



BOARD MEETING AGENDA

February 24, 2023 • 3:00pm-5:00 pm • WLA online meeting room

Read in Advance of Meeting: November 2022 Board Meeting Minutes

Facilitator: Johanna Jacobsen Kiciman & Brianna Hoffman

Notetaker: Rhea Allen

TOPIC	LEAD	TIME
Call to order <ul style="list-style-type: none">• Call for Additions/Changes to Agenda• Online meeting reminders	Johanna Jacobsen Kiciman	3:00pm
Approve minutes from November 2022 meeting (vote)	Johanna	3:05pm
Executive Director Report	Brianna Hoffman	3:10pm
ALA Report	Steven Bailey	3:20pm
Legislative Update	Carolyn Logue	3:35pm
Treasurer's Report	Muriel Wheatley	3:45pm
Upcoming Events <ul style="list-style-type: none">• 2023 Conference• 2023 ALD/ACRL-WA Fall Event• 2023 Neurodivergence in Libraries Summit	Brianna Brianna Brianna Johanna	3:55pm
Share-Outs(?) (Community Building?) <ul style="list-style-type: none">• What did you/your committee/division/section accomplish(?) this quarter that you are particularly proud of?• What do you/your committee/division/section hope to accomplish(?) in the next quarter?• How can WLA Leadership (Board, Divisions, Sections, fellow committees) support you in accomplishing your goals?	Johanna	4:15pm
New Business		4:45pm
Closing questions or comments		4:55pm
Meeting adjourns		5:00pm



2023 WLA Board, voting members:

Johanna Jacobsen Kiciman, President 2023

Sarah Logan, VP/President Elect 2023

Ahniwa Ferrari, Past President 2023

Elizabeth Brown,, Director/ALD Rep 2023-2024

Barbara Walters, Director/PLD Rep 2022-2023

Karmonda Pearson, Director/ScLD 2023

Judy Pitchford, Director/SpLD Rep 2023-2024

Muriel Wheatley, Treasurer 2023-2024

Steven Bailey, ALA Councilor 2022-24

2023 WLA Board, non-voting:

Brianna Hoffman, WLA Executive Director

Tien Triggs, Student Rep 2023

Advisory leaders:

Ahniwa Ferrari, PNLA Rep 2023

Vacant, ELAC Representative 2021-2023

Vacant, CLAWS-LLC Representative 2023

Kate Laughlin, WLA Strategic Advisor

BOARD MEETING NOTES

February 24, 2023 • 3:00 pm-5:00 pm • WLA online meeting room

Present Board: Johanna Johansen Kiciman, Sarah Logan, Steven Bailey, Karmonda Pearson, Barbara Walters, Muriel Wheatley, Judy Pitchford, Brianna Hoffman, Tien Triggs

Present Section, Division, and Committee Leadership: Bethany McKinley, Elizabeth Roberts, Eryn Duffee, Gavin Downing, Gretchen Nelson, Julie Thompson, Lydia Bello, Pamela Martin, Ryan Grant, Sara Jones, Tami Masenheimer, Jannah Minnix

Present Staff: Brianna Hoffman, Rhea Allen, Lesley Bourne

Notetaker: Rhea Allen

Johanna called the meeting to order at 3:03 pm

Sarah Logan moved to approve the minutes from the November Board meeting - Seconded by Elizabeth Brown - Acknowledged typos and will approve them with correction of the typos - Motion Approved.

Voted Ayes: Johanna, Karmonda, Steven, Judy, Muriel, Elizabeth Brown, Sarah Logan,

Executive Director Report:

- Membership recap
 - While not reflected in the dashboard report, individual membership has shot up over the last few months with conference registration
- Introduction of new Board Members
- Recap of Library Legislative Day by Brianna and Johanna

Steven Bailey's ALA Report:

- Overview of internal ALA changes
 - including some structural reorganization
 - change to ALA LibLearnX conference,
 - updating of the bylaws
 - suspension of the ALA Constitution (to be combined with bylaws into a policy manual.)
 - Voting for the bylaws was held at LibLearnX
 - at large councilors reduced to 36, not approved yet
 - Standardized roundtable dues
 - Financial reporting
 - LibLearnX was the first in-person event since lockdowns began, was hybrid, and had really low numbers. Compared to 8-9,000 usually, it was down to around 2500 in-person attendees
 - Possibility of changing the requirement of in-person attendance for governance members

Treasurer's Report

- 34.96% away from hitting our projected annual revenue, which is far and away from our expected 75% away
- Investments are all doing really well
 - Planned transfer of 50k from savings that was planned for this year has been held off as it hasn't been necessary yet
- Better registration rates than in Bellevue last year so far

