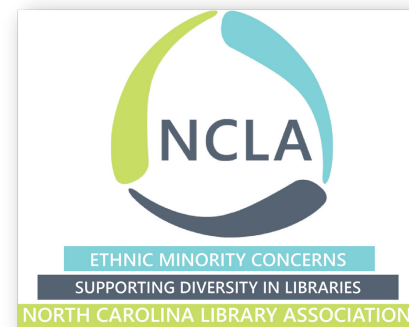


SUMMER 2021

# REMCO NEWS



## Welcome from the Chair

What a difference two years make. When starting the journey of chairing the REMCo section of NCLA I was excited and slightly nervous. I knew that I wanted to raise REMCo's profile on social media and bring our membership together more often to network and collaborate. Enter COVID-19, those ideals seemed to have just received the biggest roadblock it could possibly have. How do you lead a group during a pandemic? Luckily, I and most the people around me have never been through a pandemic so there was no playbook to follow. I relied on the strength, intelligence, and perseverance of my entire executive board to press our way through a difficult time that we are not totally out of the woods of. We decided to use the new norm of meeting online and adjustments made to work schedules to promote informative content to interested librarians in our field. We increased our webinars to give others an opportunity to concentrate on things other than the pandemic. REMCo also added Facebook and Instagram to expand our social media footprint. This experience has given me the confidence to continue to take roles of leadership at a higher level.

*“Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no hope at all.” – Dale Carnegie*

I feel like the above quote sums up the time I have spent as chair of REMCo and I have been honored to be on the executive board with such outstanding librarians.

Thank you, Brittany Champion, Leander Croker, LaJuan Pringle, and Joan Hill for taking the journey with me.



*Marcellaus A.  
Joiner*

# Director Spotlight: Transition from Librarian to Library Director

One could say that I transitioned from a librarian to library director instantaneously compared to most that pursue a career in directorship. I received a Library of Science and Information Science degree from Drexel University in March 2019 and became a library director in December of 2019. This is because of the hard work that was done beforehand. I worked my way up the library science ladder and made the most of my time during my career exploration. Throughout my journey I gained experience while finding out which direction of library science was right for me. This is my story and my words of wisdom for those who want to enter the world of library directorship.

I served as a substitute media specialist for five years. Working independently, I performed many tasks, including circulation, collection development, and reference assistance for library visitors. It was during this experience that I realized how much I enjoyed working in the library and began to pursue my degree. On my days off, I shadowed my mentor in school librarianship, Anna Ross. She taught me the daily operations of a school library. After work, I shadowed my mentor in the academic library, Kathy Winslow. She taught me the daily operations of an academic library. After working in the school library, I wanted to get experience in public libraries so I volunteered at Halifax and Wilson County public libraries.

Currently, I am serving as the first African American library director of Harold D. Cooley in Nash County. Since the beginning, I have put all that I have learned and worked for into practice. So far, I have made several accomplishments in improving the budget, library development, programming, and professional development. I was once told by my supervisor that I have excelled since I have been in my position. I have received other humbling responses from peers; to share various positive comments to include; I have done more in my first year as a Library Director than most new library directors do.

For my first fiscal year, I wrote, requested, and received a LISTA EZ "STREAM" grant which approved funding for \$15,867 with a \$5,289 match. It was my first grant that I had written. I must give thanks to one of my mentors Ester Burgess, an academic library director. Then, I wrote, requested, and received a mini grant for COVID. I was approved for \$1,000 with no required match. I wrote, requested, and received an SLNC Cares Grant, "Cooley Goes Digital," approved for 10,000 with no required match. In the first year of my directorship I wrote a number of grants that added approximately \$26,867 to the library budget. These grants helped bridge the digital divide within the underrepresented and economically disadvantaged community populations and also introduced STREAM (science, technology reading, art, and mathematics) initiatives amongst children and teens.

Today, I am still working to create unique opportunities for the communities I help, alongside my team. To make the library noticeable and welcoming from a distance, I requested to place a new sign at the road, and signage to the side of the building. I developed new library spaces in children and young adult areas. To ensure the space is sustainable, a new makerspace and self check center was installed. We have now developed a Literacy Center and Career Center. I introduced many new children, young adult, and adult literacy programs such as Baby and Me, Journalism Club, Kits to Go, Small Group Reading for Kids, Game Night, Senior Memories, Adult Bingo, Journaling for Kids, Poetry, Book-share, and Young Entrepreneurship.



