

NCLA Executive Board Reports, Jan 2022

ALA Council

Detailed Report: ALA Councilor Report to NCLA

Highlights: Attended 2022 Winter Council Sessions Jan.19-24

All council documents are publicly available at

<https://www.ala.org/aboutala/virtual-january-and-annual-conference-council-meetings>

Here are some highlights from ALA Council Sessions:

[President's report from Patty Wong, ALA President](#)

Together at ALA we are:

- Working with ALISE (Association for Library and Information Science Education (ALISE) leadership, led by President Lisa O'Connor to begin work on a survey that will assist the Committee on Accreditation to identify EDI needs within the LIS environment. Dr. Nicole Cooke will lead this work representing ALA.
- Working with ALA leadership to establish core ways of creating sustainability measures in our local practices as well as integrating our values in programmatic and operations in many corners of the Association – thanks to Rebekkah Smith Aldrich, the Sustainability Committee and the Sustainability Round Table for these coordinated efforts.
- Working with ALA leadership and the Executive Board to establish sustainable EDI practices and outcomes – regular discussion and planning will elevate and integrate our ideals and operations.
- Supporting work with Executive Director Tracie Hall to update and revise the outdated Standards of Library Service for the Incarcerated and Detained. Executive Director Tracie Hall is leading efforts with a strong group of individuals representing librarians, library users and advocates to review current services and update this critical area within our profession.

[Executive Director's Report from Tracie Hall](#)

Pivot Strategy Status Report

Now in the second quarter of its rollout, the ALA pivot strategy is on track to stand up the sixth revenue stream projected for its six-year span. With funding from the Mellon Foundation, ALA has partnered with the University of Chicago Harris School of Public Policy to bring on two Data Officers, Darcy Young and Vera Chen, who both bring impressive quantitative and qualitative data backgrounds into their positions. Alongside Conference Services, Continuing Education, Contributed Revenue, Membership, and Publishing, the Data, Design and Research stream brings needed capacity to establish ALA as an agile and responsive organization with the ability to anticipate and exceed member and sector need.

As sections of this report indicate, several units and divisions are benefiting from their alignment with the pivot plan. RUSA has seen a slight membership increase; The Chapter Relations and Public Programs Office have leveraged their abilities to attract contributed revenue to disseminate the largest grant awards in number and size that ALA has ever provided to the field. And the new Continuing Education unit has already launched a new learning management system and is currently working on a new marketing plan.

A key facet of the plan is its emphasis on knowledge sharing and problem solving across ALA's more than three dozen units and divisions. Facilitating this goal of desiloization is the organization of cross-functional teams made up of management and non-management staff representing every area of association work. All twenty of the following teams are scheduled to have launched by the end of FY22 with those underlined having officially launched in September:

1. Advocacy and Policy
2. Awards
3. Communications
4. Conference Services
5. Continuing Education
6. Customer Service
7. Data, Design, and Research

8. Equity, Diversity, and Inclusion
9. Governance
10. Grants, Partnerships & External Relationships
11. International Relations
12. IT
13. LIS Education
14. Membership
15. Mentorship
16. Program Assessment
17. Professional Development
18. Publishing
19. Staffing Synergies & Productivity
20. Strategy & Performance Management

ALA Budget Achievements

- New CFO – Dina Tsourdinis
- Assets strengthened
- PPP Loans forgiven - \$6.2 million
- Expenses more aligned with Revenue
- Increase in contributed revenues
- Strong budget performance
- Coordination and communication among BARC/F&A/Executive Board and ALA Management
- Caution – continued focus is required

Office for Intellectual Freedom Report

Book Censorship

The Office for Intellectual Freedom and Public Policy and Advocacy worked cooperatively to draft a position statement addressing ongoing organized efforts to censor diverse books and materials in school and public libraries. The ALA Executive Board approved the ALA Statement on Book Censorship on November 29, 2021.