Legislative Report

Sara Jones State Library Recap

- Attending the ALA Legislative fly-in
- Thanked everyone for the appearances at Legislative Day
 - Reminded members to reach out to reps, thank those that have been supportive, and make those connections earlier rather than later
- Sarah Logan asked if Sara Jones can support libraries facing book challenges?
 - Sara replied that yes, absolutely, it is a stated role of her position, she has a full, prepared staff to support her in supporting libraries; and Secretary of State Hobbs is fully supportive of that role that the State Library has in supporting libraries, as well.
- Johanna mentioned a desire to make clear the role as the Board in the process of supporting the advocacy committee in fielding advocacy requests
 - Eryn responded that this is a major focus for AdvoComm in the coming year
- **Carolyn Logue**
 - Both library bills sponsored by WLA made it to the financial committee
 - 5102 was amended
 - 1609 was amended
 - House bill died in house appropriations
 - Senate bill moved out of senate ways and means committee and will be heard on the senate floor
 - Media literacy bill is also moving, 5626 - carolyn is still working to add more clear language about teacher librarians in this one
 - Tax increase rule will not move until the budgetary hearings, following budget forecasts on March 3rd
 - More work to improve the amount of grants associated with these prior bills, but will be following budget hearings
 - Over the next two weeks, the bills will be voted on on the floor - Carolyn noted that there are far more bills still live than she is used to seeing at this point, so we will need to work extra hard to bring focus to the bills that we want to get passed
 - March 8th is the deadline for them to be voted on before they are considered "dead" out of the original house or senate
 - March 29th - out of the opposite house or senate committee than originally held in

- April 12th - have to be out of the opposite house fiscal committee
- HB 1680 is not moving, which Carolyn is going to look into

Events Report

Brianna - WLA2023 Conference

- Reminder about Organizational Rates for conference
- Shared that there are a few newly confirmed keynotes that will be announced shortly
- Reminder about the virtual options and shared out about the virtual premiere debut
- Shared about the debut of an all attendee "Closing Session"
- Conference hotel is full for Friday

Brianna & Lydia ALD/ACRL-WA ACRL-OR Conference

- Washington is hosting this year
- Lydia Bello announced the location has been moved to LCC and will be held on Friday Oct. 27
 - Excited for the culture change and improved accessibility that this change will hopefully initiate

Johanna - Annual Presidential Summit

- Johanna would like to make this a set annual thing
 - Aiming for a July Summit, *Neurodivergence in Libraries*
 - Johanna has lined up 4 speakers and has her eye on adding on an author
 - Success with selling state-wide access to neighboring states last year, so we plan to standardize that this year

Section and Division Share-Outs

- **Eryn Duffee:** Shout out to members of ScLD, AdvoComm, & LegComm as they have worked so hard together to carry out this important legislative advocacy work that has been going on lately, it has been tireless work but going really well and communications are only improving.
 - **Elizabeth Roberts, ScLD:** Seconding Eryn, but in response to Johanna mentioning Board support - she would like to form some sort of dashboard / messaging channel for leadership to take advantage of. Messaging on Slack, Teams, Discord, etc.
- **Elizabeth Brown:** Shoutout to LegComm for keeping everyone informed and up-to-date on happenings
- **Sarah Logan:** Big thank you to all of the non teacher-librarian roles for stepping up to sign in support, share, and testify when able
- **Johanna** - really excited about the Pubpub migration for Alki to make the materials more accessible, general shoutout to Alki
- **Gavin** shared that IFS has begun to reach out in support of some book challenge attempts
- **Tami** - PDC will soon be opening the mentorship program and can use more mentors, asked leadership to ask their coworkers!

- **Karmonda:** Appreciative of the focus on accessibility, excited to be on the board and get involved with the legislative process, thanked us for sending those emails to keep everyone in the loop, asked members to help us encourage more members to join to expand our diversity as a board and as an organization
 - Johanna agreed and noted that it is constant work to improve year after year, and thanked Karmona for joining the Board to represent SCLD

Johanna adjourned the meeting at 4:31 PST

DRAFT

BOARD MEETING NOTES

November 01, 2022 • 11:00 am-1:00 pm • WLA online meeting room

Present Board: Ahniwa Ferrari, Johanna Jacobsen Kiciman, Erica Coe, Alycia Ensminger, Steven Bailey, Muriel Wheatley, Barbara Walters

Present Section, Division, and Committee Leadership: Brandi Gates, Stephanie Zero, Shawn Schollmeyer, Caitlan Maxwell, Jannah Minnix, Ryan Grant, Eryn Duffee, Carolyn Logue, Nic Figley

Present Staff: Ahniwa Ferrari, Brianna Hoffman, Carolyn Logue

Notetaker: Rhea Allen

Ahniwa called the meeting to order at 11:03 am

General reminder that WLA has a 9 person voting board during official votes.

