



## BOARD MEETING AGENDA

April 19, 2021 • 3:00pm-5:00 pm • WLA online meeting room

**Read in Advance of Meeting:** January 2021 Board Meeting Minutes, Leadership Reports

**Facilitator:** Danielle Miller & Brianna Hoffman

**Notetaker:** Lesley Bourne

---

TOPIC	LEAD	TIME
Call to order	Danielle Miller	3:00
• Online meeting reminders	Brianna Hoffman	3:05
Approve minutes from January 2021 meeting (vote)	Danielle	3:10
Executive Director Report	Brianna	3:10
• Dashboard Report		
Legislative Report	WLA Lobbyist, Carolyn Logue	3:15
WLA Events Update	Hannah Streetman	3:45
• 2021 WLA Conference		
• WLA Career Lab		
New Business		
• WLA Scholarships	Summer Hayes	4:00
o Description, application, timeline revision		
Old/Ongoing Business and Updates		
• ALA Updates	Steven Bailey	4:15
Closing questions or comments	Danielle	4:30
Meeting adjourns	Danielle	4:40

---

**2021 WLA Board, voting members:**

Danielle Miller, President 2021  
Ahiwa Ferrari, Vice-President/President Elect 2021  
Emily Keller, Past President 2021  
Erica Coe, Director/ALD Rep 2021-2022  
Lisa Vos, Director/PLD Rep 2020-2021  
Rebecca Wynkoop, Director/ScLD 2020-2021  
Alycia Ensminger, Director/SpLD Rep 2021-2022  
Muriel Wheatley, Treasurer 2021  
Steven Bailey, ALA Councilor 2019-21

**2021 WLA Board, non-voting:**

Brianna Hoffman, WLA Executive Director  
Marissa Ryzewski, Student Rep 2021

**Advisory leaders:**

Jane López-Santillana, PNLA Rep 2020-2021  
Kate Laughlin, WLA Strategic Advisor

**Future 2021 Board Meetings:**

- July 27, 2021 • 2-4 p.m.
- October 2021, TBD



## APRIL BOARD MEETING - DRAFT MINUTES

April 19, 2021 • 3:00-5:00 pm • WLA online meeting room

**Present Board:** Danielle Miller, Emily Keller, Ahniwa Ferrari, Lisa Vos, Rebecca Wynkoop, Steven Bailey, Alycia Ensminger, Muriel Wheatley, Erica Coe, Marissa Rydzewski

**Present Section, Division & Committee Leadership:** Amy Thielen, Becky Huss, Beth Bermani, Brandi Gates, Caitlan Maxwell, Diana Hillyard, Greg Bem, Jacob Lackner, Jannah Minnix, Jolyn Reisdorf, Karen Schendlinger, Katy McLaughlin, Laura Edmonston, Lydia Bello, Nic Figley, Rhonda Gould, Sara Jones, Sara Pete, Sharalyn Williams, Summer Hayes

**Present Staff & Advisory Positions:** Brianna Hoffman, Jane López-Santillana, Carolyn Logue, Hannah Streetman

**Notetaker:** Lesley Bourne

---

President Danielle Miller called the meeting to order at 3:02 pm

Executive Director Brianna Hoffman covered protocol tips for board meetings for new members:

- There is a nine-person voting board who are allowed to vote on action items; however, discussion is still encouraged
- For accessibility, please state who you are before you speak as a courtesy

Danielle asked for points of suggestion/edits to the prior board meeting minutes from Jan 29, 2021

- No suggestions or edits offered

Danielle called to approve January 2021 minutes.

- Steven Bailey motioned. Lisa Vos seconded. Board voted in favor to approve minutes.

## Executive Director Report

### Brianna Hoffman

- Particular Legislative Week feedback of note: wished for more advance notice of event; very school-focused legislation; Broadband Panel was well received
- On Dashboard Report, there has been a jump in student memberships; Additionally, division totals will be represented from now on as total numbers only, without percentage of membership shown; An individual member can be part of more than one division.
- Dashboard should be accessible in PDF format this month, whereas in January it was an image
- New State Librarian Sara Jones gave welcome.

## WLA Events Update

**Hannah Streetman, Program & Events Coordinator**

*"The Journey to Become an Anti-Racist Organization" Workshop*

- Three-part workshop presented by Lewin Education & Consulting
- Sponsored by CLAWS, Academic Library Division/ACRL-WA, Public Library Division, and Special Library Division
- 78 registrants; both days so far have seen about 50 attendees, which is on-par for online events

#### *WLA Conference 2021*

- RFP is open; only 5 proposals have been submitted, but it's typically a slow climb and we will see a huge jump in the last few days
- Conference Committee will be determining schedules in the next few months
- One of our major keynotes is finalized with Ijeoma Oluo and ALA ED Tracie Hall together in conversation
- Brianna: We have been in touch with Bellevue Marriott facility and have found that they have been doing events all throughout the pandemic and are doing a phenomenal job;
- We are very confident in their ability to host, but our being in-person will depend on what the state and governor are mandating in the fall; however, we are planning on in-person element and virtual options
- Theme is Communities, Conversations, Connections, and the logo is finalized and up on the website
- Lisa Vos wonders if there is a deposit on the venue and how long we have it before we lose it?
  - Brianna responded that we have a deposit down, but will be re-negotiating the contract; we are not sure of the date when we will lose it. Our venue contact is working on various plans for us depending on our situation, and then we will be moving forward with financial conversation. We are waiting to see what they come back with.
- Nic Figley curious about the detailed plans we have concerning meshing in-person and online connections.
  - Hannah responded that we are planning in-person, but we are also planning a virtual component because feedback from the 2020 conference showed it was so accessible.
  - We are planning on using Whova again
  - Attendees present in-person will use Whova as the conference app
  - There will be pre-recorded sessions for virtual attendees
  - Keynotes will be live for virtual attendees
  - Brianna added that we've added a new position to conference committee for helping the online experience

#### *WLA Library Career Lab*

- Free for WLA members; all sessions will be recorded
- 34 registrants so far, and we'll likely see registrant numbers rise
- Schedule announced on website

### **WLA Legislative Update**

#### **WLA Lobbyist Carolyn Logue**

- All major cut-off dates are done; Legislature is now in last six days of negotiating; virtual sessions are frustrating; there are huge, controversial policy bills still remaining
- From our standpoint, we're waiting for budgets to be announced
  - Carolyn was hoping to see Capital Budget and Transportation Budget today or tomorrow
  - We may see the Operating Budget on Saturday, but it's uncertain when it will be released

- There are a lot of bills on the governor's desk or on their way
- For WLA, the two things still out there of note: Public Broadband Conversation (House vs Senate) (the debate is delivering broadband to all houses vs underserved first, who should we be responsible to first?); HB 1365 (and by default, 5242) Media literacy grants were rolled into 1-1 Device Bill, but last minute amendment on Senate form pulled 1:1 ratio out, and pulled away individual schools rights to apply for grants
  - Fight is still on, we're trying to make sure we don't lose both pieces of it
  - We're hearing that we may see 1:1 device language in budget, but it's not making schools feel very secure that they'll be able to get what they need out of district (it could fall under Materials, Supplies, and Operating Costs, which belongs to ESDs)
- Senate has a couple library projects, and we're hoping House prevails because it has a full list of capital library projects
- We'll see more money in broadband/infrastructure; lower cost-course material for higher education; early learning bills and funding; K-12 education
- We're now waiting and seeing; it's all in Legislature's hands