*Tikela Alston*  
*Harold D. Cooley Public Library*

# Director Spotlight: Transition from Librarian to Library Director

I introduced special programs such as Black History Trivia, Celebrating Cinco De Mayo, Veteran's Recognition Ceremony, and Remembering 911. In addition, I introduced a Healthy You Program. I introduced staff reading a scene for movie night. I partnered with the Parks and Recreation Department to introduce a Story Walk Program and Storytime in different areas in the community. The STREAM program that I introduced consisted of robotic building, gaming computer building, flying a drone, science lab, and more. I partnered with VITA tax preparation to provide the public free tax preparation annually. Our library was one of the few location sites that made this service available during COVID-19, VITA Tax serving over 1700 people. I introduced the first Annual Library Book Sale which raised over \$500.

It was important for me to put my all into becoming a director. I knew that one day I would become a director but I did not know the opportunity would present itself so soon. Once I decided to lead Cooley Library, I realized the impact that it would make on the advancement of librarianship. It was not enough to get this position for myself or fulfill my own dream. Instead, it was imperative that I open doors for others to fulfill their dreams as well. I want others like me to say if she can do it, so can I. The author of *The Adventures of Jaylen Newman* stated that "It is important for Black children to see positive reflections of themselves." (Spears, 2018) I want to be a role model for others. There is a small percentage of African Americans in librarianship, and an even smaller percentage serving in director roles in North Carolina. Currently, I am the only African American Municipal Library Director for the State of North Carolina that is a member of the North Carolina Public Library Directors Association. I am one of three African American women from the public library directorship in the Library Directors Association. This is an accomplishment because according to the publication from the Department of Professional Employees Library Professional: Facts and Figure Sheet, "In 2020, black women only account for 4.5 percent of all MLS graduates and just 9.5 percent of librarians identified as Black or African American."

I would encourage anyone who chooses to become a library director to serve in all positions of the library. Learn the everyday functions of the library. Stay engaged and connected with staff and patrons. Remain updated with trends within librarianship. Do not be afraid to learn and collaborate with peers. Challenge yourself to go beyond the minimum and do as much as you can in any position that you possess. Remember it is not about quantity but the quality of your work. Love what you do and who you are doing it for "the community." Recruit and encourage others to enter the field. Lay the foundation for the next person to come behind you.

Barrows, K. (2021, June 10). Library Professionals: Facts, Figures, and Union Membership. Department for Professional Employees, AFL-CIO.  
<https://www.dpeaflcio.org/factsheets/library-professionals-facts-and-figures>

Spears, I. (2018, August 23) Why Black Children Need To See Positive Representations of Themselves. *Successful Black Parenting Your Partner in Parenting*.  
<https://successfulblackparenting.com/2018/08/23/why-children-of-color-need-to-see-positive-representations-of-themselves/>