Steven Bailey moved to approve the minutes from last quarter meeting, Muriel seconded the motion. Motion Approved.

Executive Director Report

- **Elections:**
 - Voting has closed, there are several positions that didn't have any candidates but did have write-ins.
 - There will need to be a discussion regarding bylaws to review how we would like to move forward with the write-ins, as the bylaws state that they are filled by elections
- **Accessibility Summit**
 - Very successful and so far the feedback has been very positive
 - First time running state-wide organizational access
 - Very financially successful
- **Grants**
 - Received noticed yesterday that we received our first grant since becoming a 501-C
 - the Department of Commerce's Working Washington Grants
 - \$14,000 to be used towards our 2023 Conference in Wenatchee
 - Thank you so very much to Lesley Bourne for getting this application in
 - Congrats sent over to us from Kate Laughlin
- **Fundraising**
 - Working on some fundraising ideas for the holiday season to fully take advantage of the new 501-c status

ALA Report

Steven Bailey, ALA Councilor

- Nov 14th listening session and feedback to change the ALA Bylaws
 - Voting on that in January's LibXLearn in January
 - Intent to reduce the amount of members and generally improve representation
- Preparing for January's conference and following meetings to accept feedback from the general public
- ALA Open hours with Steven every Wednesday
- Side-note, but KCLS has 30+ full-time librarian positions hiring

Upcoming Events

Brianna Hoffman

- 2023 conference planning is full steam ahead
 - Site tour of the Wenatchee branch libraries along with the site visit, possible reception venue
- RFP deadline extended until Thursday, Nov. 3rd.
- ACRL-WA conference event being planned for next fall
 - Still needing to add few more members to the ACRL conference planning committee
- Legislative Day - Thursday February 9th
 - Renting a room in the capitol this year
 - Will be sending out the save the date notifications soon
 - WLA Legislative undertakings are going to be on the docket for upcoming elections, including the K12libraries4all
- Ahniwa asked if the board meeting would intersect with the pre-conference period of the conference?
 - Brianna shared that this is being considered and generally we are still looking into creative solutions and timings for the board meeting and looking into possibly changing up the way we do that.
 - Ahniwa likes the idea of a board/leadership retreat the day before pre-conference session day.
 - It has been a long time since WLA has been able to pursue an in-person board meeting / retreat due to the pandemic and financial situation of WLA in the past few years
 - Brianna feels positive about trying to schedule the board meeting at a non-compete time to encourage presentation and attendance at pre-conferences by the board.
- Ahniwa question: can we make tribal land donations a built-in thing for every 2023 event?
 - Brianna states that we are thinking of building a donation into the conference costs, possibly \$5 donation of "fee" per registration to be donated to the cause
 - Doing research about which tribes lands the site area in Wenatchee is on so that the donations can go to the proper tribe
- Governor Inslee met with Eryn Duffee where she was able to show a map of actual teacher librarians in WA
 - Students were able to demonstrate the digital literacy skills learned from their teacher librarians.
 - Great PR moment for Eryn, WLA, and information literacy, as well as the teacher librarians for all K12 efforts.
 - School board also invited Eryn to share the same demonstration with the full school board as a result of that.
 - Brianna noted how important it was for WLA to make this progress with the school board, which is a group that WLA has been trying to make strides with for a long time.

Legislative Report

Carolyn Logue

- Reminder to VOTE!
 - In chat, Ahniwa asked if any other locations are offering "Voter Engagement Hubs" like they are at Evergreen
- School libraries:
 - Thank you to Eryn for her previous share
 - Lots of communications with groups that can help with the "Teacher Librarians for all K12" bill
 - Baby steps to remove the language working against us, and so far legislators seem to be sharing support for that cause
 - Changing the narrative that librarians are something "extra" and are simply providing a necessary aspect of digital literacy and resources that all students deserve
 - Work needs to be done regarding the budgetary aspect of being prepared to help the WA schools that need to start from nothing

- Some issues have arisen with possible legislation about book-banning
- A few of the key anti-library legislators trying to limit the power of libraries with their proposed legislation have left, so Carolyn is hopeful that there will be more balance and room for positive movement in library legislation moving forward
- Brianna asked about the Federal-National ALA proposal and if it will affect us, Carolyn says it depends on how quickly it moves forward
- Some important budgetary legislation is in the works lately
- 105 days session, starting January 9th, Library Legislative day on February 9th
- Membership should be prepared to make appointments with legislators
 - planning to add that messaging to our WLA communications (Brianna)
 - There will still be ability to set up virtual meetings if you can't make it to legislative day
 - Eryn asked about the best course of action for the virtual meetings, Carolyn shared that we do plan on sharing out blasts to get membership involved on the big issues
 - Brianna mentioned the ALA software that we've used for these blasts in the past
- Reminder from Carolyn to please share out about legislative issues that affect each of the individual committees to her
- Shawn had a question about ranked voting and whether or not it will affect libraries, library outcomes
 - This is a county-level change, but typically library issues are "yes or no" versus a ranked list of candidates or outcomes