## New Business

### Summer Hayes, Chair of Professional Development Committee (PDC)

- Background: When she first came on as Chair, the mission and goals of the PDC had not been updated since the late 1990s; she spent time with Erica Coe updating the Mission, Responsibilities, and Goals — to the best of her knowledge, the changes are true to what the PDC is covering at this time.
- Summer welcomes changes and guidance, looking for feedback in the future
  - Brianna mentioned a small change will need to occur to committee make-up bullet point in accordance with WLA Bylaws that "Membership of Standing Committees will consist of a minimum of one member from each WLA Division." (ARTICLE XI: WLA STANDING COMMITTEES AND TASK FORCES)
- Committee has also spent a lot of time on updating the Scholarship Application.
- Tami Masenhimer created a rubric to help PDC review applications; it has been successful as it has removed emotional reactions to applications
  - Rubric also made it clear that some of the scholarship questions are geared at applicants used to submitting applications and who have been in library work for awhile; these questions are not helpful for those new to the profession;
  - By changing questions, the PDC wanted to level the playing field
- The PDC Has been working with Chair Jacob Lackner from LISS, and there is a proposed LISS COVID-19 emergency scholarship included in application
- The PDC is proposing three new, different questions to replace current questions in Part II.
- Note on Part II, Question 3: The PDC wanted to create an accountability piece that better involves the applicant in WLA, since we never hear about how the scholarship involves them; the PDC thinks it will make an impact on membership
- Part III includes a Stanford applicants change, as well as an additional space for LISS Emergency Scholarship answer
- PDC wants to drop letters of recommendation from 3 to 2, as it might be barrier to some
- Summer concluded that it's all a work in progress, but main goal is to reduce barriers especially to those who are really underrepresented, and to get more applicants
- Danielle commented that this is good work and much more inclusive

- Summer shared a story that the PDC had a great applicant last year who was BIPOC, a retail worker, new to libraries... but against the old application, they scored poorly due to application structures in place.
- Brianna asked: When it comes to the rubric itself, what will happen?
  - Summer responded: We will continue to use the rubric as it is still very helpful in showing where we are lacking in terms of EDI; once changes are improved, we will refine rubric; we will continue to refine this application year after year; even with changes, it still needs work
- Brianna would recommend having some time for board to review the proposed changes before voting
- Board members and all WLA leadership are encouraged to reach out to Summer if they have further feedback
  - A timeline will be sent to the board so that PDC can continue on with their scholarship work — by Friday, May 7 — Summer said that works well
  - Summer says of new timeline: applications will open in early June and close in early July; we'll do some more advertising this year; do a Q&A session that applicants can attend

## Old/Ongoing Business and Updates

### ALA Council - Steven Bailey

- Legislative/Advocacy Updates
  - Congress passed America Rescue Plan which includes \$200B for libraries, IMLS, academic/school libraries
  - There will be a chapter advocacy exchange at 12 p.m. this Wednesday, April 21
  - Sen. Jack Reed introduced Build America's Libraries Act that would improve infrastructure in ground-breaking way; it unfortunately was not folded into Biden's infrastructure plan
  - There are going to be grants of \$30,000-\$50,000 to libraries who have seen substantial reduction in funding; there will be an ALA Covid-Library Relief Fund Info session on Thursday, April 22
- Elections Updates
  - Incoming president-elect has been announced: Lessa Kanani'opua Pelayo-Lozada
    - She has been active since 2011, was an Emerging Leader; she just completed board membership
  - Councilors at-large were elected 2021-2024: WA's Rhonda Gould will be on Council!
- ALA released State of Libraries Report during National Library Week
  - Highlights include:
    - Innovative services during pandemic
    - Banned Books
    - How libraries are fighting disinformation
- ALA Council
  - 183-member body; usually meet at two conferences; moving towards meeting in-between conferences
  - Council had a special online session on March 31
    - They Following up on resolution at Midwinter to prioritize library workers to receive vaccine -

- A working group was put together - the group recommended that an ALA statement on prioritizing library workers for vaccinations would have unintended consequences and should be left to state chapters
- Brianna added the following, as she was part of the working group:
  - WLA did write to WA Governor and Dept of Health requesting prioritization of library workers, which did not get a response
  - During the course of the working group, they administered a survey throughout Chapters and ended up with 43 chapter response rate. The information was incredibly varied for phases of vaccines; some would see an adverse effect on them.
  - By the time recommendations were put forward, WA had jumped phases.
  - The Working group decided it was a local issue; they did receive feedback that recommendations were disappointing, but it was based on data collected and survey
- Forward Together Working Group
  - Resolutions have been undergoing discussion --
  - A separate resolutions group was formed (Rhonda Gould and Amber Williams represent Washington):
  - They will hold two information sessions in the coming week; they may be drafting new bylaws for ALA and sending it to Council
- New Midwinter
  - LibLearnX will be in San Antonio in January 2022, but Steven hasn't heard anything further; not sure how it will differ from the old Midwinter
  - Steven thinks that ALA is on cusp of being able to do more virtually
- ALA Covid Relief Fund
  - Brianna wondered where did the money come from to support the fund
  - Steven responded that the Andrew W Mellon Foundation provided initial seed funding; it was also supported by Action Family Giving

## Closing Questions or Announcements

- Special Libraries Division is having another Special Library Crawl event (topic: Tribal Libraries) on June 10, 2021

Danielle called for motion to adjourn the meeting.

- Muriel Wheatley motioned. Alycia Ensminger seconded. Meeting adjourned at 4:17 p.m.



## JANUARY BOARD MEETING - MINUTES

January 29, 2021 • 10:00 am-12:00 pm • WLA online meeting room

**Present Board:** Danielle Miller, Emily Keller, Ahniwa Ferrari, Lisa Vos, Rebecca Wynkoop, Steven Bailey, Alycia Ensminger, Muriel Wheatley, Erica Coe, Marissa Rydzewski

**Present Section, Division & Committee Leadership:** Alexa Andrews, Amy Thielen, Angi Anderson, Beth Bermani, Diana Hillyard, Elena Maans-Lorincz, Hope Yeats, Jannah Minnix, Jolyn Reisdorf, Karen Schendlinger, Michelle Haffner, Nic Figley, Rhonda Gould, Rickey Barnett, Ryan Grant, Sam Wallin, Sara Pete, Sharalyn Williams, Shawn Schollmeyer, Stephanie Hartford, Summer Hayes

**Present Staff & Advisory Positions:** Brianna Hoffman, Kate Laughlin, Jane López-Santillana, Carolyn Logue

**Notetaker:** Lesley Bourne

---

President Danielle Miller called the meeting to order at 10:01 a.m.

Executive Director Brianna Hoffman covered protocol tips for board meetings for new members:

- There is a nine-person voting board who are allowed to vote on action items; however, discussion is still encouraged
- For accessibility, please state who you are before you speak as a courtesy

Danielle asked for points of suggestion / or edits to the prior board meeting minutes from Nov 16, 2020

- No suggestions or edits offered
- Danielle called to approve minutes

Vice President/President-Elect Ahniwa Ferrari motioned to prove minutes; ALA Councilor Steven Bailey seconded; Board voted in favor to approve minutes

## Executive Director Report

### New Dashboard

- New item in the leadership packet is the Dashboard Report - this report is a snapshot of where the association is at this moment, includes quick look at membership, finances, and events
- The Office will update this report every quarter /
- The Dashboard Report is a work in progress, and suggestions and feedback may be directed to the WLA Office; Danielle hopes that it can be created in an accessible format
- WLA Strategic Advisor Kate Laughlin added that the report is a great way for board members to gain greater awareness of numbers over time
- Of note on the Dashboard Report: Student membership has increased
- Ahniwa brought up that division change over time would be great feature

- Brianna responded that this is MemberClicks limitation as it does not track that data, the office will be tracking division data over time manually going forward

### **Senate Bill 5242**

- School library division members Shana Ferguson, Hillary Marshall, Sarah Logan took time to prepare and testify at hearing on Monday, Jan 25, 2021 in support media literacy and digital citizenship with SB 5242

### **WA Libraries and Vaccine Phases**

- Brianna noted that there have been recent questions about WLA's positions related to library workers' place in vaccine phases
- Brianna consulted with President Danielle Miller, Past President Emily Keller, and Vice-President/President Elect Ahniwa Ferrari to craft a letter to Governor Inslee and Dr. Shah (State Department of Health) to asked that libraries and library workers be considered in phases
  - This position is not that library workers have to be included, but have the option to get vaccinated if they wish

Danielle thanked Brianna for her report, and added that the Action for Media Education sent a thank you letter to the School Library Division members who testified

