



Canadian Federation
of Library Associations
Fédération canadienne des
associations de bibliothèques

Organizational Changes at CFLA

Some of you may have heard that CFLA is currently in the process of implementing an organizational review that was approved by the Board this spring. The recommendations from this review were the direct result of extensive consultation throughout 2024. It addresses feedback and suggestions we heard from our members and stakeholders, including the need for CFLA to better demonstrate value, increase transparency and accountability, be more responsive to emerging issues, and clearly demonstrate our impact.

One of the recommendations we are currently implementing is a change away from standing committees towards a more responsive and flexible model to ensure CFLA is able to effectively address issues of national importance for our sector. The attached memo outlines this change in more detail.

As we move away from standing committees, it is important to understand that CFLA remains absolutely committed to its existing policy files: Indigenous Matters, Climate Literacy, Copyright, Cataloguing and Metadata, and Intellectual Freedom. **Nothing about our commitment to these issues has changed**; rather, we are taking necessary steps to ensure CFLA's sustainability so that we can continue to represent the Canadian library sector on these and other important matters effectively for years to come.

The committees have been an important fixture at CFLA and while we are moving in a new direction, I want to acknowledge the passion and commitment many committee members have demonstrated over the years. Many volunteers have generously contributed their time and effort to CFLA through the years and it is an important moment to honour their service.

CFLA remains grateful to our members for supporting transformative change to ensure the ongoing viability of the Federation. We look forward to this next stage of the Federation's work and thank all of you for supporting our progress.



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Introduction

Many of you will have heard that CFLA is restructuring and this backgrounder provides the rationale and the process, both for making the decision and for moving forward.

The strategic priorities identified in our current strategic plan are:

1. Amplify the voice of Canadian libraries.
2. Represent Canadian libraries in the national policy agenda.
3. Grow CFLA as a sustainable organization.

Background

CFLA has conducted two consultation processes with members, followed by discussions with individual members. During these processes, we heard several things that are critical to our sustainability:

- CFLA needs to clarify its focus and pay particular attention to issues of policy or legislation that are national and affect the library community.
- We need to be careful to not duplicate the work of our members.
- Our members would like to see us adopt a method that allows for evaluation of our work, and communication of impact or outcomes.
- Statements or position papers need to be approved by a majority of the members prior to publication.
- The work of the committees and their contribution to the success of CFLA is unclear.

Recommendations

Based on this, and a review of our strategic directions, a recommendation was made to the Board and accepted at the April 15 Board meeting unanimously, to restructure the standing committees into Task Forces. Task Forces will continue to be active in the areas that are of national concern to the library community: copyright, Indigenous matters, climate, cataloguing and metadata, and intellectual freedom. The new structure will allow us to pivot quickly to address specific issues in these areas, as well as to address new issues that arise, including accreditation of library education, privacy, and potential barriers arising from trade agreements.

The additional recommendation is that CFLA-FCAB appoint representatives to partner organizations to report to the CFLA-FCAB Board arising issues that need attention, or opportunities for us to increase the library perspectives in these organizations. A list of partner organizations and our representatives will be on the website. These opportunities continue to increase, and we anticipate that future task forces will arise from these relationships.

The change process:



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To date we have met with all the committee chairs and are in the process of meeting with each committee individually. We requested work plans from each committee in the summer, and these are forming the basis of the initial task force assignments. It may take us some time to manage the documents compiled by each committee, but these will be archived with the appropriate security. Some task forces, arising out of the committee workplans, will be presented to the Board for approval at its September meeting; others will follow.

Any member who wishes to propose a task force can do so; they will be assessed by the Board to see if they align with our current directions prior to approval. If the matter is urgent, the Executive will approve them. Task forces will vary in terms of time commitment, membership and expected output – each will have terms of reference that defines these factors. Members will be sought who have expertise in the work of the task force, through consultation with our members.

Communication

We appreciate that this has been a period of significant change for CFLA-FCAB, and that many of our members would like more regular communication. As well as a quarterly update that will start at the end of September, 2025, we will be using our new website in different ways to inform both our members and the community. Information about each task force will be posted there as soon as they are approved.

For more information, or to propose a task force, please contact:

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