Intellectual Freedom Committee Members of the Intellectual Freedom Committee met throughout the fall of 2021 to work on a number of projects:

- Challenges to CRT and Diversity Training Toolkit: a subgroup of the IFC members and volunteers are drafting a toolkit to equip library workers with essential strategies and resources that will prepare them to address censorship challenges to "critical race theory" in curricula, anti-racist materials, and diversity staff trainings. The toolkit will serve as an adjunct to the ALA's Statement on Censorship of Information Addressing Racial Injustice, Black American History, and Diversity Education, approved by the ALA Executive Board in August of 2021.
- Addressing Challenges To Books By Problematic Authors: Q&A: Throughout the past year, a subgroup of members of the Intellectual Freedom Committee have worked with OIF staff to develop a question-and-answer document to clarify how library staff and educators should handle authors and content creators who are deemed "problematic" – that is, authors whose books are challenged not because of the content of their books, but because of the author's words or deeds in real life that are unrelated to the authors' published works. On January 7, 2022, the Intellectual Freedom Committee voted to approve the document, which will be published online on the main ALA website following LibLearnX.
- Privacy Field Guides: Seven Privacy Field Guides have been completed and are available on the main Privacy page on the ALA website. They include How to Talk About Privacy, Digital Security Basics, Non-Tech Privacy, Data Lifecycles, Privacy Audits, Privacy & Vendors, and Privacy Policies. Creation of the guides, led by Erin Berman and Bonnie Tijerina, was funded by a grant from the Institute of Museum and Library Sciences, in partnership with the American Library Association. Marketing and promotion of the guides will take place throughout the spring of 2022, with limited distribution of physical copies to library workers and promotional events at the PLA conference and ALA Annual.

Public Challenges and Case Support:

The Office for Intellectual Freedom received an unprecedented number of challenge reports throughout the fall of 2021. From September 1 through December 1, 2021, 330 unique cases were reported to it, with December's reports still to be tallied. This can be compared to the 156 unique cases reported to OIF in 2020, a year marked by school and library closures, and the 377 unique cases reported to OIF in 2019 for the entire twelve months of that year. OIF staff provided confidential counsel in 275 of those cases, consulting on policy and procedure, providing legal information related to case law and legislation, and sharing information about challenged titles. The full report from the ALA Intellectual Freedom committee can be found here:

https://www.ala.org/aboutala/sites/ala.org/aboutala/files/content/ALA%20CD%2019%20Intellectual%20Freedom%20Committee_1.pdf

The IFC Privacy Subcommittee has completed reorganizing its Choose Privacy Everyday website. Additionally, the privacy landing page on the main ALA site has been updated to ensure the most up-to-date information is available to library workers. Visitors to the site can now find information on why privacy is a core value, privacy laws and how to respond to law enforcement requests, students' and minors' privacy, questions and answers on privacy and confidentiality, the Privacy Guidelines and Checklists, training and programming resources, details on how to be a privacy advocate, and the newly released [Privacy Field Guides](#).

TAG – Transforming ALA Governance

The Transforming ALA Governance Task Force (TAG) was appointed by the Executive Board in July 2021 with the charge: a) indicate and operationalize the culture changing principles of the Avenue M report, SCOE recommendations, the Forward Together work, and a new governance landscape, b) establish a regular governance review process, and c) assess the large projects that need to be addressed and create a plan to address them.

They are getting closer to making changes but nothing has been decided. It was still being discussed at the end of council meetings.

MEMORIAL RESOLUTIONS HONORING:

- M-#1 Dr. Barbara Froling Immroth
- M-#2 Mary Redmond
- M-#3 Kenya S. Flash
- M-#4 Manuel Urrizola
- M-#5 Sylvia Sprinkle-Hamlin
- M-#6 Dr. Teri Lesesne
- M-#7 Lauren Freeman

Council Actions:

- Approved the Membership Committee request to:
 1. Approve the simplified ALA membership model for the Personal Members Classification of Membership to be implemented in FY24.
 2. Change the salary threshold for non-salaried membership from \$30,000 to \$45,000 for to go live Sept 1, 2023.

