



BOARD MEETING AGENDA

November 08, 2023 • 10:00 am - 12:00 pm • WLA online meeting room

Read in Advance of Meeting: April 2023 Board Meeting Minutes, August 2023 Board Meeting Minutes, Committee Descriptions

Facilitator: Johanna Jacobsen Kiciman & Brianna Hoffman

Notetaker: Rhea Allen & Shamim Rupani

TOPIC	LEAD	TIME
Call to order <ul style="list-style-type: none"> • Call for Additions/Changes to Agenda • Online meeting reminders 	Johanna Jacobsen Kiciman	10:00am
Approve minutes from April 2023 meeting (vote)	Johanna	10:05am
Approve minutes from August 2023 meeting (vote)	Johanna	
Executive Director Report 10:10am	Brianna Hoffman	
ALA Report	Steven Bailey	10:20am
Legislative Update	Carolyn Logue	10:35am
Treasurer's Report	Muriel Wheatley	10:45am
Events <ul style="list-style-type: none"> • 2023 Presidential Summit Debrief • 2023 ALD/ACRL-WA Event Debrief • 2024 Conference • 2024 Library Legislative Day 	Johanna Lydia Bello Brianna Brianna	10:55am
Share-Outs <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	11:15am
New Business <ul style="list-style-type: none"> • Updated Committee Descriptions • Calls to disaffiliate with ALA 	Brianna Brianna/Steven	11:45am
Closing questions or comments		11:55am
Meeting adjourns		12:00pm



2023 WLA Board, voting members:

Johanna Jacobsen Kiciman, President 2023
Sarah Logan, VP/President Elect 2023
Ahaniwa 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:

Ahaniwa Ferrari, PNLA Rep 2023
Mary Rulewicz, ELAC Representative 2021-2023
Vacant, CLAWS-LLC Representative 2023
Kate Laughlin, WLA Strategic Advisor

BOARD MEETING MINUTES

Aug 2, 2023 • 10:00 am-12:00 pm • WLA online meeting room

Present Board: Sarah Logan, Steven Bailey, Muriel Wheatley, Tien Triggs, Lizzie Brown

Present Section, Division, and Committee Leadership: Gavin Downing, Brandi Gates, Julie Thompson, Greg Bem, Jannah Minnix

Present Staff: Brianna Hoffman, Rhea Allen

Notetaker: Rhea Allen

Sarah called the meeting to order at 10:08 am

Executive Director Report

Membership:

- Membership is down slightly, but this is a trend across professional associations as a whole
- Organizational membership is the most significant chunk of that
 - We will reach out to the larger organizational members that have allowed their memberships to lapse
 - Member services is working on ways to communicate member benefits; they will also reconsider the Org. Member benefits to see if there are any improvements that can be made to encourage
- Hopefully the fall semester will encourage an uptick in ALA joint and WLA individual student memberships

ALA Chapter Councilor Report

- Meeting of chapter leadership this afternoon called by ALA ED to discuss the current backlash from state libraries, calling for withdrawal from ALA
- Emily Drabinski is the current Pres. term starting at June at the conference
 - Tweeted upon election that she's "surprised and delighted that the ALA has "elected a marxist lesbian from Brooklyn as president"
- Montana voted to leave ALA, Idaho said they were following (but it turns out they had already withdrawn from ALA years ago);
 - <https://www.nbcnews.com/nbc-out/out-news/montana-state-library-withdraws-national-library-group-presidents-marx-rcna94130>
 - News from last night: ND senator Kramer has written to IMLS demanding an investigation into ALA because we are discriminating against "Brave Books"
 - <https://www.cramer.senate.gov/news/press-releases/sen-cramer-colleagues-demand-investigation-into-alas-religious-discrimination-against-brave-books>
- Dan Kleiman is starting the "World Library Association" as an "alternative" to ALA and is encouraging state associations to leave ALA from them
- At ALA Annual:

- Updated standards of library services for the incarcerated
 - WSL was cited as an example of services for the incarcerated
- Refreshed freedom to read statement
- Resolution condemning discrimination against library workers and protecting the LGBTQ+ community
- 2024 IFLA meeting in Dubai, but backlash was received due to the social climate in Dubai regarding homosexuality
- Investigation of future ala conference dates to make sure they don't land on Pride weekend
 - For a recap of these items, see article in newest edition of *Alki*:
<https://alki.pubpub.org/pub/1njz6jf2/release/1>

Legislative Update

- Prep work for the legislative session
 - School Library Work
 - Targeting OSPI to try and clear up the issues they had with last year's school library bill
 - In the works:
 - Discussion about a possible book ban bill and what this will look like
 - There are issues with the IL. and PA. bills that have already come out regarding issues with these bills being tied to funding, but without state funding in WA. this isn't the same issue for us
 - Carolyn needs us to work on an outline of what we would want this bill to include
 - Discussion about implementing something to protect librarians from liability
 - John Chraska of EveryLibrary is interested in collaborating with