## **New Business**

### **Library Legislative Week**

- Brianna introduced that Library Legislative Week 2021 registration is now live; it was announced via WLA Wednesday and more information/registration can be found on the WLA website
- Brianna covered that this year's event is a new iteration of annual event; events and opportunities will be spread out over the week
  - This will allow for more flexibility as not everything needs to be crammed in on one day
  - The regular get-together with updates from the State Library, Carolyn Logue, and Abby Moore will still occur, on Tuesday, February 9
    - Lunch with Legislators panelist has been added - registrants are encouraged to submit questions ahead of time
    - On Wednesday, February 10 at 9 a.m., the Washington Broadband Office will do a panel with broadband update
  - Registration is open and free!
- WLFFTA Section Chair Shawn Schollmeyer asked if Legislative Week would be all virtual?
  - Brianna confirmed
- Kate mentioned in the Zoom Chat that Sen. Reed reintroduced Build America's Libraries Act in Washington, DC yesterday afternoon

### **WLA Career Lab**

- Brianna gave background on original Career Lab, and that it was a successful event during 2019 conference, but wasn't included in 2020 conference due to full schedule

- This year, the WLA Office has created a stand-alone event that will last all month long in May -- panels for different library types, HR panels, networking events, alternative paths to librarianship, and more
  - Career Lab already has advisory committee in place
  - Past President Emily Keller is on committee and finds that having Career Lab as an online event will be a silver lining for people who might not normally have been able to attend in-person
- WLA Office will start event promotion in March once schedule is finalized
- Kate added that Career Lab events will be placed on the Member calendar as soon as hard dates and times are identified
  - Special Library Division Chair Laura Edmonston noted that she would love to assist with adding special libraries to the career lab offerings
  - Member Services Committee Co-Chair Hope Yeats and Professional Development Committee Chair Summer Hayes added that they will be interested in seeing how the planning goes and offering support

### **iSchool MLIS Career Week**

- WLA will be hosting a virtual table on Monday, Feb 1 at 4:30 p.m.
- This career event is usually in-person, and WLA has tabled at it in the past
- Some WLA board members and LISS leadership will be in attendance to offer their perspectives to interested students
- Brianna noted to send her email if there were others interested in joining
  - She encouraged attendance as it is invigorating to talk to students, due to their excitement and passion

### **2021 Budget**

- Brianna announced that while the Finance Committee is very close to recommending the 2021 budget, it's not quite ready yet
  - She added that WLA's new Treasurer Muriel Wheatley has done an excellent job looking over the budget and asking thoughtful questions
  - Board will find recommendation of budget to vote on very soon

## **Old/Ongoing Business and Updates**

### **Leadership Retreat #3**

- Back in November 2020 at Leadership Retreat, board and division leaders met to identify strategic priorities going into 2021; the notes captured do not constitute a full strategic plan
- Attendees completed brainstorm of what issues are affecting libraries and how WLA can respond to them
  - Digital equity and Mitigating effects of COVID challenges were top priorities identified in the meeting -- Brianna noted that it looks like WLA is already started in addressing digital equity issues in Legislative session
  - Brianna summarized the questions that led discussion for each priority and pointed out the notes captured
  - Danielle added that leadership will want to stay EDI -focused, incorporate ideas into WLA programming and resources, and look for ways we can support each other

- Kate noted that new leadership who weren't at the retreat are encouraged to go back and look through and offer questions; these are ongoing priorities
- Muriel asked if WLA's recent letter to Governor Inslee fit into "Mitigating Effects of COVID Challenges" strategic priority
  - Danielle agreed that it does
- LISS Chair Stephanie Hartford asked if we collect demographics in our membership? She wondered if we have seen any kind of increase in BIPOC members, and if not what can we do about it?
  - Brianna responded that these demographics were collected in membership survey, but not sure about MemberClicks database
  - Kate added that she thinks we can in MemberClicks database and that the Office can investigate further
  - Stephanie added that it can be hard information to collect; She wants to bring it up as LISS has started developing a scholarship, that the steering committee wants to split up so that one for sure goes to BIPOC member in WLA as way of attaching tangible deliverables to this priority, instead of just talking about it
  - Nic Figley did survey for CAYAS last year with basic question about demographics

## WLA Legislative Update

### WLA Lobbyist Carolyn Logue

- Legislature is in third/fourth week of session
  - Bill out of origin deadline is Feb 15th
  - Bill out of house origin is March 9th
- Legislative Hearings are completely remote this year
  - Carolyn thinks testifying is going very well
  - She mentioned people's ability to sign on bills from home is great; but it's more difficult to keep things moving as people can't run into legislators like at the Capitol
- Carolyn brought up Senate Bill 5242 (Media Literacy and Digital Citizenship) and offered thanks to librarians who showed up and testified
- There will be a broadband-related call to action on Universal Service Fund
- House Bill 1336 is something worth watching - expand municipalities' ability to implement broadband
- Watching Budget/Capital Budgets
- B5114 - Would have forced everyone into Phase 2 (1600 people signed); has spurred everyone to re-look at metrics; Governor followed up by releasing latest metrics; looking at 25 percent capacity in retail; vaccine rollout has been unpredictable, not sure where libraries will fall; looking at partnerships -- is there a role for libraries in helping people get to vaccination sites? Especially around computers
- 2021 Conference Co-Chair Elena Maans-Lorincz asked if there were any updates on SB 5323 which relates to those who are librarians in higher ed?
  - Carolyn added this bill had to do with freezing of wages and salaries
  - She's not sure what's going to happen; they'll likely be last-minute budget decisions and will be heavily negotiated behind the scenes
    - Carolyn will add 5323 to her list to-watch

## Old/Ongoing Business and Updates

### ALA Council - Steven Bailey

- ALA Midwinter just wrapped up; It was a virtual conference with reduced registration fee; attendance sat at about 7,100 people, which tracks with previous conferences (midwinter 2020 in Philadelphia was about 8,000; 2019 in Seattle around 9,000); 2,000 of attendees this year were students; Conference featured speakers Ibram X Kendi, Ethan Hawke, Ziggy Marley, Joy Harjo, Cicely Tyson, Jill Biden, Amanda Gorman (Youth Poet Laureate)
- ALA Council Updates
  - Background: 187-member council, portion of the Council represents state chapters, over 100 councilors at-large and divisional representation
  - Recent Resolutions from ALA Council
    - To condemn White Supremacy / Facism as Antithetical to Library work
    - Condemning use of facial recognition software
    - Calling for library workers who have direct contact with their communities to be classified as 1B for COVID vaccination
    - Replacing the Library of Congress subject heading “illegal aliens” with “undocumented immigrants” -- this Resolution was referred to a subcommittee and will be revisited at the 2021 Annual Conference
      - Emily Keller added that Orbis Cascade Alliance has moved forward with changing this, not waiting for Library of Congress
- Ongoing project of ALA reorganization: The Steering Committee of Organization Effectiveness is overseeing ongoing updates to the reorganization plan “Forward Together”
  - Working through details of the plan, making sure voices of current council are heard
  - New committee develops resolutions that council will vote on
  - The Council will reconvene in spring; may vote on whether to adapt to new structure; if passed, they will work on revising ALA Bylaws
- ALA Executive Director Tracie Hall has envisioned three new revenue streams in five-year pivot plan, including Continuing Education, Charitable Giving, Data Research/Design
  - Historically the three main revenue streams have been membership, publishing, and conferences, numbers for which are declining
- Steven has heard from members about hearing more of what’s happening at ALA; He is working on a report to publish in *Alki*
- New Midwinter 2022 (LibLearnX): It was decided a few years back that conference wasn’t doing what leadership wanted it to do; it wasn’t recouping costs; the decision was made discontinue it as it currently is; LibLearnX is the current working title, it is meant to focus more on professional development, instead of committee and council work
  - WALE Secretary/Communications Diana Hillyard asked if the Lit/Media Awards will still be part of the new midwinter
    - Steven confirmed
  - Brianna said she was very curious about new library event (scheduled to be in San Antonio); commended Steven for doing an amazing job in keeping everyone up to date; she added that WLA is chapter member of ALA, and proposed changes have results on chapters
- Additional Information: ALA Council Representation from Washington includes: Rhonda Gould, Amber Williams, Audrey Barbakoff (councillors-at-large)

- Legislative Committee Co-Chair Rhonda Gould is on the Moving Forward Together Resolutions Working Group, which has 15-20 people

### **WA Digital TeachKit**

- Brianna informed that the WA Digital TeachKit has been officially launched
- The TeachKit stemmed from a proposal last year for creating a portal for virtual learning for educators in WA; the team was initially made up of four core team members, but eight additional WLA members were added
- The team planned to make 8 tools, but made 20
- TeachKit Launched in January and was presented recently at a national Follett Webinar

Danielle called for motion to adjourn the meeting.