Current Member Type	➔	Proposed Member Type
1st year Regular	➔	Individual Type I Includes librarians and other employees in library and information services or related positions that: (a) require a master's degree; (b) require a state level certification; or (c) are managerial.
2nd year Regular		
3rd year+ Regular		
Earning <\$30,000	➔	Individual Type II Includes librarians and other employees in library and information services or related positions that are: (a) earning < \$45K annually; or (b) working outside the U.S.; (c) retired; or (d) not listed in Type I.
Support Staff		
Retired		
International		
Associate	➔	Supporter Includes those not employed in library and information services or related activities who, through their personal commitment and support, promote library and information services.
Friends		
Trustee		
Student	➔	Student Includes individuals enrolled in a program for a certificate or a degree in library and information studies. Student membership is limited to five total years.

- Council approved action request using DEI Scorecard as a primary means for ALA's measures for DEI particularly the following:
 - o Culture and Climate of the organization
 - o Training and Education
 - o Recruitment, Hiring, Retention, and Promotion
 - o Budget Priorities for DEI
 - o Data Practices

DEI scorecard can be found at this link:

<https://www.ala.org/aboutala/sites/ala.org.aboutala/files/content/2021%20EQUITY%20SCORECARD%20FOR%20LIBRARY%20AND%20INFORMATION%20ORGANIZATIONS.pdf>

Upcoming Events:

[Annual Conference & Exhibition, Washington, DC](#), June 23-28, 2022 - Registration Opens February 2022.
2023

- LibLearnX: The Library Learning Experience (LLX), New Orleans, LA, January 27-31, 2023
- Annual Conference & Exhibition, Chicago, IL, June 22-27, 2023

Submitted by: Siobhan Loendorf (SLoendorf@catawbacountync.gov)

Archives

Highlights: This is not a new committee, but it hasn't been active for quite some time, maybe as far back as 2017/2018. I do not have any old business but we are in the process of getting the committee together and planning a trip to the State Library this summer to look at our archives.

Submitted by: Pamela Mason (pmason6@unc.edu)

Assoc. of College and Research Libraries (ACRL)-NC Chapter

Highlights: We have planned a meeting in December 2021, but I canceled the meeting because of low attendance at the last minute. Vice-chair of ACRL-NC Chapter contacted me to have a collaboration with NCLINE for our virtual workshop this Summer 2022. We are going to have a discussion with other Board members at our February 2022 meeting.

Planned Events: We are planning to have a virtual workshop(a day or half a day) in the time of Summer 2022.

Biennium Goal Reporting: Conduct at least two virtual workshops in this period. Create new Buzz sessions for our chapter. Create a facebook post every month by our board members in our Chapter's face book page. Collaborate with one chapter of our NCLA for our virtual workshop. Conduct quarterly meetings regularly

Submitted by: Velappan Velappan (umavels@gmail.com)

Business Librarianship in NC

Highlights: The new leadership team is looking forward to our first workshop of the quarter on January 21, which features discussions on supporting the entrepreneurial mindset of library patrons as well as an introduction to start-up funding for librarians. We are working on organizing an interest group for BLINC members completing the St. Louis Fed Data Literacy for Librarians certification, to happen sometime in the third quarter (Summer). We are also finalizing details on a collaborative Academic Business Librarianship informal, online workshop for the end of March with the Boston Library Consortium. **Planned Events:** Winter Workshop-Online, Friday, January 21st 1-4pm. **Biennium Goal Reporting:** We have scheduled our first quarterly workshop of the year and will begin work on the spring workshop forthwith. We have also set up new task forces to encourage active participation within the organization, including task forces focused on networking and mentoring, recruitment, and collaboration with other regional business librarian organizations. Finally, work has started on the next Entrepreneurship & Librarians Conference with a focus on international business. BLINC members continue to be a part of the steering committee. **Collaboration Request:**None. **Detailed Report:** Old Business (October - December 2021) Successful Workshop - The Entrepreneurship & Libraries Conference, sponsored by BLINC, held a workshop on the intersection of entrepreneurship, libraries, and anti-racism online on December 2nd, 2021 from 1-4pm. We had an attendance of 167. New Leadership Team- BLINC's new Leadership Team came on board in October and are looking forward to the next two years!