Treasurer's Report

- \$15,000 needed to be transferred from savings to checking to finalise the Wenatchee bill and cover some recurring costs
- Oregon and WA. have agreed to buy statewide access
- Conference netted about \$28K profit

ACRL-WA/OR Fall Academic Conference

- Registration opens in a month
- October 27 in Longview, WA and online
- Oregon is handling the marketing to their members

Neurodivergence Summit

- Schedule is almost finalized
- We will begin personalized state outreach to advertise the summit access

ScLD Town Hall

- Free online event for school librarians to meet and organize advocacy efforts

Share-Outs and Shout-Outs

Gavin, IFS: John Chrashka of EveryLibrary was able to speak at a recent IFS meeting about book bans - meeting is recorded for anyone interested

Sarah Logan: School librarian happy hour to meet up in Vancouver, had about 8 people turn out, was nice to create connections when school librarians are usually quite isolated from one another

Brandi, CAYAS: CAYAS had two online events ahead of summer reading, a Teen Services share and a Storytime Share

Brianna: Secretary Hobbs awarded Ava Kirtley and Arin Iverson, Walla Walla high students who founded the banned books club, along with their media specialist. Kimberly Casetto let Brianna know that WLA has done more to support her in efforts against banned books than ALA has

Financial Proposal

- To better adhere to our EDI statements and “put our money where our mouth is” we are hoping to begin offering some form of financial reimbursement for the speakers who are contributing their work and time to present at conference
 - Question that came up: some individuals are not allowed to receive honorariums or stipends for this work, an alternative could be to provide registration discounts for speakers
- Funding will be allocated from the Board Retreat budget line: In the past, we held in-person board retreats, the last one being in 2019. For access reasons, we do not see ourselves going back to fully in-person board retreats, so we will likely continue with virtual meetings, maybe the occasional in-person aspect
- How did we land at \$150/speaker?
 - Compared to other organizations (like webjunction) and is simply a good place to start that we can afford
- We are hoping to include a speaker rate for conference registration starting in 2024

Closing Comments/Notes

- WLA elections coming up soon, will schedule open house drop-ins with current leaders so Brianna will be reaching out to recruit for those meetings
- We did not have a full quorum in today's meeting, so we will either vote to approve two sets of meeting minutes in the next board meeting, or we will share as a digital vote
- Johanna formed a task force to look at the book award committees
- Revisiting Sections due to inactivity
 - Sections are meant to shift form based on what the needs of our organization are, so the inactivity and stagnancy represent a lack of need or interest in those sections
- Refreshing the committee descriptions because they're outdated

Sarah called to adjourn the meeting at 11:08 am



BOARD MEETING MINUTES

November 08, 2023 • 10:00 am - 12:00 pm • WLA online meeting room

Present Board: Johanna Johansen Kiciman, Sarah Logan, Muriel Wheatley, Judy Pitchford, Elizabeth Brown

Present Section, Division, and Committee Leadership: Julie Thompson, Lydia Bello, Ryan Grant

Present Staff: Brianna Hoffman, Rhea Allen, Shamim Rupani, Lesley Bourne

Notetakers: Rhea Allen, Shamim Rupani

Johanna called the meeting to order at 10:05 am.

We will vote electronically to approve the minutes from the April and August meetings

Yay's: Judy Pitchford, Elizabeth Brown, Steven Bailey, Johanna Jacobsen Kiciman, Muriel Wheatley

Call to order

- Call for Additions/Changes to Agenda
 - None
- Online meeting reminders

Executive Director Report- Brianna

- Membership stayed level for students, increases in other groups
- Organizational members- dropped a bit from last year, 2 lost
- PLD Retreat- Johanna and Brianna
 - Talked about library organization decrease
 - Benefits of membership? Early 2024 Member services committee to review and compare with other associations
- Elections voting closes November 17
- Standing committee interest form due November 15
- Section membership- deactivate some sections in 2024
 - LIFE
 - Johanna: "As a note: we are excited about this "weeding" -- much like library weeding, this creates the space for new sections to grow to be more responsive to member needs"
- ALA- Advocacy Academy
 - Sarah Logan, Eryn Duffee, and Brianna Hoffman to attend
 - Sarah and Eryn will report on how it went during first 2024 board meeting
 - Can the board receive a report after the event on how it went?
 - Can add something in WLAW and on agenda

ALA Report- Brianna on behalf of Stephen Bailey

- Tracy Hall, Exec. Director - Last day of October 6
- Emily Drabinski- made list of Out 100's
- NY Public Library partnering in National Books for All Initiative
 - Share toolkit out on WLAW