Muriel motioned, Lisa Vos seconded.

Meeting adjourned at 11:07 a.m.

## WLA Dashboard Report, as of 4/15/21

### Membership Changes

Member Type	Apr-20	Apr-21	% Change
Business	11	10	-9%
Frd, Fndns, NPs	85	89	5%
Ind Employees	533	569	7%
Org/Trustees	244	234	-4%
Students	103	135	31%
Unemploy/Retired	40	34	-15%
<b>Total</b>	<b>1016</b>	<b>1071</b>	<b>5%</b>

### Membership Renewals, April 2020 - April 2021

Member Type	
Business	8
Frd, Fndns, NPs	7
Ind Employees	439
Org/Trustees	40
Students	16
Unemploy/Retired	27
<b>Total</b>	<b>537</b>

### New Memberships, April 2020 - April 2021

Member Type	
Business	1
Frd, Fndns, NPs	6
Ind Employees	125
Org/Trustees	11
Students	85
Unemploy/Retired	2
<b>Total</b>	<b>230</b>

### Division Totals

Division	Jan-21	Feb-21	Mar-21	Apr-21
Academic	341	349	331	345
Public	514	520	505	519
School	362	372	376	381
Special	112	115	97	102

### Association Membership Total, Monthly



## 2021 Major Events

**April 2021** WLA Anti-Racism Workshop Series

**May 2021** WLA Library Career Lab

**Sept 30-Oct 2** WLA 2021 Annual Conference

**164 Days Until 2021 WLA Conference**

## WLA Finances

Account	Feb-20	Feb-21	% Change
Checking	\$ 65,918.21	\$ 11,760.51	-82%
Savings	\$ 189,472.17	\$ 179,519.16	-5%
Investments	\$ 235,412.77	\$ 253,798.73	8%
Other	\$ 455.00	\$ 4,014.00	
<b>Total</b>	<b>\$ 491,258.15</b>	<b>\$ 449,092.40</b>	<b>-9%</b>
Liabilities	\$ 145,750.99	\$ 14,206.23	-926%
Equity	\$ 345,507.16	\$ 434,886.17	21%

## WLA Leadership Reports

Please select your position.	Your name:	What is the Division/Section/Committee/Officer's mission?	What are the goals the Division/Section/Committee/Officer plans to accomplish in the next quarter?	In the last quarter, what activities has the Division/Section/Committee/Officer participated in to fulfill its goals? How many Division/Section/Committee members are active in each activity? If you are an Officer, what meetings or other events have you attended?	In your position or group, what steps have you taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion?	How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)	In the last quarter, how has the work of the Division/Section/Committee/Officer fit in with its mission and goals?	Goals or activities to accomplish by the next Board meeting:
LISS Chair	Jacob Lackner	To advance the interests of LIS students by serving as a group for networking, advice, and friendship.	Outreach to other schools besides UW, guest speaker meetings, one social event, progress on our scholarship ideas.	Scholarship emails on a regular basis, one guest speaker event, social event last year.	We want to launch a new scholarship and continue outreach to other schools, which may have more diverse students. We want to bring in diverse guest speakers.	We advertise on listservs and through emails.	Our work has given students activities to socialize and new people to learn from, and our scholarship emails have given students sources to pay for their education.	Guest speaker event, scholarship progress.
Member Services Committee Chair	Hope Yeats		Make headway and/or finish current subcommittee	We did a whole-nation review of state library association benefits,	We are proposing a lower introductory			Complete library card project, and hopefully get WLA digital

			<p>projects, begin working on salary and benefits survey and tuition discounts.</p>	<p>then analyzed them and discussed to come up with some benefits goals for the year. We've decided to look into creating an introductory membership rate, getting a WLA online storefront up and running, and surveying academic libraries to see if we can get free library access for WLA members. Our longer term goals for the year are to work on creating a biennial salary and benefits survey (thinking of asking UW to work with us on a capstone project) and to try to secure tuition discounts for WLA members with our local iSchools. We have broken up into subcommittees to tackle the WLA store and the academic library project first.</p> <p>WLA Store: Hope Yeats (chair), Carol Hopkins, Karen Schedlinger</p>	<p>rate for new members, working on creating a salary and benefits survey, and working on securing iSchool tuition discounts for WLA members. All of these are being proposed with an eye toward decreasing the cost burden of becoming involved with WLA, giving members increased access to education and training to advance their careers, and giving them enough information to be able to bargain for fair wages.</p>		<p>storefront ready to go. Talk with marketing committee about the store, talk with UW iSchool about a potential capstone project.</p>
--	--	--	---	--	---	--	--

				Library Card program: Sharalyn Williams (chair), Angi Anderson, Carleigh Hill				
WLA Board Member	Danielle Miller	To work with the Board and Executive Team to set directions for WLA, participate in planning, financial planning, advocacy, and communications.	Facilitate Board meeting, attend committee meetings, continue evaluating accessibility of website and resources, facilitate panel at Career Lab, support groups as needed.	Facilitated Board meeting, addressed accessibility of website, pursued braille for business cards, wrote article for Alki, attended committee meetings, facilitated Library Legislative Day panel.	Worked with Advocacy Committee on planning EDI initiatives, attending How to be an Anti-Racist Organization workshop put on by WLA and Divisions/Section.		More EDI work happening, workshop and programming at Career Lab, more programming happening.	Braille on business cards, support programming efforts and committee work, discuss further EDI initiatives at WLA level.
Academic Library Division Chair	Amy Thielen	ALD/ACRL-WA charter: "The goals of the Division shall be to provide opportunities for the professional growth of and communication among academic and research library workers; to encourage the exchange of ideas and information relating to library development;	Officially appoint additional steering committee members (communications manager, member-at-large, and student representative to the steering committee), publish the biannual ALD/ACRL-WA newsletter, organize virtual Q&A listening sessions for	Co-sponsored WLA Anti-Racism workshop series "The Journey to Becoming and Anti-Racist Organization," helped organize WLA Career Lab academic library panel, added ALD/ACRL-WA charter, meeting minutes, and conference history to ALD/ACRL-WA webpage, recruited additional steering	Co-sponsoring WLA Anti-Racism workshop series ""The Journey to Becoming an Anti-Racist Organization " and promoting EDI training, programming, committee, and scholarship	Recruiting for additional steering committee positions to give members more opportunities to be involved with the division in new/different roles and offering the virtual Q&A listening sessions to give all	The work of the division this last quarter helped to promote professional development opportunities for academic librarians and staff, through promotion of internal and external training opportunities, involvement in the ALD/ACRL-WA steering committee, and	Officially appoint additional steering committee members (communications manager, member-at-large, and student representative)

		and to enhance library service to all users of the academic and research libraries in the state."	ALD/ACRL-WA members, coordinate ACRL national training sessions for the division/chapter, and pursue virtual joint training sessions with ACRL-OR.	committee members, and promoted a variety of additional virtual training opportunities offered by ACRL National, local consortia, and other libraries to the ALD/ACRL-WA listerv. The three steering committee members are all involved in different aspects of coordinating all activities, each taking the lead on specific activities and collaborating on others. As a steering committee, we have held monthly meetings since January, including with the WLA ALD/ACRL-WA representative to the board. As chair, I attended the biannual ACRL chapter council meeting.	opportunities to the ALD/ACRL-WA listserv, including the ACRL Funding for BIPOC Library Workers, Augusta Baker Diversity Lecture Series, Land Acknowledgments: Making them Meaningful and Appropriate ACRL chapter pre-meeting program, and Alliance DUX EDI speaker series. The steering committee will continue to promote, schedule, and co-sponsor training opportunities that prioritize EDI.	members an opportunity to give the steering committee constructive feedback on what we can do to better engage them.	participation in the WLA Career Lab academic library panel.	
--	--	---	--	---	--	--	---	--