Submitted by Tikela Alston  
Library Director  
Harold D. Cooley Library



# REMCo Board Presents in the NC Live's June 2021 DEIA Series

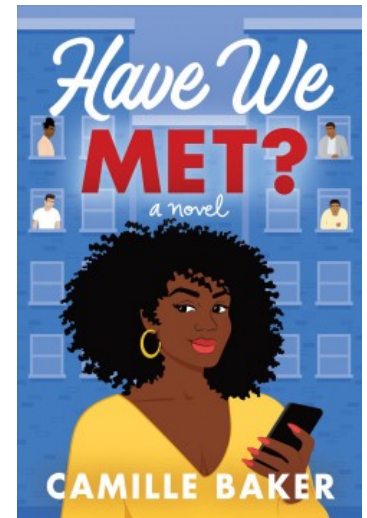
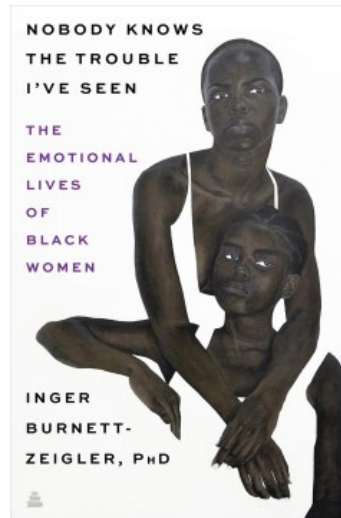
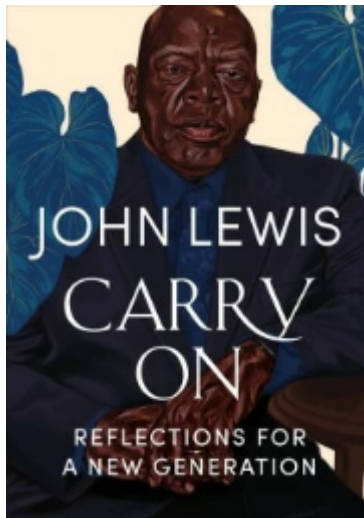
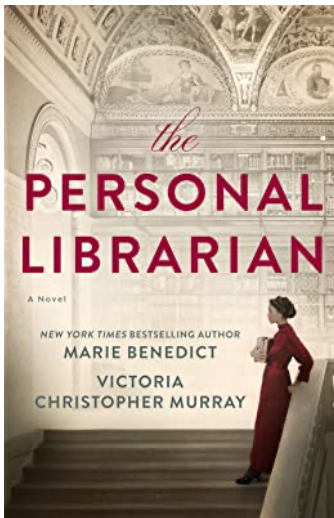
Submitted by Leander Croker

On June 14, 2021 Marcellaus Joiner, Leander Croker, Joan Hill, and LaJuan Pringle from the NCLA REMCo Board, presented at the virtual DEIA Learning in June series on the topic of Mentorship, Recruitment, and Retention of Librarians of Color.

*There is an age-old African proverb that says, 'it takes a village to raise a child.' Does it take a village to raise a librarian of color?*

Mentorship is the cornerstone of recruitment and the retention of librarians of color (LOC) to the field of librarianship. Members of the REMCo Executive Board gave a candid and open discussion about their personal experiences of being mentored, becoming a mentor, and their thoughts on how mentorship plays into retention and recruitment of LOC. Many questions were posed about recruiting in the field of librarianship, and the theme that rang out was how are we as professionals in the field presenting librarianship through our actions and are we picking from our own garden of talent in the paraprofessionals who we work with every day to encourage them to stay and grow in the profession. Being a member of a marginalized group in the profession can be isolating and burnout in librarianship is a reality, so look to your village, seek mentorship, encourage those around who are showing interest and potential, and reach out for support when you are feeling overwhelmed.

## REMCo Reads



Marcellaus Joiner, Chair, [marcellaus.joiner@highpointnc.gov](mailto:marcellaus.joiner@highpointnc.gov)

Brittany Champion, Vice Chair/Chair Elect, [bnchampion711@my.pittcc.edu](mailto:bnchampion711@my.pittcc.edu)

Joan Hill, Secretary & Treasurer, [ijhill@livingstone.edu](mailto:ijhill@livingstone.edu)

Leander Croker, Co-Director, [lcroker@dconc.gov](mailto:lcroker@dconc.gov)

Lajuan Pringle, Co-Director, [lpringle@cmlibrary.org](mailto:lpringle@cmlibrary.org)

Jewel Davis, Past Chair, [davisja5@appstate.edu](mailto:davisja5@appstate.edu)

**REMCo Executive Board**

# Roadbuilder's Award Announcement

The Roadbuilder's Award recognizes ethnic minority librarians in library education, academic, public, school, and special libraries, who have served as pioneers in librarianship and also as positive role models. This award recognizes ethnic minority librarians who exemplify courage, integrity, perseverance and have contributed to the field of librarianship for their specific category. The categories include library education, academic, public, school, and special librarianship.

Roadbuilder's Award Ceremony  
Thursday, October 21, 2021  
11:45am- 12:45 pm  
Salem Ballroom  
Live Virtual Session/In-Person

Must register to attend in person



Academic Library



Public Library



LIS Instructor

**Thank you to our Roadbuilder's Award committee members  
Brittany Champion, Angel Truesdale, Carlos Grooms, and  
Stephanie Fennell.**

# Librarians to Watch

**Claudia Alemán** was promoted in June 2021 to the position of Main Library Manager. Claudia received her MLS from North Carolina Central University and is the first Latina to manage a Durham County Library facility. Claudia and her staff will continue to fulfill the mission of Durham County Library, to encourage discovery, connect the community, and lead in literacy.