New Business

Brianna and Muriel

- 2023 Budget
 - This budget doesn't include the budget for the school library division, as they have their own budget and personal association memberships that they pay for - budget will be adjusted accordingly
 - Includes the Alki budget for the new proposal to transition to an online, web-based blog format for Alki
 - Muriel notes that we're trying to add more information to the budget to improve accessibility - see field notes for further details
 - 2023 conference expenses that are finalized have been added, such as food & beverage, space rental, etc.
 - Divisions and sections have separate budget areas, divisions are given a \$500 budget each year and sections are given \$200
 - Membership due revenue is very conservative in the estimation and we are expecting to surpass that revenue number
 - Operations costs
 - Primary source admin costs have not gone up in 5 years, despite the increase in work-load, as an intentional decision to not put higher strain on WLA during the recovery from financial losses
 - includes the Chase credit card yearly fee, which WLA office is trying to reduce with our new 501-c status
 - Typically our budgets are in negative, this budget is actually less in the negative than prior years
 - Brianna estimates that we're ending 2022 with ~30k more than expected, which is going to allow WLA to make the down-payments for the conference costs without having to go into savings.
 - Rolling memberships also helps to keep the budget steady, as opposed to getting a lump sum of membership dues at the beginning of the year
 - Legal and professional fees is much lower than in last year's budget, as the 501-c status has been achieved and that was the main reason for a higher budget allotment on the 2022 budget
 - Barbara made a motion to vote to approve the 2023 budget

- Erica seconded the motion
 - Motion Approved
- We will approve the school library divisions and academic division budgets separately

WLA Section Discussion

- Activity and interest in these sessions regularly fluctuates
- Historically they are a big entry-point to WLA leadership, and the lack of activity can do a disservice and cause dissatisfaction and burnout for that section leader
 - Removing some of the dormant sections can funnel more of the engagement into united sections
 - Jannah agrees in chat that it's off-putting to future membership/leadership and that those with those experiences with inactive groups may even assume that it will be the case for all of the sections
- Discussion has been started between Ahniwa and Brianna regarding deactivating some of those sections.
 - Currently, bylaws do allow for WLA to get rid of sections due to inactivity, lack of leadership
 - Would some of these sections work better as simply a listserv or a round table?
- Shawn mentions having this issue with WLFFTA and that it's in part due to how broad that section is in scope.
 - Shawn mentioned that updating and adding more resources to the WLFFTA page helped the issue some
 - Shawn is working with Sara Jones to try and improve the outreach portion of WLFFTA to get the awareness of WLFFTA and engagement improved
 - Due to the more community-oriented nature of WLFFTA, the community access of WLA membership is not the key audience for their leadership which is posing extra difficulties. Shawn is considering "Friends of the Libraries" informational fliers about resources for friends of the libraries to leave in regional libraries
- Overall changes to section leadership, clearer expectations for leadership roles
- Alycia discussed hosting events for each section monthly on topic issues to encourage cross-pollination between sections to help encourage learning and engagement, and the issue with signing up for a position that adds a monthly responsibility onto already busy members
- Brianna asked CAYAS, one of the more active sections, to weigh in on their success. Stephanie mentions that they too are having issues with membership interest and keeping officers - Nic seconded. Brandi weighed in on the overall issues of lack of time and capacity for our members and leadership overall.
 - Brandi mentioned that Stoytime Share has helped to drum up interest and that providing Zoom programming that includes a recording to be sent out afterwards has closed the gap some. Stephanie mentioned that they are overall trying out new programming and different formats to try something different.
 - Going back to the basics of "who we are, what are we doing" can better get sections back in touch with their purpose and may clear the board to allow for easier entry for new members. Good time to revisit mission statements for each section.