- Professional Development grant available for ALA conference attendees- New Members round table PD grant
- Also for ALA conference- Shirley Ollivsen Memorial Award- \$1000 to off-set cost to attend

Treasurer's Report- Muriel Wheatley

- \$33,000 profit from Neurodivergence Summit
- 2024 Budget run-through
 - Finance committee meeting will be scheduled soon to go over budget
 - Whova and Memberclicks price increase
 - Begin to establish short, medium, and long term financial goals- Johanna will lead discussions with Finance Committee
- Had to transfer some funds later in the year from investment accounts to help cover cost for deposits for 2024/2025 conferences

Legislative Update- Brianna on behalf of Carolyn

- Working with Representative Mary Levitt and Griffey, lobbyist Abbey Moore, on drugs in libraries
- Book Ban- working on protections and liabilities for libraries and librarians
- Big Change- Sen. Christine was approved to council
 - New chair- Robertson, worked for libraries before
- Discussions about possible re-draft/next library bill- Ryan Grant, Carolyn,
- Meeting with Chris Reichal- ScLD/ Legislative committee meeting- reach out to Brianna for link to meeting
- <https://www.spokesman.com/stories/2023/nov/07/liberty-lake-voters-mostly-opt-for-incumbents-in-e/>

Events

- 2023 Presidential Summit Debrief- Johanna
 - State-access, multiple states requested access; Brianna: "State access means EVERYONE in their state working with any library (academic, special, public, school), including board and friends, receive access to the summit and the materials."
 - 300-400 people attended
 - Recordings available for a year
- 2023 ALD/ACRL-WA Event Debrief- Lydia Bello
 - 13 in-person and 8 virtual presenters
 - 93 in-person attendees, 22 virtual
 - Made a small profit, which is great
 - Keynote speakers were paid, offered presenter registration rate (100% of speakers also attended!)
 - Lydia: "I'm hoping that the success of the ALD/ACRL-WA & OR conversation [conference] will help further our relationship with ACRL-OR, which was challenging to maintain in the pandemic."
 - Upcoming ALD member meeting, virtually and not part of conference; What can we talk about during these meetings?
 - ScLD- encourages chatting amongst members/community building, school advocacy, bounce ideas off of each other



- Julie Thompson: "At Special Library Division, we try to figure out what would be meaningful ways to engage professionally and as a group. It's been a year of exploring where we want SpLD to go next. Share updates of what we're up to."

- 2024 Conference
 - "We All Belong"-- play on Spokane's new motto, "In Spokane, We All Belong"
 - New logo, new swag
 - Announced keynote Travis Baldree
 - Conference proposals due November 8
 - Registration opening mid-December, rates will be shared on website soon
- 2024 Library Legislative Day
 - Will get a date chosen in Feb.
 - Olympia, WA

Share-Outs

- Lydia- ALD, no one has run for chair or vice-chair this election cycle
 - Sarah Logan- no clear pathway for leadership positions, haven't worked with WLA much before; how can we create these on-ramps to help create our own future leaders?
 - Lizzie- Libraries everywhere struggle with succession planning; PNLA Leadership program?
 - Brianna- 2019; PNLA Leads
 - Academic Librarians- National vs. state guidelines and what gets valued (ALA vs. WLA)
 - ROI- time, monetary value, value from professional community
- Johanna- thoughts on paid labor; how much can we rely on volunteers?

New Business

- Updated Committee Descriptions
 - More consistent with format
 - Feedback and questions welcomed
- Calls to disaffiliate with ALA
 - Florida latest to join with disaffiliating
 - WLA has received a couple messages recently calling for WLA to disaffiliate
 - We have created talking points to respond about how WLA benefits from ALA relationship-- internal use only

Closing questions or comments

- Gratitude for your service slide

Johanna called for the meeting to adjourn at 11:33 am.



Dashboard Report



Membership Changes	Oct 22	Oct 23	Change
Individual			
Individual Employees	615	648	5.37%
Students	147	147	0.00%
Non-Profits/Foundation/Friends	14	27	92.86%
Business	5	9	80.00%
Retired/Unemployed	56	59	5.36%
Emeritus	80	81	1.25%
Sub Total	917	971	5.89%
Organizations			
Libraries	42	40	-4.76%
Library Affiliates	230	214	-6.96%
Business	9	7	-22.22%
Business Affiliates	9	7	-22.22%
Non-Profits/Foundation	1	6	500.00%
Nonprofit & Foundation Affiliates	1	7	600.00%
Sub Total	292	281	-3.77%



Nov. 2023 WLA Leadership Reports

BOARD MEMBER REPORTS

Johanna Jacobsen Kiciman
WLA Board President

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

I'm deeply proud of the presidential summit on neurodivergence that brought disability justice to our DEI conversations. It was fiscally lucrative for the WLA as well, which is a delight. With this work, I feel like the idea of belonging, with which I framed my term, was also expressed through this work.

