



BOARD MEETING AGENDA

July 27, 2021 • 2:00pm-4:00 pm • WLA online meeting room

Read in Advance of Meeting: April 2021 Board Meeting Minutes, Leadership Reports, WLA Merit Awards Task Force proposal, WLA/OLA Facts Sheet for joint conference discussion

Facilitator: Danielle Miller & Brianna Hoffman

Notetaker: Lesley Bourne

TOPIC	LEAD	TIME
Call to order	Danielle Miller	2:00
• Online meeting reminders	Brianna Hoffman	2:05
Approve minutes from April 2021 meeting (vote)	Danielle	2:10
Executive Director Report	Brianna	2:10
• Dashboard Report		
• 501c3 Transition Update		
• WLA Investment Firm Transition		
Legislative Report	Carolyn Logue	2:15
New Business		
• WLA Merit Awards Task Force	Emily Keller	2:30
• WLA/OLA Joint Conference Discussion	Brianna	2:45
• 2022 Elections	Brianna	3:00
○ Elections Open Houses		
Old/Ongoing Business and Updates		
• 2021 WLA Conference	Hannah Streetman	3:05
• 2021 WLA Career Lab Recap	Hannah	3:10
• ALA Update	Steven Bailey	3:15
Closing questions or comments	Danielle	3:30
Meeting adjourns	Danielle	3:55

2021 WLA Board, voting members:

Danielle Miller, President 2021
Ahnwa 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 Rydzewski, Student Rep 2021

Advisory leaders:

Jane López-Santillana, PNLA Rep 2020-2021
Beth Bermani, ELAC Representative 2021-2023
Greg Bem, CLAWS-LLC Representative 2021
Kate Laughlin, WLA Strategic Advisor

Future 2021 Board Meetings:

- September 30, 2021 • 3-5 p.m.

2022 Leadership Retreat

- 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 the money came 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.

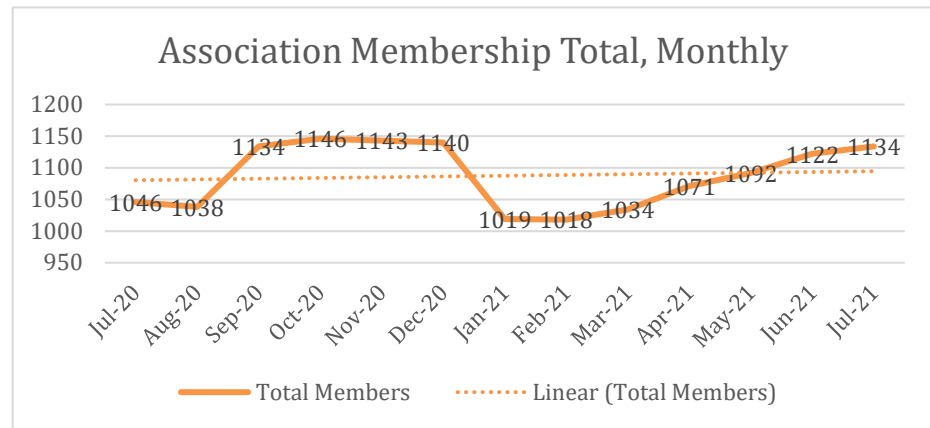
- Muriel Wheatley motioned. Alycia Ensminger seconded. Meeting adjourned at 4:17 p.m.

DRAFT

WLA Dashboard Report, as of 7/27/21

Membership Changes

Member Type	Jul-20	Jul-21	% Change
Business	13	7	-46%
Frds, Fndns, NPs	86	88	2%
Ind Employees	548	580	6%
Organization/Trustees	251	265	6%
Students	114	153	34%
Unemployed/Retired	34	41	21%
Total	1046	1134	8%



Membership Renewals, July 2020 - July 2021

Member Type	
Business	6
Frds, Fndns, NPs	6
Ind Employees	457
Organization/Trustees	46
Students	13
Unemployed/Retired	29
Total	557

New Memberships, July 2020 - July 2021

Member Type	
Business	1
Frds, Fndns, NPs	4
Ind Employees	132
Organization/Trustees	16
Students	107
Unemployed/Retired	8
Total	268