Submitted by: Morgan Ritchie-Baum (ritchiem@wfu.edu)

Community and Junior College Libraries

Highlights: A request for nominations for Board Positions was sent out electronically to membership on November 11, 2021, with a deadline of December 15, 2021. We received the following nominations: Vice-Chairperson (Chairperson-Elect), Samantha O'Connor, Central Carolina Community College, Secretary/Treasurer, Jenny Thomas, Randolph Community College, Director, Laurie Robb, Rowan-Cabarrus Community College, and Director, Catherine Lee, Cape Fear Community College. An election was held electronically during the week of January 9, 2022. Results were accepted, confirming those above as elected for their offices. Samantha O'Connor withdrew her nomination for vice-chair after the election due to employment changes. Thus, the office of the Vice-Chair is currently vacant. I reached out to the North Carolina Community College Library Association's (NCCCLA) Executive Board to see if the Chair of NCLA-CJCLS might sit in on their Executive Board meetings as a liaison (ex officio member) to facilitate communication and cooperation between the two groups. President Samantha O'Connor presented this idea to their Board, and it was approved on January 20, 2022, by the NCCCLA Executive Board. The first meeting will be on February 8, 2022.

Planned Events: We plan to offer an information-sharing session during the NCCCLA Conference, March 14-18, 2022, to encourage participation and membership in CJCLS. The section will have monthly meetings during the next biennium to increase activity within this section. The next CJCLS board meeting is scheduled for February 11, 2022, at 10:00 a.m.

Detailed Report: Conduct at least four virtual workshops during this biennium period.

Government Resources

Highlights: With the help of Rebecca Freeman, the GRS current Secretary, we've successfully submitted an update for our GRS existing by-laws to Mark Sanders, (since the close of last fall's NCLA biennial conference). The by-laws had not been updated since 2007. **Planned Events:** April 5th, 2022: GRS Spring Virtual meeting, to be held via Zoom. **Biennium Goal Reporting:** I've reached out to all current members of GRS, using membership reports, to introduce myself as the new Chair. This was done in November 2021.

Submitted by: Elisabeth Gardner (elisabethgardner78@gmail.com)

Leadership Institute

Highlights: The Leadership Institute Planning Committee met on Nov 15, 2021 to discuss next steps for planning LI 2020+2. The 'call for applications' and the 'call for mentors' went out on January 18, 2022. Mentor applications are due March 1, 2022. Mentee applications are due April 1, 2022. An email was sent to the 2020 cohort in regard

to LI 2020+2. The members of the 2020 cohort are required to submit a letter of support from their institution to confirm their interest in participating in LI 2020+2. An email was sent to the mentors selected for 2020 and they were asked to confirm their interest and availability to fulfill a mentor role for LI 2020+2. The LI Chair reached out to Cotina Jones at the State Library of North Carolina to discuss the Institute's LSTA grant application. Members of the planning committee have reached out to presenters lined up for 2020 to confirm their interest and availability to present at the upcoming Institute.

Submitted by: Juli Moore (julianne.moore@co.iredell.nc.us)

Library Advocacy and Legislative

Highlights: Highlights include: meeting with Megan Cusick from ALA to discuss legislative priorities and censorship issues, building the LALS Exec Board, and producing a statement on censorship for NCLA in the wake of a title being removed from Wake County Public Library. **Planned Events:** 8th Annual Student Library Ambassador Program will begin late Winter and run through early Spring. The attached report includes a definitive timeline for the program.

Marketing

Highlights: We're moving forward with once monthly newsletters and will be working to expand our social media presence, investigating new platforms and modalities for deployment. Additionally, Amanda is looking at streamlining the newsletter submission process!

Submitted by: Amanda Glenn-Bradley (arglennb@unca.edu)

NC Library Paraprofessional Association

Highlights: 1, Attending and participation in October NCLA Conference 2. Ronald Headen made a presentation at conference on Library Virtual Adult Programming in the Age of COVID-19 3. Presented \$80 Maralyne G Meadows Scholarship for conference attendance to Ashlyn O'Brien of Davie County Public Library 4. We contributed 2 \$5 eGift cards for October conference 5. New officers were elected. **Planned Events:** We are meeting in February to finalize events for this coming quarter.