Conference Planning Committee Chair	Elena Maans-Lorincz	To help coordinate and bring the conference planning pieces together to have a successful conference.	To review and go over the request for proposals for the conference, and continue to work on the other details of the conference like speakers, volunteers, and sponsors.	We hold monthly meetings, and have just added two new chairs to our committee to help with Sponsor & Exhibitor Coordinators.	When looking at keynote speakers, we wanted to make sure to have diverse representation and are in the process of planning an equity focused speaker or have two speakers having a dialog about equity.	The WLA office helps us in recruiting new members.	We continue to build community within the library profession throughout Washington state by organizing a conference that build community, addresses equity, and provides avenues to collaboration and support.	
Awards Committee Chair	Paula Wittmann	To Choose High-Quality Picture Books for the Award nominee list that Include a Variety of Subjects to Educate Our Students and to Foster the Love of Books	Create lesson plans and materials to support the use of the WCCPBA award in libraries and classrooms.	This last quarter all members of the committee read almost 200 books that were submitted as possibilities for the 2022 list. We then met and chose the final twenty books looking at the strength of the texts but also a balance of topics and genres and diversity of both characters and creators.	We consciously nominated or encouraged others to nominate diverse books and then worked to make sure that diverse characters and creators appeared on the final list.	We found a new member, representing a new region in the state during our WLA conference presentation.	We created the list for next year.	Write lessons and materials to support student learning through next years list.
WLA Board Member	Lisa Vos	I am a board liaison for PLD, ALKI and WLA	All 3 of these groups have major goals, stay					

		Member Services committee	in communication with these groups and participate in meetings and activities					
CATS Chair	Karen Schendlinger	From CATS section website: The object of CATS shall be the promotion of collection development and technical services in libraries throughout the State of Washington, and to promote and expedite the interests of its membership.	As a new Chair, my goal for the second quarter of my mandate will be to continue reviewing the history of the section and its role in WLA, and to connect with association chairs and/or directors who can help me set a path for this year's section activities.	The section continues to be pretty much silent.				Work on initiatives to bring to the section membership.
Advocacy Committee Co-Chair	Rickey Barnett	The WLA Advocacy Committee's mission is to develop and promote library advocacy initiatives, and to advise the WLA Board, staff, and members, to ensure that the interests of libraries, staff, and volunteers are represented.	Goals for the advocacy committee in the next quarter include: -Submitting a conference presentation proposal centered on EDI Advocacy in Libraries for the WLA annual conference this fall. -Continue to generate meaningful	In the last quarter, the Advocacy Committee has held regular monthly meetings with members to discuss preparations for the conference presentation proposal, performed work that overlaps with the legislative committee (e.g., updates from the legislature, relevant bills that need support, engage	We are focusing on EDI topics for our monthly Advocacy corner articles in the WLA newsletter. Also, we plan on submitting and presenting an "EDI Advocacy in		- Worked with committee members to identify Advocacy topics of interest to broader members and library staff to curate and guide content we promote in our newsletter articles, as well as relevant trainings. -Identified EDI-focused	-Prepare for WLA annual conference presentation. -Continue to publish advocacy monthly articles in the WLA Newsletter. -Continue to foster collaboration with other WLA divisions/sections/committees on

			<p>monthly articles for the WLA newsletter that promote library advocacy and EDI topics.</p> <p>-Continue to increase collaboration with other WLA groups, such as the Legislative Committee and other divisions.</p>	<p>software training), and identified advocacy and EDI resources to promote to WLA members via the Wednesday Newsletter. There are 10 active members in attendance at these meetings from the committee.</p> <p>Additionally, 5 members of the committee are meeting periodically to prepare our conference presentation proposal on EDI Advocacy in Libraries. These are roughly x2 per month at the current time.</p>	<p>Libraries” presentation proposal for the WLA Annual Conference. We are still solidifying specifics, but it will be centered on how library staff can advocate for EDI in their libraries. This will likely include a brief presentation and panel discussion.</p>		<p>conference presentation based on its priority by WLA and WLA members.</p> <p>-Collaborated with Legislative Committee and other divisions to direct focus to and promote EDI and Advocacy topics that are of interest and important to WLA and members.</p>	<p>advocacy-related topics.</p>
Awards Committee Chair	Beth Bermani	<p>-to develop student interest in reading for pleasure for 9 to13-year-olds</p> <p>-to present a list selected by school and public librarians representing high quality, enjoyable</p>	<p>-We have been holding Zoom meetings every two weeks to discuss the books we have been reading in consideration for the next slate of nominees.</p> <p>-We will meet on</p>	<p>-We have been holding meetings about every two weeks to orient our four new members to the committee, to discuss processes and to talk about the currently nominated books we are reading for consideration.</p>	<p>It’s written in to our selection criteria: Considerations will include reading enjoyment; reading level; interest</p>	<p>-We have one committee member’s whose main job is recruitment. Our committee is full at this time with 13 members. One is moving soon, so we</p>	<p>-We use the mission to guide selection of titles to make sure we are choosing diverse titles</p>	<p>-We will have our new slate of nominees picked and announced so librarians can purchase books before summer, if possible.</p> <p>-We will begin promoting the new list of nominees</p>

		literature -to allow students to choose a state-wide favorite	April 24th via zoom for the day to decide on the final list for the 2021-2022 year.		level; genre representation; gender representation; racial diversity; diversity of social, political, economic, or religious viewpoints; Washington State interest; effectiveness of expression; and imagination.	will be at 12 which is usually where we like to cap the committee. -We use social media and email to engage people		-In the meantime, voting has opened for the current nominees and will close May 28. We will announce the winner with the other committees on June 7.
WLA Board Member	Emily Keller	To support the President and the board in their work and initiatives.	Being work with the Awards Task Force to review current awards, procedures, and issues and make recommendations for improving the process; continue work on the Career Lab advisory group.	Participated in a UW iSchool panel for Career Week with other WLA leaders to share with students the value of participation in professional associations; met with VP and President in monthly "president huddle" meetings; serving on the Career Lab advisory group; participated in WLA Legislative Week activities.	Will participate in WLA's three-part EDI workshops in April & May.			

<p>School Library Division Chair</p>	<p>Sarah Logan</p>	<p>The WLA School Library Division provides networking opportunities and professional support for teacher-librarians and library paraprofessionals, administrators, teachers and parents. Together we work to ensure that Washington's students are effective users and producers of ideas and information by providing:</p> <p>support for information and technology literacy instruction reading advocacy for lifelong learning and enrichment equitable access to information resources and services</p>	<p>Continue to award BIPOC member scholarships, award AASL conference attendance grants, begin planning teachkit maintenance, begin planning summer pd and WLA pre-conference sessions, begin planning "new to librarianship" cohort opportunity, explore advocacy webinars, hold another Roundtable.</p>	<p>We started a division blog, created a BIPOC membership scholarship, publicized the AASL conference grant application, held 3 roundtables (1 joint with CAYAS), launched the TeachKit--ScLD is busy. Our leadership committee meets biweekly.</p>	<p>Our division created a BIPOC membership scholarship. We will continue to publicize the scholarship to educators in Washington.</p>	<p>We have an active social media presence and have been holding division roundtables in Zoom. We have reached out to our membership to invite guest blog posts.</p>	<p>Our work has been focused on creating connections among our members and providing opportunities to share practice and learn from each other. The TeachKit core team presented at NCCE, did a Follett webinar, and held a Roundtable.</p>	<p>Have summer pd and conference pd planned, begin planning for "new to school librarianship" cohort, award AASL conference grants, publish weekly blog posts.</p>
--------------------------------------	--------------------	--	---	---	---	--	---	--