In addition, the work around succession planning for board presidency has been exciting — speaking to interested parties and discussing transparently what sort of role this is and what it allows you to accomplish.

Finally, President Elect and the ED and I keep having ongoing conversations around how to increase the Boards efficacy around advocacy requests that come in. That is a work in progress!

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 am very excited to chair the merit award committee next year to highlight and celebrate the work of folks in our field.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: See above! Expanding EDI to include disability Justice is work I'm proud of.

Sarah Logan
WLA Vice President / President-Elect

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

ScLD Town Hall, elections ongoing!

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:

New officers, getting ready for the legislative session, meeting with Supt. Reykdall

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: ScLD continues to work toward equitable school library programs for all students.

Anything else you would like to share?

I am excited to attend ALA's chapter advocacy workshop in December.



Muriel Wheatley

WLA Board Director -- Treasurer

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

During the August 2023 board meeting the Finance Committee brought the proposal to increase speaker stipends in the 2024 budget. I attended one of the WLA Open House sessions, as well as the fantastic Neurodivergence in Libraries Summit. These President's Summits have been very profitable for WLA and are providing even more opportunities for our library community to learn and connect.

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 looking forward to starting work on the WLA 2024 budget! I learned a lot about the process last year and am looking forward to working with Brianna and the Finance Committee on having a draft in time for our November board meeting.

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

accessibility: The Finance Committee's recent proposal to increase speaker stipends supports WLA's EDI goals by reducing the financial barriers to participating in our conferences.

Elizabeth Brown

WLA Board Director – Academic Library Division Rep

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

As part of the Professional Development committee, the group has been working on scholarship reviews and setting up the mentoring matching process.

The conference planning committee has been working hard on logistics and final details for the ACRL-WA/ALD Conference. The return of this conference is a big benefit to the academic library community for sharing ideas and networking with others.

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:

The Professional Development committee is working on mentor/mentee matching for the people who have signed up for the program.

The ALD/ACRL-WA group is working to plan their annual meeting to take place this November.

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

accessibility: As a training offered through the Orbis Cascade Alliance, I was able to attend the Cultural Humility training with Xan Goodman and attend the WLA Summit on Neurodiversity

Judy Pitchford

WLA Board Director – Academic Library Division Rep

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 was hoping to recruit someone to run for division chair but have had no luck

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

Continue to educate myself on equity, diversity, and/or inclusion. I attended the Neurodivergence Summit and attend the EDI Book Club (WSL and OSL)



COMMITTEE REPORTS

Gretchen Nelson

Awards Committee Chairs

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 will complete our submission process for next year's Sasquatch Award in November and begin the process of getting all the books read as we look toward our meeting in February where we will determine next year's nominees.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: As we consider potential Sasquatch Award nominees, we look for diversity in a variety of areas including race, ethnicity, gender, and sexuality.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.) Members engage through email and a discord server to communicate about potential books throughout the year.

Ryan Grant

Legislative Committee Chair

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

We've settled on what we'd like to work on in the coming legislative session; our lobbyist, Carolyn Logue, is working on getting a bill drafted that I hope to be able to share around soon!

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 have a meeting scheduled with Superintendent of Public Instruction Chris Reykdal on Monday, November 20th. If anyone from the Board would like to attend we'd be grateful to have a crowd; while it'll be mostly focused on School Library issues, I think the more leaders we can have in the virtual room with him, the better for all of us in WLA..

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: Our legislation will hopefully have a positive impact especially on low-income and rural schools that are currently underserved by librarians.

Anything else you would like to share? It's been an interesting year as chair of the Committee; I've learned a lot, and still have a long ways to go. Thank you to all of you for your help, and here's to future wins coming up!

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 have started a trial run of a peer-support group for people experiencing intellectual freedom challenges in their workplace.

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 are working on a comparison of WLA's institutional membership with other state library association memberships. We hope to complete this by the end of 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: We are looking to re-introduce to the



board an proposal for a lower introductory rate for new members. We hope to have this proposal ready for the first board meeting of 2024.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.): We're hoping the peer-support group (members only as this is a touchy subject) will be something of value that will encourage new memberships.

**Liz Ebersole
Tami Masenhimer**

Professional Development Committee Chairs

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

We reviewed scholarship applications and successfully awarded \$4,000 in WLA Scholarships.

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 currently working on our Mentoring Program and are at the stage where we are matching mentors and mentees. We are investigating and hope to implement methods to provide more guidance and support throughout the mentorship experience, including hosting peer coaching support and special topics professional learning sessions. By the next board meeting we will be able to provide metrics about the success of the 2023-24 program.

In your position/area, highlight steps you have taken or will take that contribute to EDI or accessibility: One of the options provided for mentors and mentees is to work with a partner who shares a same identity, whatever that might be.