*Claudia Alemán*  
*Durham Public Library*



*Forrest Foster*  
*North Carolina A&T University*

In the beginning of spring 2020, during the first height of the COVID pandemic, I was the Library Director of the Charles Chesnutt Library at Fayetteville State University in Fayetteville, North Carolina. In the midst of that spring, I accepted a new position at North Carolina A&T State University as Assistant Dean of Bluford Library. The transition created an emotional instability or “rollercoaster of emotions” within myself.

During my time at Chesnutt Library, the library team and I managed to create a “momentum of success” I would like to say. We were able to craft leaders within the library, build rapport with internal and external stakeholders, create professional friendships and form a short-term vision for the library. Also, we were working on several new librarian positions that I thought would prepare Chesnutt for the future. Then, life happened!

A job opportunity plus COVID! The initial thought of departing Chesnutt was taxing and exhausting. Honestly, the actual departure from Chesnutt felt much like I abandoned my team. Even though the team and I created a succession plan and denoted an interim director before I departed, it felt like I let the team down in a sense. I would like to say thank you Chesnutt Library for making our time together positive and productive. The greatest thing about life is that we expose ourselves to new experiences and people. We hope to apply the lessons learned, so we can continue to be lifelong learners. With that said, as I always inform new and seasoned professionals in the profession, when an opportunity knocks and a particular position aligns with your strengths and proficiencies, answer the knock.

The North Carolina A&T State University experience has been nothing short of productive and fulfilling. Within a few months upon my arrival, the Bluford team and I were revising strategic plans, galvanizing a liaison program, and imbedding a mantra throughout the library centered on a “culture of assessment”. I want to give a hearty thank you to the human resources department. They hosted a virtual orientation, its inaugural, and it was quite entertaining, but more importantly effective and efficient. Thanks to Dean Vicki Coleman, Dean of Library Services and the entire Bluford Library team. They have welcomed me with open arms and graciously created a space for all of the new hires to thrive. As we continue to navigate through these ambiguous times, time after time you represent the best of who Team Bluford can be. I appreciate your efforts beyond measure and recognize your value; you are valuable!

**If you have expertise in a subject you believe may be of interest to our members, please consider contacting us to present a webinar. We want to support you and provide a platform for you to present your knowledge.**

# Constance Hill Marteena Diversity

## Award

Submitted by Marcellaus Joiner

The Constance Hill Marteena Diversity Award is the manifestation of a desire to honor a librarian who was instrumental in desegregating the North Carolina Library Association in 1954. I first discovered her story when I began processing her collection at Bennett College as the Digital Projects Archivist in 2010. Mrs. Hill's career was impressive. Ms. Marteena was director of public information at North Carolina A & T State University (1929-1937), secretary to the president and director of public information of Bennett College (1937-1939), and director of Holgate Library at Bennett College (1937-1967). Marteena also taught library science courses and in-service summer training at Bennett College to those who worked as teacher-librarians in the state of North Carolina. She also served on the editorial board of Library Service Review, the bulletin of the North Carolina Negro Library Association. Marteena published articles in Library Review, the official journal of the North Carolina Library Association. She wrote articles for the New York Times as well as the Greensboro News and Record.

Constance Hill Marteena played a key role in the development of the North Carolina Negro Library Association. She heavily recruited African Americans to enter the field. She also served on the Accreditation Committee of the Southern Association of Colleges and Schools. She became president of the North Carolina Negro Library Association from 1952 until 1954. Under Hill's administration the merger of the North Carolina Negro Library Association and the North Carolina Library Association was completed ending segregation of professional library organizations in North Carolina. She passed away on December 29, 1978. Mrs. Hill's dedication to the field of librarianship and a career dedicated to diversifying it should be an inspiration to us all.

In May of 2021 the executive board of the North Carolina Library Association voted unanimously to establish the Constance Hill Marteena Diversity Award. REMCo is endeavoring to raise 1000 dollars to fortify the awards backing and is launching a fundraising effort to do so. The first award will be given during the 65th conference in 2023.