WLA Board Member	Muriel Wheatley	To participate in Board activities and communications, chair the WLA Finance Committee, and maintain knowledge of WLA financial procedures, with all work focused toward fulfilling the WLA's overarching Mission and Vision.	Reach a decision on WLA's investment strategy, hold monthly Financial Committee meetings, continue to review and update WLA Financial Policy, continue to learn more about the WLA as an organization and how it operates	Attended the January 2021 WLA Board meeting, facilitated three Financial Committee meetings, attended the 2021 Library Legislative Week introduction meeting, reviewed and suggested changes for the 2021 budget, reviewed and provided input for the WLA Financial Policy update, virtual voting for the 2021 WLA budget and transition of WLA to a 501c3	I've been taking monthly EDI trainings and have been actively seeking out more information about being antiracist and an effective ally. I want to continue this work and bolster efforts that the WLA and its board already have underway.		The work toward transitioning to a 501c3 and finding a stronger investment strategy should provide WLA with more funding for continued EDI work and supporting our members.	Reach a decision on WLA's investment strategy, hold monthly Financial Committee meetings, continue to review and update WLA Financial Policy, continue to learn more about the WLA as an organization and how it operates
Professional Development Committee	Summer Hayes	PROPOSED MISSION STATEMENT (NEW FOR 2021): The Professional Development Committee oversees the process and determines awardees for annual scholarships, coordinates WLA's mentorship	Launch mentoring program (again!), improve recently developed rubric to better support scholarship award process and reflect proposed changes to scholarship applications.	Developed a new committee charge; updated committee goals and responsibilities to reflect current activities; updated scholarship application to incorporate EDI principles.	The existing scholarship process favors applicants who already have experience in a library setting. By updating the application to reflect current and developing understanding of EDI	Our first priority for 2021 is receiving approval for the updated mission statement and committee charge. Once these have been approved, we can begin developing a plan for recruiting and	The mission and goals of the Professional Development committee had not been updated in 20 years and did not reflect current activities of the committee. We have created a new Committee Charge to bring us up to date and establish a foundation for	improve existing rubric for reviewing scholarship applications, develop a plan for promoting the scholarship program

		program, supports professional development programs and initiatives, and performs related duties as assigned. The committee actively works to ensure its programs and activities are aligned with WLA's commitment to Equity, Diversity, and Inclusion.			principles, the committee seeks to "level the playing field" for applicants new to the profession, especially those from BIPOC and historically marginalized communities .	retaining new members and/or volunteers.	future work and activities.	
Special Library Division Chair	Laura Edmonston	The Special Libraries Division unites and strengthens membership by promoting continuous learning, partnerships, and sharing common skills and expertise utilized in specialized library and information settings.	In the next quarter, we hope to increase membership and start our journal article club. We also have another event planned in collaboration with the SLA PNW Chapter. We also hope to begin planning our participation in the fall WLA Conference.	We held a planning meeting with SLD members to discuss goals for the year. On April 8th, we held our first event of the year - the Special Libraries Crawl, which was a collaboration with the SLA PNW Chapter and was attended by 37 people. All three officers participated in the planning and delivery of the event. I also attended the officer orientation	The SLD contributed to the sponsorship of the upcoming anti-racism three day workshop. Our recent and upcoming events have been open to all, not just SLD members. In addition, our next program	We have been using out programming to recruit new members to the Special Libraries Division.	By collaborating with SLA PNW to present the world of special libraries to a diverse audience of members and non-members, we are working to achieve our mission of uniting and strengthening membership by promoting continuous learning, partnerships, and sharing common skills and expertise utilized	By the next board meeting, we hope to have increased membership and started our journal article club.

				meetings last quarter.	(Special Libraries Crawl) will be an event highlighting tribal libraries.		in specialized library and information settings.	
WLA Board Member	Marissa Rydzewski	To provide support and to be the voice for library students. To advocate for all library students' needs and to communicate these needs effectively to the WLA Board. To provide the WLA Board with a student perspective and to make suggestions that improve/benefit library students' experience with WLA. To relay WLA information to library students and to foster a working relationship with other library student-based organizations.	Finish my responsibilities as a Career labs member. To improve my relationship with LISS and to gather student request, concerns and questions for the WLA board.	I've attended the LISS meetings and I've become a steering committee member for LISS. I've helped answer the LISS Chair's questions and have communicated scholarship opportunities for library students in LISS. I've attended Career Lab Meetings and helped come up with career-based workshops and panels. I've also recommended panelists for the Career Lab. I've also attended the 2021 UW MLIS Career Week WLA event and explained my current/past positions in WLA and why I enjoy being a WLA member.	I've helped come up with Career lab workshops that try to involved or be interesting to different types of individuals. We also have an EDI workshop that is our kick-off event. I've also highlighted scholarships for library students that are for first generation or minority students.	I tried to recruit new student members by attending UW's MLIS Career week and advocating for students to join WLA.	I've attempted to reach more library students to get their perspectives. I've attended LISS meetings and have a working relationship with the LISS chair to stay updated on library students' needs. I'm also the library student voice for the Career Labs meetings and make sure that there are events for future and current library students.	Help host a successful Career Labs, attended LISS meetings, rely WLA communications to library students and keep an eye out for library student-related communications, events, scholarships, etc.

WLA Board Member	Rebecca Wynkoop	To increase membership and diversity at the same time so that our membership represents the communities we serve.	Supporting ScLD and serving as their representative on the board. We are working to increase diversity among membership and improve our social media presence and brand.	I attend a ScLD social Media meeting every 3 weeks. Along with 2 other members we are sharing the responsibility of frequent postings across Twitter, Facebook and Instagram. Currently I am Also meeting every 2 weeks with the full ScLD leadership group. We have created and implemented a BIPOC scholarship for WLA ScLD and the leadership has already granted at least 4 scholarships. I am a member of the advocacy committee and looking forward to my first meeting.	A a participating member of the ScLD I am proud that we initiated and implemented a BIPOC membership scholarship. We also now have plans to follow-up with scholarship recipients to ensure their interests/needs are being met within the organization.	We have amped up our social media presence across 3 platforms and our new BIPOC scholarship has begun to draw in new membership that better reflects the communities we serve.	My close relationship with the ScLD has been instrumental in addressing the EDI mission of the organization.	Along with the ScLD we are working on a calendar of events/responsibilities to ensure a smooth transition when there are leadership changes.
WLA Board Member	Ahniwa Ferrari	Lead and represent WLA	Solicit programming for WLA Conference 2021; help ACRL-WA / WLA Academic members consider CE and conference opportunities in partnership with	I've attended WLA Board and budget meetings, primarily. I've participated in legislative discussions via email but most of these don't have a strong impact on academic libraries this time around.				Solicit programming for WLA Conference 2021; help ACRL-WA / WLA Academic members consider CE and conference opportunities in partnership with

			ACRL-OR; moderate the WLA Career Lab Panel on May 7; continue to foster and support academic library leadership in WLA; consider how I can contribute to EDI work in WLA; consider other events and sessions I could organize or provide to improve communication and collaboration within the Association					ACRL-OR; moderate the WLA Career Lab Panel on May 7; continue to foster and support academic library leadership in WLA; consider how I can contribute to EDI work in WLA; consider other events and sessions I could organize or provide to improve communication and collaboration within the Association
CLAWS Chair	Katie Hart	The object of CLAWS shall be to serve as a hub for library professionals in the Community and Technical Colleges (CTC) system of Washington State, and to promote and expedite the interests of its membership. To that end, our	We hope to work on ideas for further engaging library staff and resources to better market CLAWS.	Section website update, created and posted charter, began offering monthly CLAWS round tables, co-hosted COVID reopening panel with LLC	Angi (CLAWS vice-chair) selected a speaker for a 3-day anti-racism and Angi and I worked with WLA to bring this opportunity of members of WLA. Also all of the round table	By offering programming. Also through our connection with LLC (SBCTC).	Our work has focused on building connections and supporting professional development. Our round tables have been well-received and seem to be bringing people together to discuss challenges and innovation/knowledge	The completion of the Anti-Racist Organization trainings. Additional round tables for membership.