Bylaw Revisions

- Last revision was in 2017, generally removing procedural language that should be in individual policies
- Changes that need to be made largely focus on the change to a 501-C status
- Should we call out ACRL-WA as its own group? - Ahniwa
- Updated mission, principal activities to note advocacy
- Combine sections 3 & 4 of the business and organizational members to align more closely with the website membership types (Ahniwa)
- Board approved when conference cost restructuring to include meals, "time to time" language is slightly confusing but generally implies that they don't have to approve in every instance. Link financial procedure page in this section"

- Minutes recording used to be a secretary / treasurer responsibility but now falls to the office. Removal of secretary from the previously combined “Secretary/treasurer” position would make sense, Ahniwa is calling to strike secretary from that title
- Added language to clarify President term being served following elected vice president term
- PNLA rep having voting power while past-president was non-voting seemed like a misuse of the experience of a past-president, so PNLA was changed to “appointed role” and past-president was given voting
- Bylaws had incorrect number for a quorum, stated that it required six members but it should only be 5
- Ahniwa feels that the executive committee of the WLA Board section is no longer relevant to the board structure we now have, as Zoom meetings and asynchronous votes have alleviated the need for that.
 - Erica argues that it is a good “just in case” buffer as section 2 helps us to be able to move forward when the necessary responses cannot be collected before deadline
 - Ahniwa states that needing a specific 5 people (the executive committee) to reach that vote can be more difficult than simply collecting a quorum of votes from the regular board
 - Perhaps a change in language while still keeping the rule intact

Closing questions or comments

Great big thank you to leadership for sticking with WLA from Brianna and Ahniwa

Barbara made a motion to adjourn the meeting at 12:59, Muriel seconded the motion

February 2023 WLA Board Meeting Dashboard Report

WLA Total Membership (end of Jan 2023)



WLA Membership by Type (end of Jan 2023)

Membership Changes	Jan-22	Jan-23	Change
Individuals			
Individual Employees	606	611 →	1%
Students	188	136 ↓	-28%
Non-Profits/Foundation/Friends	11	14 ↑	27%
Business	5	7 ↑	40%
Retired/Unemployed	50	51 →	2%
Emeritus	79	80 →	1%
Sub Total	939	899 →	-4%
Organizations			
Libraries	45	43 ↓	-4%
<i>Library Affiliates</i>	225	228 ↑	1%
Business	6	11 ↑	83%
<i>Business Affiliates</i>	7	11 ↑	57%
Non-Profits/Foundation	1	4 ↑	300%
<i>Nonprofit & Foundation Affiliates</i>	2	4 ↑	100%
Sub Total	286	301 ↑	5%
Grand Total	1225	1200 ↓	-2%



Feb. 2023 WLA Leadership Reports

BOARD MEMBER REPORTS

Johanna Jacobsen Kiciman
WLA Board Director -- President

One activity/goal in the last quarter in your area to share:

Brianna Hoffman and I presented to the Public Library Directors group, which was an interesting event to be a part of -- mostly if you think about how power operates within and across organizations. I think my first two months of President have been a learning curve, which I'm proud of. I spent some time working on a Guiding Questions/Principles document for the board to work through, and have thought a lot about how we can be a community of learners together.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

1) Hoping to work with the Advocacy Committee to create sustainable and productive workflows for getting advocacy requests moved forward (if/when the board needs to be involved); 2) Some forays into fundraising given our 501c3 status

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: 1) I'm working on the Summer Presidential Summit on Neurodivergence in Libraries, a conversation with library workers across the state around serving neurodivergent library patrons and making work environments more accessible for those who identify as ND. So far, we've got four speakers and potentially a YA author lined up!; 2) I'm working on figuring out an EDI training for the board/division chairs/section chairs, possibly with Agents of Change.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) I am encouraging everyone I work with to join WLA.

Anything else you would like to share? Library Legislative Day was amazing!

Sarah Logan
WLA Board Director – Vice President

What is one activity / goal that has happened in the last quarter in your area that you would like to share? The legislative session is open and the ScLD is working very hard on #K12Librarians4AllWA with the support of Carolyn Logue and the WLA office. We have 2 bills (HB 1609 and SB 5102) we are following as well as another SB focused on media literacy we're hoping to have Teacher Librarians added to. I look forward to meeting regularly with our Board President and past-President to learn more about my role as VP this year and President next year. The Advocacy committee is supporting legislative work and planning some non-legislative advocacy initiatives, including creating a press release checklist to help get our news out to a wider audience and strengthening our communications ecosystems.

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? By the next board meeting I hope to have a firmer grasp of the role of the board VP and President. I hope that all my committees will have met by then, and that we will have identified specific objectives and priorities for the year.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to



WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. Our legislative work is a form of equity work. Also, I am hoping the Advocacy committee can draft a letter in support of diverse public library programming we can share with the board of the Ft. Vancouver Regional Library District and other library systems experiencing pushback around programming that centers LGBTQIA+ patrons.

Anything else you would like to share? I'm excited to help WLA keep moving forward.

Muriel Wheatley

WLA Board Director -- Treasurer

One activity/goal in the last quarter in your area to share:

We finalized and passed the 2023 budget before the start of 2023! I'm proud of the work that the Finance Committee did to make that happen.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I'm working with Brianna and Johanna on making Treasurer's Reports a regular feature of our board meetings. This will be a great opportunity to update board members on the financial standing of our organization.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: I'm continuing to take EDI and accessibility trainings through my workplace, and completed the "Diversity, Inclusion, and Belonging for All" course that I had started at the time of our last board meeting.