2021 Major Events

July 28-30 WLA Election Open Houses

Sept 30-Oct 2 WLA 2021 Annual Conference

Nov 5 ALD/ACRL-WA & ACRL-OR Joint Fall Summit

65 Days Until 2021 WLA Conference

Division Totals

Division	Jan-21	Mar-21	May-21	Jul-21
Academic	344	331	356	367
Public	520	505	528	540
School	365	376	410	424
Special	116	97	124	141



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:
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; and to enhance library service to all users of the academic and research libraries in the state."	The goals for next quarter are to choose proposals/continue to plan for the ALD/ACRL-WA/ACRL-OR joint virtual fall summit, provide additional virtual drop-in meetings for all members, organize a virtual drop-in conversational theme meet-ups on topics relevant to academic library staff, and offer virtual professional development trainings for academic library staff.	In the last quarter, ALD/ACRL-WA helped organized the WLA Career Lab Panel "So You Want to Work in Academic Libraries?" session (vice-chair and secretary served as moderator and chat moderator), held a virtual drop-in division membership meeting, and officially added the communications manager, member-at-large, and student representative steering committee positions to the WLA annual elected positions for ALD/ACRL-WA. Our	ALD/ACRL-WA wants to continue to promote professional development trainings that have an EDI focus and has included a preference in our virtual summit proposal evaluation rubric for proposals that support marginaliz	We offered a drop-in virtual membership meeting to give all division/chapter members a chance to meet with steering committee members, meet with fellow division/chapter members, and provide feedback/recommendations for the steering committee. By helping coordinate the WLA Career Lab academic panel, we gave	ALD/ACRL-WA has continued to support the professional growth of members through promoting and offering professional development opportunities for division members and adding additional steering committee positions for members to be involved with division/chapter leadership. We have helped encourage the exchange of ideas of information among academic library employees by offering a drop-in virtual membership	Review/evaluate proposals for ALD/ACRL-WA/ACRL-OR joint virtual fall summit

				communications manager published the ALD/ACRL-WA biannual newsletter and increased division social media presence (Twitter, Facebook, etc.).	ed groups and contribute to equity, diversity, and inclusion.	members, especially new members, a chance to learn more about the academic library profession and job application process. We have added three additional steering committee positions to WLA's annual elected positions, which gives more opportunities for ALD/ACRL-WA members to be involved with division leadership and professional development. Additionally, we are offering professional development webcasts through ACRL on a variety of topics that appeal to academic library staff from different departments and with differing job responsibilities.	meeting and coordinating/participating in the WLA Career Lab academic panel.	
WLA/PNLA	Jane Lopez-	PNLA is the oldest regional library	PNLA Quarterly, the PNLA quarterly	PNLA met in April and June for	PNLA is planning	PNLA is considering the		PNLA hopes to