	<p>goals include:</p> <p>Increasing quality of library services, as well as information literacy development and practices in instruction;</p> <p>Promoting inter-library cooperation, idea sharing, professional development opportunities, and best practices directly benefiting student success;</p> <p>Amplifying system-wide concerns to Library Leadership Council (LLC) and promoting integration and cooperation of library services into college programs;</p> <p>Advocating for equity in higher education and the workforce while emphasizing the diverse and</p>			<p>sessions we have had discussed EDI (thus far, OER and collection development ).</p>		<p>dge in areas of our work.</p>	
--	---	--	--	--	--	----------------------------------	--

		ever-evolving needs of our campus communities; Seeking out innovative and sustainable initiatives that are open and equitable in developing quality library services, collection development, and user experience.						
Legislative Committee	Rhonda Gould	We work with WLA's lobbyist to keep informed of pending legislation that has the potential to affect libraries.	Continue meeting through the end of the legislative season.	We meet weekly, and have asked for a few "calls to action" regarding bills related to media literacy.				
WLA Board Member	Alycia Ensminger	To participate in board activities; understand WLA bylaws and processes so to vote in a way that promotes good governance; to serve as the liaison with the Marketing and Communications Committee; support the	Goals for the next quarter include meeting with the Special Libraries Division and the Marketing and Communications Committee to support upcoming projects ; to promote membership through webtools provided by WLA; contribute to	I have attended the monthly MarComm Committee meetings and well as the SLD meetings; Worked with members of SLA PNW to encourage cross collaboration; met with and worked with MLIS students to promote awareness of WLA	I'm currently participating in the three-part workshop The Journey to Becoming an Antiracist Organization to help focus and develop my commitment to centering equity,		In my first quarter I've focused on meeting with division and committee members to learn what issues to advocate for and support	Continue to stay active and engaged in upcoming board, division and committee meetings; strengthen membership of SLD by supporting upcoming library crawl; Complete EDI training with Lewin Education

		Special Libraries Division in their mission to unite and strengthen membership through continuous learning and partnerships with professionals across the state	Social Media presence and advise on strategies		diversity and inclusion in my work with WLA			and Consulting; meet with other Board members April 2021
WLA/PNLA Representative	Jane López-Santillana	Act as a liaison between WLA and PNLA	Continue to support communication between WLA and PNLA. Support Young Readers Choice Awards as a committee member.	<p>PNLA has hired a new financial manager, Debbi Kramer, to address needs related to administration of PNLA budgets and conference support.</p> <p>PNLA is recruiting for a new Treasurer.</p> <p>Final MOU agreements for WA, ID, AK, MT have been forwarded to presidents for each library association and are in the process of gathering final signatures. PNLA will reach out to OR about an amended MOU sometime this spring. MOUs for BC and ALberta are on hold due to changes</p>		PNLA is holding monthly online social gatherings to support interest in new membership and answering questions about PNLA.		

				<p>in administration staff for those organizations. PNLA will approach them with MOUs when leadership staff for those library associations are designated.</p> <p>PNLA is exploring having virtual poster session or virtual conference in August in lieu of a conference for 2021</p> <p>Young Readers Choice Awards voting is open and available on the PNLA Your Readers Choice Awards webpage. Results will be announced April 30.</p>				
CAYAS Chair	Nic Figley	Promote excellence in library service to children and young adults in Washington State. Work for recognition of work with children and young adults as a service specialty.	Plan the next roundtable with ScLD and advocacy webinar(s) with ScLD/Legislative committee. Onboard new iSchool liaisons and further work with Summer Hayes on a mentorship	Held a roundtable featuring Carolyn Logue on the topic of understanding advocacy was held with the collaboration of ScLD; attended by 7 WLA members and recorded. Choose two committee members to fill vacancies and	CAYAS is trying a project to find "ambassadors" for communities around WA to help plan social events but also give the committee a	CAYAS is currently trying to increase member engagement through more regular emails and Facebook posts. It is a year long goal (and beyond 2021) to get more varied	The intention of our work this quarter was to 'encourage, promote, and develop cooperation with agencies' such as ScLD. 'Encourage current members to become active participants' in CAYAS. We have	Start plans for 2021 conference breakfast. Hold a follow-up webinar about advocacy for school librarians with ScLD. Help iSchool liaisons start plans for a Books & Brew. Help iSchool

		<p>Achieve a standing equivalent to other service specialties in library classification, salary schedules and promotion. Encourage, promote, sponsor and report workshops, training sessions and continuing education programs for those working with children and young adults. Encourage, promote and develop cooperation with all agencies serving children and young adults. Encourage new members to become active participants in our professional organizations. Recruit children's and young adult librarians.</p>	<p>program with the CAYAS iSchool liaisons. Plan Summer workshop. Further pursue the "Ambassadors" idea from CAYAS social events across WA. Begin correspondence with WLA Book Award winners for conference breakfast.</p>	<p>onboarded them (Stephanie Zero and Carriann Gray). One committee member began planning a project to teach students library literacy by connecting public and school libraries; currently in discussion to find collaborators for this.</p>	<p>stronger connection to find out what different communities need, particularly those that are rural and not very active with CAYAS. This is still in a recruitment stage attempt. One committee member plans to hold a LGBTQ+ youth workshop/event this year. In 2019 CAYAS ran a member survey which both had questions about location in WA, type of library members work in, and an optional question on members ethnicity</p>	<p>content in our workshops, based on the wants of our 2019 member survey. We're also hoping to start investing into webinars to engage those who cannot travel. CAYAS is hoping recruitment of new members will coincide with the implementation of the mentorship program.</p>	<p>committed to professionals continuing education through webinars.</p>	<p>liaisons start plans for the Booktalking with the Best. Continue to explore ways to communicate better with members.</p>
--	--	--	--	---	---	--	--	---

					<p>identity. We have already started addressing the inequity CAYAS has serving Public libraries over School libraries and will continue to do so. The goal for this year is to use the ethnicity data we collected and compare it to state census data to pinpoint communities we are leaving behind. We'll then construct a plan to contact, create relationships, and better serve these communities by identifying needs. I am currently</p>			
--	--	--	--	--	---	--	--	--

					taking the "The Journey to Becoming an Anti-Racist Organization" workshop provided by WLA to help inform how we can start this huge project.			
WLA Board Member	Erica Coe	Participate in Board activities and communications, act as liaison between WLA Board and Academic Library Division and CLAWS, serve as liaison to the professional development committee.	Support the mission and goals of my liaison groups through regular communication and advocacy. Participate in meetings and events to understand the needs of these groups.	Participated in meetings for CLAWS membership, ALD steering committee, and Professional Development Committee. Attended the CLAWS roundtable on OER and co-hosted as LLC chair the COVID-19 Reopening Panel for academic libraries.	Participating in WLA's workshop, The Journey to Becoming an Anti-Racist Organization . Participating in conversations with the Professional Development committee around EDI and scholarships and mentoring opportunities .		Participated in meetings to better understand the needs of these groups and provide support.	Continue participating in meetings and advocating for EDI.
LIFE Chair	Katy McLaughlin		Develop mission and goals	First meeting	None yet - still planning			Set regular meeting times

								and establish mission.
WLA Board Member	Steven Bailey	he ALA Councilor acts as representative and liaison between WLA and ALA; promotes membership and interest in ALA and its activities; and supports WLA strategic planning process and special projects.	I plan to attend two special information sessions of ALA Council, on April 29th and May 4th, to hear updates on the "Forward Together" recommendations to reorganize the structure of the ALA. I plan to attend the upcoming ALA Virtual Meeting in June, where I will participate in ALA Council sessions, as well as Chapter Relations Committee meetings, Chapter Councilor Forums, and the Chapter Leaders Forum. ALA Council plans to discuss and vote on the next stages of the "Forward Together" proposal to reorganize the structure and governance of the ALA. I also plan to	Attended a Virtual ALA Council session on March 31st, to hear updates from the ALA Vaccine Working Group and the Forward Together Resolutions Working Group.	ALA 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.		As Chapter Councilor, I continue to expand my knowledge and understanding of ALA, including current issues, initiatives, and strategic planning; and I am exploring new ways to effectively communicate information about ALA to the WLA Board and membership.	Attend two information sessions of ALA Council in the coming weeks; attend ALA Virtual conference in June 2021, participate in Council sessions, report back to WLA, write an article for Alki, and continue to stay engaged in issues related to the strength and success of the Washington Library Association.

			report back to WLA on the current status and future direction of ALA in an article in Alki.					
WALE Chair	JoLyn Reisdorf	To connect Library Employee's across the state	Restart our virtual meetups and start a communication plan of posting once a week in the WALE facebook page	N/A	Currently, I am taking The Journey to Becoming an Anti-racist Organization . I hope to take these principles back to incorporate them into how WALE functions and participates in dismantling systemic racism.	TBD	N/A	Have resumed virtual meetups with WALE members
Awards Committee Chair	Monica Hodges	Too many students are struggling to make the transition from picture books & beginner readers (represented by the WCCPBA) to longer, more complex chapter books (represented by	We will select our new list of nominees for 2022 at the end of April, and then announce this year's winner, along with the other book awards in June.	We planned our next meeting and have been reading lots of books.	Our committee is dedicated to providing development ally appropriate transitional chapter books that represent our diverse students in	We regularly present at the WLA Conference, and we provide promotional materials for librarians across the state.	We have been reading lots of books and sharing opinions and information on our shared spreadsheet.	Select our 2022 nominees and announce the winner of the 2021 OTTER Award.