Judy Pitchford

WLA Board Director – Special Library Division Rep

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? Excited to go to WLA and participate in the Special Library Unconference. Also hope to work with Special Library Division Chair to brainstorm ideas on activities for the division.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. I have , unfortunately , not taken any steps yet in this area.

Elizabeth Brown

WLA Board Director – Academic Library Division Rep

One activity/goal in the last quarter in your area to share:

Reaching out to the chair of the ALD/ACRL-WA group

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Additional planning meetings with the Professional Development Committee

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: Recommending WLA scholarship opportunities to LIS students who may otherwise not apply or know about them.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) Host drop-in sessions and publish twice-annual newsletter. Separately from the Steering Committee, the ALD/ACRL-WA Conference Committee will also be an opportunity to



engage with members who do not engage with other programming.

Karmonda Pearson

WLA Board Director – School Library Division Rep

One activity/goal in the last quarter in your area to share:

Alki is currently working on value statement and policy editing of text for the new site. The March issue will be posted on the new site (Pub Pub) by the end of March. Alki is also working on polling WLA and newsletter readers to get news letter themes and ideals for the December issue.

ScLD-Current goals are centered around membership, Legislation, conference improvements and communication. Working with legislative committee to reach out to members and to encourage members to contact house appropriations committee members to schedule hearing and vote out. Program proposal accepted for WLA conference.

For March plan fund raising program at WLA conference, Legislation Day participation, NCCE conference.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

See above

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

It is always my goal to try to get more members of color to participate in WLA and bring more educators/librarians to the field. It is also my goal to advocate for an equitable representation in our schools, especial black and brown educators and librarians. We are quite scare if you can find us at all in schools. I am currently the only one in my District.

Anything else you would like to share? Yes, I would like to encourage all members to reach out to educators of color to join a WLA committee. We need more diverse voices.

Steven Bailey

ALA Councilor

One activity/goal in the last quarter in your area to share: I attended the 2023 LibLearnX conference in New Orleans, the first in-person ALA conference since the COVID pandemic began in 2020 (not including ALA division conferences like PLA and JCLC). This conference also marked the culmination of the SCOE/Forward Together/Transforming ALA Governance (TAG) restructuring work that has been ongoing since 2018; the ALA Council voted to suspend the ALA Constitution and amend the ALA to reflect a new structure that reduces the overall number of councilors by reducing at-large councilors to 18 total, down from 100; in addition, the makeup of the ALA Executive Board has expanded and reflects greater representation from across the various divisions and roundtables. A vote will be presented to the membership in Spring 2023, followed by a second vote of Council at the ALA Annual Conference in June 2023.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting: Ahead of the planned ALA-wide membership vote this spring, I hope to provide additional background and context to ALA members in Washington State that will help them better understand the proposed changes, and to plan their vote accordingly.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

ALA's discussion of a structural reorganization is grounded in discussions of increased equity, access, inclusion, and representation for all ALA members. Engaging in this work means prioritizing equity issues throughout the profession.



Tien Triggs
Student Representative

What is one activity / goal that has happened in the last quarter in your area that you would like to share? I was offered the opportunity to be part of the WLA Awards Committee for the 2023 Merit Awards. I appreciate every chance to learn more about different aspects of the WLA that will help me to understand its mission better, and to help me to fulfill my current role as a Board Student Representative and any future roles I hope to take on in the WLA. Reading through the nominations has already given me a better understanding of who our individual members are and what we all do at different levels in our libraries.

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? I am doing some graphic design work for Sara Jones to help bring more attention to the WLA Scholarship Fund at the WLA Conference. I had hoped to attend, but I realize that there is a limit to my time and resources while attending my MLIS program! Instead, I am accepting as many reasonable opportunities as possible to be involved with the WLA, especially anything that is focused on LIS students of color and marginalized communities.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. I am currently taking a course in DEIA, and the focus of my group is on serving non-English speakers in small/rural/resource-limited libraries. My group and I are developing a learning module for library professionals with resource materials, a video, and possibly a website. The work that I'm doing for this project will hopefully translate to real-world applications and be the foundation for expanded DEIA resources in libraries in Washington state and elsewhere.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) As a paraprofessional about halfway through my MLIS program, I know full well that paras often feel less empowered to be involved. I also feel this is true of members of communities who don't feel very represented, so I hope that I can do work with actual networking for these groups. One of my coworkers is the Special Library Division Chair (Julie Thompson), and she and I bounce a lot of ideas off each other, especially about getting more involvement. Big question right now: what is within our scope for recruitment?

