate two significant events in history: the immigration of the first Japanese immigrants to the United States on May 7, 1843, and the completion of the transcontinental railroad on May 10, 1869 (Golden Spike Day). The diversity and common experiences of the many ethnic groups are celebrated during Asian Pacific American Heritage Month with numerous community festivals as well as government-sponsored activities.

June: Lesbian, Gay, Bisexual and Transgender Pride Month

Authority: *Proclamation 8387*

In June of 1969, patrons and supporters of the Stonewall Inn in New York City staged an uprising to resist the police harassment and persecution to which LGBT Americans were commonly subjected. This uprising marks the beginning of a movement to outlaw discriminatory laws and practices against LGBT Americans. Lesbian, Gay, Bisexual and Transgender Pride Month commemorates the events of June 1969 and works to achieve equal justice and equal opportunity for LGBT Americans. In 1998, President Clinton issued Executive Order 13087 expanding equal opportunity employment in the Federal government by prohibiting discrimination based on sexual orientation. On June 2, 2000, President Clinton issued Proclamation No. 7316 for Gay and Lesbian Pride Month. On June 1, 2009, President Obama issued Proclamation No. 8387 for Lesbian, Gay, Bisexual and Transgender Pride Month. In this proclamation the President pointed to the contributions made by LGBT Americans both in promoting equal rights to all regardless of sexual orientation or gender identity and in broader initiatives such as the response to the global HIV pandemic. The President ended the proclamation by calling upon the people of the United States to "turn back discrimination and prejudice everywhere it exists."

September: National Hispanic Heritage Month (September 15–October 15)

Authority: *Executive Order 13230*

National Hispanic Heritage Month honors the culture, heritage, and contributions of Hispanic Americans each year. The event began in 1968 when Congress deemed the week, including September 15 and 16, National Hispanic Heritage Week to celebrate the contributions and achievements of the diverse cultures within the Hispanic community. The dates were chosen to commemorate two key historic events: Independence Day, honoring the formal signing of the Act of Independence for Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua (September 15, 1821), and Mexico's Independence Day, which denotes the beginning of the struggle against Spanish control (September 16, 1810). It was not until 1988 that the event was expanded to month-long period, which includes El Dia de la Raza on October 12, celebrating the influences of the people who came after Christopher Columbus and the multicultural,

multiethnic society that evolved as a result; Chile's Independence Day on September 18 (El Dieciocho); and Belize's Independence Day on September 21. Each year a different theme for the month is selected and a poster is created to reflect that theme.

October: National Disability Employment Awareness Month

Authority: *Executive Order 13187*

Congress, with the aim of helping disabled veterans, designated the first week of October as National Employ the Physically Handicapped Week in 1945. Seventeen years later, the word "physically" was removed from the phrase in order to recognize the needs and contributions of individuals with all types of disabilities. In the 1970s, a shift in disability public policy led to further amendments. For the first time, it was viewed as discriminatory to exclude or segregate people because of a disability, and activists were fighting strongly for legal revisions. As a result, the U.S. saw changes such as the passage of the Americans with Disabilities Act in 1990 and the designation, by presidential proclamation, of a full month to increase public awareness of those with disabilities and appreciate the capabilities of the 30 million people in the U.S. of working-age who are disabled. Various programs throughout the month headed by The Office of Disability Employment Policy emphasize specific employment barriers that still need to be addressed and eliminated.

November: National American Indian/Alaska Native Heritage Month

Authority: *Presidential Proclamation and Executive Order 13270*

In 1976, Congress designated a week of October to celebrate Native American Awareness Week. The week served as recognition for the great influence American Indians have had upon the U.S. Yearly legislation was enacted to continue the tradition until August of 1990, when President Bush approved the designation of November as National American Indian Heritage Month. Each year a similar proclamation is issued. President Clinton noted in 1996, "Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against all odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence." November is an appropriate month for the celebration because it is traditionally a time when many American Indians hold fall harvest and world-renewal ceremonies, powwows, dances, and various feasts. The holiday recognizes

hundreds of different tribes and approximately 250 languages, and celebrates the history, tradition, and values of American Indians. National American Indian Heritage Month serves as a reminder of the positive effect native peoples have had on the cultural development and growth of the U.S., as well as the struggles and challenges they have faced.

The U.S. National Archives and Records Administration

1-86-NARA-NARA or 1-866-272-6272

Top

Library-Initiated Programs and Displays as a Resource: An Interpretation of the Library Bill of Rights

Library-initiated programs support the mission of the library by providing users with additional opportunities for accessing information, education, and recreation. Article I of the *Library Bill of Rights* states, “Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves.” Library displays increase awareness of programs, resources, and services.

