



Canadian Federation
of Library Associations
Fédération canadienne des
associations de bibliothèques

CFLA's Recent Accomplishments: Impact for the Canadian Library Sector

Background

Over the past 18 months, CFLA has been engaged in a significant transformation program to address concerns from stakeholders and lay the foundation for its ongoing. This has required significant effort to address critical organizational issues. As a volunteer-run organization, this has been an investment of time which is now resulting in the administrative and organizational infrastructure needed to enable the Federation's sustainability. These efforts are listed under **Organizational Achievements** to demonstrate the rigorous consultation process and extent of these efforts.

CFLA's Value to Members

The following are highlights from current programs at CFLA.

International Representation

- Participation in IFLA at the national level and the opportunity to provide input into IFLA work.
- Participation In IFLA committees – members of the CFLA executive are representatives on both the North American Regional Division and the Management of Library Associations standing committee, and IFLA has representatives on several subject-specific committees and projects (Copyright, Indigenous Matters, etc.).
- Partnership in a Canadian bid for future IFLA conferences.
- Collaboration with IFLA committees and divisions on topics related to Intellectual Freedom, Hate Speech and Information Integrity.
- Participation in Knowledge Rights 21, a group of copyright User's Rights organizations whose main activity revolves around advocating for public interest/user's rights at the WIPO SCCR (Standing Committee on Copyright and Related Rights).
- Partnership with ABQLA, and colleagues in the United States and the United Kingdom to create and implement *A Cataloguing Code of Ethics /Un Code d'éthique de catalogage*.

National Representation

- Participation in the Canadian DAISY consortium, which represents Canada in the international DAISY consortium.



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- Participation in Environment and Climate Change Canada (ECCC)'s climate literacy program.
- Participation in the Financial Consumer Agency of Canada (part of Public Affairs Canada) Financial Literacy Month.
- Participation in national literacy-based initiatives including the National Financial Literacy Strategy, Public-Private Digital Literacy Program Partnership to Advance Support for Older Adults' Digital Literacy Learning Journey, National Digital Inclusion Initiative Steering Committee, and National Survey on Digital Literacy Training.
- Partnership with CARL to produce [Accessible Content: A Guide to the Canadian Copyright Act on Searching for Accessible Formats and Producing and Distributing Alternate Formats](#).
- Representation on the Canadian Committee on Cataloguing (CCC).
- Representation on Canadian Committee on Metadata Exchange (CCM).
- Nomination of Canadian participants in the ALA accreditation process for LIS programs.
- Maintenance of Canadian standards for cataloguing and metadata, with support programs and training.

Member Engagement

- Policy development – in the past, members participated in the development and promotion of national statements, such as the *Statement on Intellectual Freedom*, *Statement on Libraries and the Intellectual Freedom of Children & Youth* and the endorsement of the *Prison Libraries Network's Position Statement on the Prisoners' Right to Read*.
- The opportunity to participate in upcoming task forces, including:
 - Hate Literature and its Relationship with the *Statement on Intellectual Freedom*
 - AI and copyright issues for libraries
 - Recruitment of Indigenous people into librarianship
 - Education event for LIS and LIT instructors
 - A national data strategy for Canadian libraries
 - Compiling historical data about intellectual freedom issues in Canada (under development)
 - The National Climate Education Strategy and climate literacy (under development)
 - Accessibility (under development)
- Participation in consultations with Canadian Practitioners Network for the Prevention of Extremist Violence (CPN-PREV).



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Organizational Achievements

One of CFLA's strategic priorities is to improve the sustainability of the Federation. As part of the organizational transformation project undertaken by the board in 2024-25, it became clear that CFLA could not adequately address member feedback about its impact (and therefore grow the membership base) without first addressing serious organizational limitations. The following is an accounting of the major initiatives in this area.

- Extensive member/stakeholder engagement program to identify areas of improvement.
 - Five large-format engagement sessions (approximately 100 stakeholders attended representing member organizations, partners, etc.).
 - Stakeholder engagement with external partners and organizations to identify opportunities to improve CFLA's visibility and relevance in the sector.
 - Member engagement meetings with CFLA's largest financial supporters.
 - Engagement at OLA Superconference and through informal networks.
 - Development of a Governance Review Task Force to develop recommendations based on this feedback – included representatives from CULC, BCLA, CARL, OLA, and CFLA committees and the Board.
 - These recommendations (including improvements for board and committee members, communications, reporting, member engagement and opportunities for increased collaborations with members) were unanimously approved by the Board in November 2024.
- An external organizational review was conducted to identify CFLA's resource requirements to achieve its strategic and organization priorities (December-March 2025).
 - Recommended resource requirements for the Federation.
 - Recommended change to the committee structure to move towards a more responsive task force-based approach.
 - Future model for board governance (move to elected Board of Directors and Executive) to improve engagement and accountability.
 - Further engagement on the committees was conducted as part of this organizational review and included representatives from CFLA's major contributors, external partners, the Board and members of the committees throughout this period.
 - The recommendations from this review were unanimously approved by the Board at the April 2025 meeting.
- Staffing improvements, including the introduction of interim Executive Director (part-time) and Executive Assistant (eight hours per week) to implement organizational



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improvements and work on the member engagement, partnership development and financial sustainability strategies.

- The completion of a Communications Strategy to identify how to have engagement of members and the community at large.
 - New communication channels have been identified and deployed.
 - The CFLA website has been redesigned to improve communication and access.
 - A new content strategy for the website has been developed and will be implemented beginning fall 2025.
 - CFLA's advocacy program and resources are currently under consideration (October 2025).
- A complete overhaul of the Federation's Financial Management processes and infrastructure was also completed.
 - Changes to CFLA's banking and accounting infrastructure.
 - A total change to CFLA's bookkeeping services, resources, processes and timelines have all been implemented.
 - New streamlined processes for invoicing, which will improve the experience for members and greatly improve organizational effectiveness and efficiency.
 - New reporting processes have been developed for better accountability and budgeting.
 - Review and transition of some legacy systems/processes have been completed for better accountability with resources.
- A comprehensive assessment and total redesign of internal record keeping and information management has also been introduced.
 - Complete records management improvement program in progress to improve access and organizational administration.
 - Improvements to access through the CFLA website.
 - Currently undertaking significant updates to several administrative policies to improve clarity and efficiency of operations.