Submitted by: Ronald Headen (ronald.headen@greensboro-nc.gov)

NC School Library Media Association

Highlights: We had a successful virtual 2021 Annual Conference. The new board members are seated. Our next cohort of Leadership Academy members were selected. Regional directors finished planning the upcoming Winter Tune-up. NCSLMA is now planning for the 2022 conference. **Planned Events:** Feb. 14-18, 2022 Winter Tune-Up Virtual Mini Conference; 2022 Annual Conference Oct. 5th-7th 2022. **Detailed Report:** Winter Tune-Up Virtual Mini Conference Join us for our very 2nd Annual Winter Tune-Up mini-conference! Virtual sessions feature expert presenters with great ideas February 14-18, 2022. This is free to all NCSLMA member 2022 NCSLMA conference, 2022 Annual Conference "We are not alone in the library.", will take place at the Benton Convention Center in Winston-Salem Oct. 5th-7th. This year's conference begins on Thursday at 1pm with concurrent sessions and workshops. Dr. April Dawkins is our featured speaker. Stacy McAnulty, Kwame Mbalia, and John Claude Bemis will be the featured authors.

New Members

Highlights: We met as an executive board to define positions and review our bylaws and have a few questions which the chair will bring up at this meeting. We are planning to start a mentoring program and will be sending out a survey to NMRT members to gauge their interest in various ideas that were brought up at our meeting. **Collaboration Request:** We have a question for the Membership committee.

Nominating

North Carolina Libraries

Public Library

Highlights: Public Library Section Committee met January 21, 2022. The primary discussion of this meeting was to strategize and develop what our focus and goals will be for the next biennium. The goals are: being more visible to our members, doing more outreach, advocacy for Public Libraries, and to develop a data/impact driven program training module (with the latter two goals in collaboration with NCPLDA). In November 2021, PLS Facebook Page was established by Diane Palmieri, Chair of the new Marketing & Programming Committee. She has done an excellent job highlighting public libraries throughout North Carolina. Marketing & Programming Committee met in Dec 2021 to discuss establishing a PLS Newsletter. Circulation & Customer Service Committee, met in Dec 2021, they will be collaborating with the Marketing Committee on the newsletter and possible article submissions. The Marketing & Programming Committee will be working on creating a PLS Newsletter which will be published quarterly. The first edition is scheduled for publication in April 2022. **Collaboration Request:**We would like to collaborate Res & Tec Svs. Lib. Leadership & Mgt. Ref & Adult Svs. Remco. Lib Adv. & Leg. STEM Lib. YSS, Assoc, College & Res. Lib

Submitted by: Sandra Lovely (slovely@dconc.gov)

Reference and Adult Services

Highlights: We welcomed the new RASS Officers into their new roles, discussed activities for the upcoming year, discussed our Committee member responsibilities and gathered goals for the new biennium. **Planned Events:** February-May 2022-monthly Buzz sessions, topics to be determined by a RASS Interest Survey. **Biennium Goal Reporting:** 1- Recruit new members-4 at-large positions vacant. 2-Interest survey created for members regarding Buzz sessions. 3-Continue sending new member letters via Facebook and other means of communication to welcome potential new members.

Submitted by: Michelle Osborne (michelle.osborne@gastongov.com)