Each biannual or when deemed appropriate, the North Carolina Library Association will present the Constance Hill Marteena Library Diversity Award to a librarian or group of librarians who has advocated for diversity through their work at their library or in their local community and a librarian or group that has strongly enhanced their library's commitment to diversity, equity, inclusion, and accessibility. This award will be presented to an individual or group that has demonstrated positive and lasting change for individuals in underrepresented groups. The nominee promotes diversity and inclusion in their respective institutions through fostering respectful attitudes, behaviors, and standards to lessen fear around difference, to build a safer, more welcoming community environment, and build appreciation for people of diverse race, creed, color, or sexual orientation.

If you would like to help contribute to the growth of the Constance Hill Marteena Diversity Award please visit REMCo's webpage on the NCLA website.

Contact outgoing REMCo Chair: [Marcellaus Joiner](#)

Constance Hill Marteena Diversity Award: [Donation](#)



# The 64th Biennial NCLA Conference is Quickly Approaching! Register Today!

## NCLA Roundtable for Ethnic Minority Concerns Business Meeting

Tuesday, October 19, 2021 | 3:45 pm-4:45 pm | Virtual

Roundtable for Ethnic Minority Concerns (REMCo) is a section of the North Carolina Library Association that serves as a voice for ethnic and minority members. REMCo strives to improve service to and in some cases even initiate service for the ethnic communities that we all serve. Please join us for an informal discussion as we introduce new executive board members, discuss upcoming projects and initiatives, and discuss future programming.

## REMCo Chairs: A Decade in Review

Wednesday, October 20, 2021 | 4:00 pm-5:00 pm | Pre-Recorded

It's the end of the decade! Let's take a look back on some of the biggest moments in REMCo's 10 year growth. During the past decade, REMCo has grown in leaps and bounds. This growth will be discussed through the reflections of REMCo's past chairs 2010-2020. Join Evelyn Blount, Shamella Cromartie, Jewel Davis, and Marcellaus Joiner as they discuss highlights, challenges, and triumphs of their time at the helm of REMCo's leadership. As we embark on this new decade, incoming chair Brittany Champion will top off our panel with her vision as incoming chair and where REMCO will be going in this next decade.

## Author Talk with Talitha Vickers and REMCo Roadbuilder's Award Ceremony

Thursday, October 21, 2021 | 11:45 pm-1:00 pm | Live Virtual Session/In-Person | Salem Ballroom

(FREE but registration is required for the in-person event; in-person attendance is limited to 30 people. The event will be live streamed to virtual attendees.)

Join REMCo's Author Talk with Talitha Vickers, journalist for WXII News 12 and children's book author of *Why My Hero Had to Go*. We will explore the inspiration and motivation that sparked this universal story with mass appeal. *Why My Hero Had to Go* is centered around courage, inclusion, kindness, and diversity. It dives into a world that children often do not understand with the absence of a parent who is deployed while also showing how they are uniquely connected despite being apart. Through bright illustrations this children's picture book can be a form of bibliotherapy for children to fill-in the emotional tough of war about why their hero had to go. It also offers their peers a deeper understanding of a dynamic that may differ from their own with pet Bailey the Beagle and a cuddly bear along for the adventure. In the words of the author, *Why My Hero Had to Go* is dedicated to the thousands of members of the United States Armed Services and the families who quietly serve a "special mission" of their own. This true-life story is one that opens conversations and allows children to explore a world that is often difficult to fathom. The moderator for this session will be Yolanda Bolden, Manager of Outreach Services at Forsyth County Public Library.

The REMCO Roadbuilders Award Ceremony will take place after Ms. Vickers's presentation.

This event will be live streamed from the Benton Convention Center. Copies of Ms. Vickers's book will be available for purchase on-site. Individuals interested in meeting up after the session for lunch and discussion should contact REMCO Chair, Marcellaus Joiner at [marcellaus.joiner@highpointnc.gov](mailto:marcellaus.joiner@highpointnc.gov).

## Discussion Group: How Membership in REMCo Can Support BIPOC Librarians and Paraprofessionals

Friday, October 22, 2021 | 10:15 am- 11:15 am | Live Virtual Event

Current REMCO leadership will discuss the benefits of membership, current initiatives, and future goals under the upcoming administration. Panel attendees will be offered the opportunity to engage in a questions and answer portion for further clarification of benefits of membership and participation in REMCO.