Anything else you would like to share? I am so worried about doing enough and doing this right, so I hope that I can depend on other Board members and those with more experience to guide me. Please tell me if I've made mistakes, overlooked anything, or neglected something important. I am not shy about asking for guidance and help, so please feel free to reach out to me with any advice or pointers. Thank you!



DIVISION REPORTS

Georgia Reitmire
Public Library Division Chair

One activity/goal in the last quarter in your area to share:

The PLA Division team met and scheduled some quarterly meet-ups and chose topics of discussion.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are all very excited about the Conference and our UnConference session.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: EDI will be one of the topics at a quarterly meet-up.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) I am encouraging everyone I work with to join WLA.

Anything else you would like to share? Library Legislative Day was amazing!

Elizabeth Roberts
School Library Division Chair

One activity/goal in the last quarter in your area to share:

We are mostly working on legislation and trying to get our bill passed.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting: Continued work on legislation, planning for WLA conference, working with Award Book Committees for the year.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. Our goal is for all students, especially those who are marginalized, to have access to a teacher librarian. Through advocacy work, we are trying to effect positive change for all students.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) We are looking for ways to connect to more people this year, but right now our focus is legislation so that work will come later.

Julie Thompson
Special Library Division Chair

One activity/goal in the last quarter in your area to share:

We have set up our first online meeting of the year for March 22. One of my goals is to encourage Special Libraries Division members to use the WLA division circle for conversations about SpLD topics between meetings throughout the year. I made a point of sharing this venue for participation with my recent emails to e-list members.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

By the next board meeting, I hope to have recruited members to fill the vacant roles of Vice-Chair/Chair-elect and Secretary/Communications. After we've had our first division meeting, along with discussions in-between meetings, I



hope that we will have identified our goals for and activities/work we would like to accomplish in 2023.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

I'm still learning about how EDIA measures have been implemented in the past. Currently, I'm trying to ensure that folks have multiple options to engage as a group (online meetings, SpLD Circle discussions, encouraging folks to contact me). Hopefully we can explore ways to increase EDIA during our meeting next month. Captions for our webinars and recordings.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

I am looking into recruitment and engagement for the coming year. I hope to get a better understanding of past endeavors and learn from members about what this division means to them. Together, we can build a division that connects members across special libraries and creates a meaningful space for engagement.

Lydia Bello

Special Library Division Chair

One activity/goal in the last quarter in your area to share:

ALD/ACRL-WA continues to host well attended "drop in" sessions on a variety of topics to build opportunities for members to connect over common topics. The most recent topics included EDI and Assessment (December 7, 2022) and AI, Libraries, and You (February 16, 2023). Recent drop-in sessions average around 11-13 attendees.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We hope to host more drop-in discussions, hopefully facilitated by different divisional members. We also plan to have content solicited for the Spring Newsletter to publish approximately around that time.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

The Steering Committee hopes to have regular EDI themed drop-in discussions.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Host drop-in sessions and publish twice-annual newsletter. Separately from the Steering Committee, the ALD/ACRL-WA Conference Committee will also be an opportunity to engage with members who do not engage with other programming.



SECTION REPORTS

Sara Jones

WLFFTA Section Chair

One activity/goal in the last quarter in your area to share Sharing with the Public Library Directors goals for the upcoming year and hearing their interest in increased Board training

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting: Upcoming trainings with Every Library across the state March 13-17, ongoing state library Board training in person and online from Carolyn Peterson and the State Librarian. Preconference on Intellectual Freedom and Board and supporter sharing and networking at WLA. Conference has United for Libraries President Deborah Doyle attending.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility:

Combating book challenges is an EDI issue. The books being attacked are done as discriminatory acts against the BIPOC and LGBTQ+ communities and discourage inclusion and acceptance.

Article in Spokesman Reviews, 2/12 Steve Hobbs and Sara Jones: Book bans an egregious form of censorship

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) We are spreading a wide net to reinvigorate and engage for this group

form all areas of the library community: staff - especially directors, trustees, friends, foundation and supporters

COMMITTEE REPORTS

Gretchen Nelson

Awards Committee Chair

One activity/goal in the last quarter in your area to share: We're continuing to read potential Sasquatch books as we work toward our nomination meeting in March.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting: We're preparing for our meeting to decide Sasquatch nominations that is coming up on March 25.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: The criteria for the Sasquatch award is to have a diverse range of titles that appeal to many interests and backgrounds.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) Information is available on the award website for those interested in joining. An ongoing discussion of what is currently being read among the potential nominees helps keeps all committee members engaged.

Additional Information: We are all good right now!