Roundtable on Ethnic & Minority Concerns

Highlights: REMCo (Brittany Champion) presented on behalf of NCLA at the ALA Chapter Exchange: EDI in Chapters on November 17, 2021. Program Description: ALA's Chapter Relations Office has teamed up with the Office for Diversity, Literacy and Outreach Services (ODLOS) for a Chapter Management Exchange on Equity, Diversity and Inclusion (EDI). This session's goal is to provide Chapters with a set of tools and resources for developing EDI work, either by starting fresh or expanding already existing efforts. Brittany Champion and Marcellaus Joiner co facilitated the Constance Hill Marteenia Diversity Award Telethon via Instagram Live on January 25th. Participants learned about the fundamentals of the award and how they could qualify for the award. Joiner also shared how interested parties donate funds to support the award. REMCo hosted its first social media campaign, National Library Shelfie Day. Participants across the state shared their selfies and displayed their collections. The section gained a few new followers and increased engagement. North Carolina A&T's F.D. Bluford Library's team shared more than 4 photos, making their university library one of the most engaged. Established partnership with Little Tokens Foundation on January 13th- Little Tokens Foundation is a literacy non governmental organization (NGO) in Ghana. Librarians, educators, and literacy volunteers partner to improve literacy efforts in young children. Brittany Champion (Chair) and Leander Croker (Vice-Chair) read and recorded two titles that focused on black joy. The recording was sent via email and will not be published online. Social media announcement: The Roundtable on Ethnic Minority Concerns (@nc.remco), a section of the North Carolina Library Association (@nclibraryassociation), has partnered with the Little Tokens Foundation (@littletokensfoundation) to create a virtual storytelling experience for Ghanaian library visitors. Participants will have an opportunity to hear stories of inspiration and encouragement from young voices of color. It is our hope that participants will interact with the literature and feel empowered to read further, thus exploring a variety of genres that'll foster a love for reading. Stories read: Emmanuel's Dream: The True Story of Emmanuel Ofose Yeboah Sugar Hill by Carole Boston Weatherford Upcoming events Mooresville Public Library Professional Development/Outreach February 9th, Joan Hill, our secretary/will attend in-person Improving BIPOC Recruitment and Retention in Community College Libraries presentation at the North Carolina Community College Library Conference March 14th Potential partnerships Project READY- Partnership with the State Library to provide professional development resources for YA and school librarians that focus on improving their

knowledge on race and racism, racial equity, and culturally and sustaining pedagogy. We should have additional updates soon. **Planned Events: Chat with Kelvin Watson (2/17 @ 1 pm)**

Scholarships

Highlights: Katy Henderson of Chatham County Public Libraries has assumed the role of committee chair as of 12/2021. New Committee members include Shaunta Alvarez of Elon University and Kathy Vossler of Haywood County Public Library. **Detailed Report:** January 2022 Report NCLA Scholarships Committee Scholarships Committee met in December for a post-application review of materials and processes. Small tweaks were made to the application and the review materials to fine tune the evaluation process. An email call for new members went out, and as a result Shaunta Alvarez of Elon and Kathy Vossler of Haywood County will be joining the committee as Virginia Martin and Amy Funderburk step off. We thank Virginia and Amy for their dedication and service! Members going forward are: Katy Henderson, Chatham Community Library, 2018 – 2024 (Chair 2022 – 2023) Rachel Olsen, UNC Greensboro, 2018 – 2024 Jennifer Winford, Charlotte Mecklenburg Library, 2020 – 2026 Monica Young, Guilford Tech Community College, 2020 – 2026 Shaunta Alvarez, Elon University, 2022 – 2028 Kathy Vossler, Haywood County Public Library, 2022 – 2028.

Special Collections

Highlights: October 2021: Annual business meeting and election of new officers October 2021: Hosted a panel on reparative description at the biennial meeting December 2021: meeting of incoming officers to plan 2022 programming and meeting schedule. **Planned Events:** (currently unscheduled, but planned for first quarter 2022): Storytelling in special collections. **Biennium Goal Reporting:** The planning meeting in December 2021 successfully laid the groundwork for an ongoing programming schedule. **Detailed Report:** Incoming officers are as follows: Jessica Janecki, Duke, Chair; Kathelene Smith, UNCG, vice-chair; Stacey Krim, UNCG, Secretary/Treasurer; Jo Overstreet, ECU Director. Plans are for quarterly board meetings via zoom. Our upcoming event in the works is story telling in special collections, an opportunity for special collections librarians to tell the stories of people or objects in their collections. Many thanks to outgoing chair Jennifer Daugherty for her amazing work producing the 2021 annual meeting panel.

Submitted by: Jessica Janecki (jessica.janecki@duke.edu)

STEM-LINC

Web and Technologies Support

Women in Libraries

Highlights: Women in Libraries is holding their first meeting 1/26/2022 and has nothing to report at this time.

Submitted by: Michelle Hildreth (michelle.hildreth@wakegov.com)

Youth Services

Highlights: YSS received grants updates from the two recipients regarding the last grant disbursed (Outdoor programming grant for COVID-friendly events). Hosted two presenters for the NCLA Biennium conference (Teen-focused and preschool-focused). First quarterly meeting was held in December with new members. Updating bylaws to present to NCLA Executive Board at the April meeting. **Planned Events:** YSS Biennial Retreat (Date TBD).