Library-initiated programs include, but are not limited to, lectures, displays, exhibits, community forums, performing and visual arts,¹ participatory workshops, technology programming, creative learning programming, wellness programs, story times, continuing education, fairs and conventions, book clubs, discussion groups, demonstrations, and presentations for social, cultural, educational, or entertainment purposes. Library-initiated programs may take place onsite at the library, off-site at other locations, or online, and may be provided by library workers, volunteers, or partners. Libraries may also choose to promote their programs, services, and resources through displays and digital signs.

Library-initiated programs and displays utilize library worker expertise for community interests, collections, services, facilities, and providing access to information and information resources. They introduce users and potential users to library resources and the library’s role as a facilitator of information access. The library may participate in cooperative or joint programs with other agencies, organizations, institutions, or individuals to facilitate information access in the community the library serves.

Libraries should not discriminate against individuals with disabilities and shall ensure they have equitable access to library resources. Library-initiated programs and displays should comply with all applicable laws, including the standards and requirements of The Americans with Disabilities Act and state and local disability accessibility guidelines.² If a program is held in a location not controlled by the library, the library should assure that the space is accessible to all users. If users overflow designated event areas during library events, libraries should secure accessible public spaces (e.g., ramps, pathways, and emergency exit routes) to ensure access and safety for everyone. Reasonable accommodations should also be made to have interpretation or real-time captioning for the deaf or hard of hearing at library-initiated programs when needed or requested by library users.

“Socially excluded, marginalized, and underrepresented people, not just the mainstream majority, should be able to see themselves reflected in the resources and programs that libraries offer.”³ Libraries should actively seek to include a variety of programming options representing diversity of genres, formats, ideas, and expressions with a multitude of viewpoints and cultural perspectives that reflect the diversity in our communities. Library-initiated programs that cross language and cultural barriers introduce community members to the library’s resources and provide access to information. Libraries serving multilingual or multicultural communities should make efforts to accommodate the information needs of those who speak and read languages other than English, including advertising for such events.

Concerns, questions, or complaints about library-initiated programs and displays are handled according to the same written policy and procedures that govern reconsiderations of other library resources. These policies should apply equally to all people, including, but not limited to, library users, staff, and members of

the governing body. The policies should set forth the library's commitment to free and open access to information and ideas for all users.

Programs should not be canceled because of the ideas or topics of the program or the views expressed by the participants or speakers, nor should library workers censor or remove displays because someone may disagree with the content. Library sponsorship of a program does not constitute an endorsement of the program content or the views expressed by the participants or speakers, any more than the purchase of resources for the library collection or curation of a display constitutes an endorsement of the resources content or its creator's views. Libraries should vigorously defend the First Amendment right of speakers and participants to express themselves.

Article V of the *Library Bill of Rights* states, "A person's right to use a library should not be denied or abridged because of origin, age, background, or views." The right to use a library encompasses all the resources the library offers, including the right to attend library-initiated programs. Libraries create programs for an intended age group or audience based on educational suitability and audience interest; however, restrictions on participation based solely on the gender, chronological age, or educational level of users violate this right and should be enforced only when not doing so would adversely impact the safety of the participants or interfere with the intended purpose of the program. Parents and guardians may restrict their own children's access to library programs, but no person or organization can interfere in others' access and participation. A parent or guardian may discuss their child's access to and participation in library programs with their child, but may not impose those decisions on others, including other people's children.

Libraries should not deny access to library-initiated programs if patrons owe the library for overdue fines or other fees. If libraries charge program participants for supplies used, they should make every effort to reduce economic barriers to participation.

Any collection and retention of program participants' personal information should be on an opt-in basis only. While attendees may need to demonstrate their eligibility to attend the program by showing a library card or student ID, they should not be required to share their personal information in order to attend a library program.

¹ "Visual and Performing Arts in Libraries: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/arts>)," adopted February 13, 2018, by ALA Council.

² "Services to People with Disabilities: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/servicespeopledisabilities>)," adopted January 28, 2009, by the ALA Council; amended June 26, 2018.

³ "Equity, Diversity, Inclusion: An Interpretation of the *Library Bill of Rights* (<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI>)," adopted June 27, 2017, by the ALA Council.

Adopted January 27, 1982, by the ALA Council; amended June 26, 1990; July 12, 2000; June 26, 2018 *under previous name* "Library-Initiated Programs as a Resource"; and June 24, 2019.

See Also

- “Selection & Reconsideration Policy Toolkit for Public, School, & Academic Libraries (<http://www.ala.org/tools/challengesupport/selectionpolicytoolkit>),” ALA Office for Intellectual Freedom, January 2018.
- “Responding to and Preparing for Controversial Programs and Speakers Q&A (<http://www.ala.org/advocacy/intfreedom/controversialprogramsqa>),” Intellectual Freedom Committee, June 2018.