		<p>the Sasquatch Award). The result: they stop reading. This award would help solve that problem. With a short list of nominees – six titles per year – and titles that include traits that support transitional readers (font size, line spacing, white space, and meaningful illustrations, etc.), students can have access to titles that are developmentally appropriate for their reading needs.</p>			<p>the characters, authors, and illustrators of the books that we nominate.</p>			
<p>WLFFTA Chair</p>	<p>Shawn Schollme yer</p>	<p>The Washington Library Friends, Trustees, and Advocates (WLFFTA) is an Section of the Washington Library Association (WLA). Its mission is to</p>	<p>There are four goals I plan to accomplish for this section which has been relatively quiet since 2014. Through virtual and listserv outreach to members I would like to share</p>	<p>The membership is still pretty quiet and only a few responses have been received so far. Greater outreach and a poll of interests will hopefully help determine specific needs.</p>	<p>Discussions are underway with the Chair for WLA's Public Library Division to collaborate on a speaker sponsorship</p>	<p>Working on setting a spring meeting to engage members and create interactive online opportunities.</p>	<p>Currently providing resources through email and ideas for supporting library staff in local communities.</p>	<p>Planning a spring online meeting for membership and additional planning with PLD Chair.</p>

		advance community and statewide support for libraries, encourage library Friends, trustees and foundation associates to share ideas and enthusiasm, assist in their training, and link library supporters across Washington to address effectively issues impacting libraries.	resources based on the topics of 1) Stronger Advocating In Your Community		at the WLA conference. We have identified some similar interests and overlap between our membership that we'd like to work on together.			
--	--	--	---	--	---	--	--	--

# PDC 2021 Mission Proposal

## WLA Professional Development Committee

### Description

**CHARGE:** The Professional Development Committee oversees the process and determines awardees for annual scholarships, coordinates WLA's mentorship program, supports professional development programs and initiatives, and performs related duties as assigned. The committee actively works to ensure its programs and activities are aligned with WLA's commitment to Equity, Diversity, and Inclusion.

The Professional Development Committee is open to any WLA member who has an interest in serving. A minimum one-year commitment is expected of participants. Interested members should email [info@wla.org](mailto:info@wla.org) to discuss joining. Committee positions are appointed by the Chair.

In addition, the committee will include:

- Board Liaison
- WLA Executive Director (ex-officio)

### Responsibilities

#### **Oversee the process and determine awardees for five annual scholarships ●**

Establish timelines for scholarships

- Promote scholarship opportunities
- Review and evaluate applications to determine awardees
  - Conduct ongoing review of the award process to center equity, diversity, and inclusion

#### **Coordinate WLA's mentorship program**

- Promote program to WLA members
- Recruit mentors and match with mentee applicants
- Provide orientation to participants
- Communicate with participants to ensure quality of match/program
- Conduct regular evaluation of programs to evaluate and improve the program

#### **Support other professional development programs and initiatives as necessary ●**

Collaborate with divisions, sections, and other committees to create and promote additional professional development opportunities

### Meetings:

The **Professional Development Committee** meets virtually once a month or as needed.



## 2020-21 WLA SCHOLARSHIP APPLICATION

<https://www.wla.org/wla-scholarships>

### **PART I**

Name

---

Mailing address

---

Email

---

Telephone number

---

Best time of day to call:  Mornings  Afternoons  Evenings  Other \_\_\_\_\_

Name of university, program, or college (if applicable)

---

Expected date of graduation \_\_\_\_\_

Which WLA Scholarship are you applying for? You must be a WLA member. **Student membership rates are \$20 per year and professional memberships are offered on a sliding scale based on income.**

- Maryan E. Reynolds scholarship** - for applicants enrolled in an ALA-accredited Masters degree program who have completed at least one semester or quarter
- Hahn-Ahlers Continuing Education Scholarship** - for applicants working towards a degree, certificate, or graduate-level study in the Library or Education fields
- John Stanford Continuing Education Scholarship** - for applicants of color working towards a degree, certificate, or graduate-level study in the Library or Education fields
- Denny Bond Library Paraprofessional Scholarship** - for a current school library paraprofessional toward participation at a local or national library-related conference, workshop, or educational event
- Sharon Bates Professional Growth Scholarship** - for a current school library employee toward participation at a local or national library-related conference, workshop or educational event.
- LISS Covid-19 Emergency Scholarship** – for current students in an ALA-accredited MLIS program who have experienced financial hardship as a direct result of Covid-19. Students may be enrolled in an ALA-accredited Masters of Library Science or Masters of Library and Information Science program living in Washington State or live outside Washington but enrolled in an ALA accredited program at a school located in Washington State.

## **PART II**

~~**Question 1:** WLA is a dynamic, inclusive, and diverse community that encourages engagement and equity. How does your application support these aspects of WLA's vision?~~

~~**Question 2:** What are your goals and plans for further education and/or professional development? How do you expect the experience funded by this award to contribute to the Washington library community?~~

~~**Question 3:** Please share examples of your leadership skills or community, civic, or volunteer experiences. Please include a brief description and dates of service.~~

Please provide a personal statement of no more than 500 words that addresses the following topics:

- How does your work/study support WLA's commitment to equity, diversity, and inclusion principles?
- What efforts have you led in support of your school or community?
- What are your goals and plans for further education and/or professional development?

Please answer the following questions:

**Question 1:** What current or previous involvement have you had with WLA?

**Question 2:** Please describe your financial need for the scholarship, including information the committee needs to consider, such as grants or scholarships already received, personal responsibility for financing education or experience, etc. **This information will be kept confidential.**

~~**Question 3:** How do you plan to share the outcome of your learning with WLA and its membership?~~

Should you receive a scholarship from WLA, in which of the following activities will you participate as a way to give back to the WLA community:

- Write an article for *Alki: The Washington Library Association Journal*
- Participate in a Q & A session for future scholarship applicants
- Participate in a WLA interest group or committee
- Volunteer at WLA's annual conference or other event
- Other ideas for participating in WLA (include comment box)

## **PART III**

Attach to this completed application:

**For the Maryan E. Reynolds Scholarship only:**

- Your current resume
- Three recommendations, with at least one from a professor or advisor in your MLIS program. The recommendation form is found on the WLA Scholarship webpage.

- Copy of an official transcript from the MLIS program you are attending, showing work completed during your last semester or quarter.

**For Stanford applicants only:**

- A 250 word response to the following question:  
As a member of the BIPOC community, how does your work or study advance EDI principles in the library field?

**For LISS Covid-19 Emergency Scholarship only:**

- A 250 word response to the following question:  
The COVID-19 pandemic created economic hardship for millions of people, including many students. How has the pandemic caused you financial hardship related to pursuing your MLIS? How will you use this money to continue your education?
- Copy of an unofficial transcript (if not applying for the Maryan E. Reynolds Scholarship)

**All other scholarships:**

- Your current resume
- ~~Three~~ **Two** letters of recommendation, with at least one from someone who knows your work, such as a supervisor, advisor, teacher or professor. The recommendation form is found on the WLA Scholarship webpage.

**SUBMISSION OF APPLICATION**

**Mail to:**

Washington Library Association  
Attn: Scholarships  
PO Box 33808  
Seattle, WA 98133

**OR email application and documentation to:**

[info@wla.org](mailto:info@wla.org)

The application and ALL materials must be postmarked by June TBD, 2021. Incomplete applications will not be eligible for consideration. Recipients of scholarships will be notified by July TBD, 2021.

You will be contacted within one week of submission to confirm receipt. Please print and keep a copy of this application for your files.