Paula Wittmann
Awards Committee Chair

One activity/goal in the last quarter in your area to share: Reading for new nominee list. We invited two new people to join the committee.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting: Choosing the list in March and then working on support materials in the spring.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility Explicitly asking for nominations of titles that prioritize diversity, equity and inclusion.

Additional Information: We have a request that the nomination for new members might be pushed a little earlier. It would be great if we could have new members chosen by the end of December.

Ann Dyer
Alki Journal Editorial Committee Chair

What is one activity / goal that has happened in the last quarter in your area that you would like to share? In the past several months, Alki welcomed a new Editor-in-Chief, Bethany McKinley, and transitioned the former Editor (Ray Zill) to the new Web Editor position. This is a significant change for the publication, and the transition has been smooth and effective. In addition, two new co-chairs took their position, Ann Dyer and Mikayla Kittilstved. The chair/co-chair position was unfilled in 2022, so this is a positive development for the administration of the committee.

In addition, Alki has been working toward the goal of migrating the publication from the WLA website as a PDF publication to its new platform, PubPub. This migration drove the creation of the new Web Editor position, and will make the journal significantly more findable and accessible. Ray has been working diligently on the migration, and we anticipate a smooth launch for the March issue.

The Committee has edited and updated the current website text and journal information to prepare for the migration.

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? In the coming months, we will complete the migration to PubPub. This includes publishing the March issue on the new platform, as well as migrating all previous issues from the WLA website to PubPub. Ray will complete the migration work, including customization of the platform, and will also move journal information such as editorial practices, values, etc. to the new site.

While the committee has already updated the basic website information for the migration, this quarter will also see the finalization of the updated Alki values. Bethany (Editor-in-Chief) is leading this effort.

The March issue will be published by the end of March.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. Alki's migration to PubPub is driven primarily by our prioritization for accessibility. The current publication format, PDF, is notoriously challenging for readers who rely on assistive technology. The committee assessed each potential platform based on accessibility guidelines, and selected PubPub for its high marks in this area. This migration will also make the publication more findable, improving the experience for authors who will be able to share their work more widely and receive a broader readership.

The March issue is based on the theme of accessibility. Submitted articles discuss a wide range of accessibility issues, challenges, and successes in libraries across Washington.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) At this time, new members are recruited during the annual call for participation from WLA. All members receive regular email reminders of meetings and requests to participate in the editorial process.



Ryan Grant

Legislative Committee Chair

What is one activity / goal that has happened in the last quarter in your area that you would like to share?

We've started having our regular meetings on Thursdays for the duration of the session; many of us are new to the committee, so it's been good to learn together. Library Legislative Day was pulled off successfully, and while I wasn't able to attend reports from those who were there seem really positive.

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? We're working hard with our lobbyist, Carolyn Logue, to get either version of our school library bill over the finish line. We've managed to get them both over the first hurdle, the policy committee cutoff, and as I write this (2/15 at 1:22) we're sure trying to get them out of the fiscal committees before the next cutoff on February 24th.

Anne Shantz

Member Services Committee Chair

What is one activity / goal that has happened in the last quarter in your area that you would like to share? We are looking at what we can reasonably do at the convention in March/April

What work / activities / goals are coming up in your area in the next quarter that you are excited about? What do you hope to accomplish by the next board meeting? We haven't had a meeting yet, but are working asynchronously. On the agenda for the February meeting is the President's Initiative "Continue WA Tribal Outreach and Inclusion". I will be gathering information on what has already been done and how we can help going forward.

In your position or area, please highlight any steps you have taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion, or accessibility. We haven't had our first meeting of the year yet, but we will be discussing that at our first meeting.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)We are currently discussing networking at the 2023 conference. We will begin discussing this issue at our February meeting.

Anything else you would like to share? We have had great difficulty in finding a common meeting time due to competing schedules. This has precipitated a slow start for the committee.

Tami Masenhimer

Professional Development Committee (PDC) Co-Chair

One activity/goal in the last quarter in your area to share:

Started another round of mentorships. These are for 6 month commitments and we are really pleased with the results. We will be at the conference looking for folks who would like to participate especially as mentors!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Starting the scholarship cycle with the application process opening May 1. We are very excited that WLA is now a 501c3 and are eager to see more opportunities for funding applicants. As a committee we have been exceedingly pleased with the applicants and the future of libraries that they represent. There are some AMAZING folks in library school and we need to do all we can to support them.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: We are always looking at the areas of our influence and how we can make the mentorship and scholarship process accessible and equitable.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) We have just started with two meetings of our new committee members. We would like to



have a past scholarship and/or mentorship member as a committee member. Not sure how to make that happen.

Anything else you would like to share? Would it be possible to really promote WLA divisions and committees at the conference? It would be nice to be able to meet interested folks in person and recruit for new members.