<p>Representative</p>	<p>Santillana</p>	<p>association in the United States and the only binational association in North America. Members come from Alaska, Alberta, British Columbia, Idaho, Montana, Oregon, Washington, and beyond. Since 1909, PNLA has provided a professional and social forum for librarians, library workers, and library supporters throughout the vast Pacific Northwest region.</p> <p>PNLA promotes increased communication, joint advocacy, open debate, networking and support, and information sharing through its many special projects and initiatives including: Jobs Board, Conference, Young Readers Choice Award, Leadership Institute, and PNLA Quarterly.</p>	<p>publication, is struggling to find sufficient content. They would like to bring in new, fresh voices. Recent submissions are of high quality but they would like to invite/include more diversity and quantity of content. If interested, contact Robert Perret at PQEditors@gmail.com .</p> <p>There is currently no PNLA representative for Alaska. PNLA is working to establish support for this role.</p>	<p>regularly scheduled bi-monthly meetings.</p> <p>PNLA is in the midst of the election process for the following positions: Vice President, 2nd Vice President, and Secretary. Polls closed on July 5th. Results will be announced soon.</p> <p>Pam Carlton is the newly elected PNLA Representative for Montana. Jocie Wilson is the newly elected PNLA Representative for Alberta, Canada. Jeana Menger is the newly elected PNLA Representative for Oregon.</p> <p>Next PNLA Board meeting is scheduled for August 10, 2021.</p>	<p>on hiring a student intern and/or a PNLA student representative. They are exploring opportunities for recruitment in library schools in the US and Canada. The duties for this position would include assisting with communication - listserv, social media, etc., supporting opportunities to reach out to a more diverse group of library workers and include them in PNLA/WL</p>	<p>reestablishment of their leadership training program, LEADS. They are evaluating whether there continues to be need of this type of training or if it is sufficiently available through other organizations. They are also exploring various models for organizing and delivering this type of training. They are struggling with identifying staff to organize and lead this effort, as well as with funding this type of program as the former model was not easily sustainable.</p> <p>Planning for PNLA 2022 & 2023 conferences continues. The 2022 PNLA conference will take place in Missoula, Montana, August 3-6. The 2023</p>	<p>elect a new treasurer in the next elections cycle. The position is currently vacant with Rick Stoddart acting as interim treasurer.</p> <p>The PNLA Finance Manager who was recently hired has resigned. PNLA is considering alternative next steps in supporting financial management.</p> <p>PNLA is drafting a Code of Conduct that can be used for conferenc</p>
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					<p>A activities.</p> <p>conference will be held in Boise, Idaho.</p> <p>PNLA is considering new strategies for engagement. They are discussing offering complimentary membership and/or free conference registrations to state librarians and executive directors of libraries to encourage more involvement with PNLA. It might also be a way to involve them in the promotion of PNLA membership through their contacts and organizations.</p>		<p>es and online program offerings.</p>	
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, the Special Libraries Division plans to hold our third and final program in the Special Libraries Crawl series, focusing on fine arts libraries. In addition, we are planning two presentations for the WLA fall conference.	On July 10th, we held our second library crawl program in collaboration with SLA PNW, which included three virtual tours of tribal libraries. This program was one of our most popular to date, with nearly 75 attendees. All three	In addition to our program highlighting the work of tribal libraries, the Special Libraries Division served as co-sponsor	The Special Libraries Division makes events open to members and non-members. A portion of each event is devoted to introducing the benefits of membership and the registration	Our intention in planning and participating in events over the last quarter has been to increase the awareness of the SLD, along with special libraries in general.	By the next Board meeting, the Special Libraries Division will have held our third and final

				members of our leadership team took part in the planning and coordination of the event. As Division Chair, I also attended the SLA Student Chapter's career night event and served as a panelist/moderator for the WLA career lab event: "So You Want to be a Special Librarian."	of the WLA anti-racism workshop series held at the start of this quarter.	process. Leadership has also discussed the possibility of offering a conference scholarship, although no formal planning has been done.		program in the Special Libraries Crawl series, focusing on fine arts libraries. In addition, we are planning two presentations for the WLA fall conference.
LISS Chair	Jacob Lackner	To support the interests of LIS students in Washington state.	Have a back to school event, decide on a scholarship winner.	Launched our scholarship.	Getting new members in through emails	Emails and Facebook	Our scholarship will make a tangible difference in someone's life.	Have a community event and a scholarship winner.
Awards Committee Chair	Beth Berman	-to develop student interest in reading for 9 to 13-year-olds -to present a list selected by school and public librarians representing high quality, enjoyable literature -to allow students to choose a state-wide favorite	-to plan/create our WLA presentation in both virtual and in-person formats -help plan WLA author breakfast as needed -those attending WLA will also meet as a group during WLA to go over committee business	-we met and chose the next slate of nominees -we have 12 active members	It's written in to our selection criteria: Considerations will include reading enjoyment; reading level; interest level; genre representa	-We have one committee member's whose main job is recruitment. Our committee is full at this time with 12 members. -We use social media and email to engage people	-We use the mission to guide selection of titles to make sure we are choosing diverse titles	Same as above (-to plan/create our WLA presentation in both virtual and in-person formats -help plan WLA author

					tion; gender representa tion; racial diversity; diversity of social, political, economic, or religious viewpoints; Washingto n State interest; effectivene ss of expression ; and imaginatio n.			breakfast as needed -those attending WLA will also meet as a group during WLA to go over committe e business)
WLA Represe ntative to the Early Learning Advisory Council (ELAC) of Washingt on State	Beth Berman i	ELAC representatives from around the state meet regularly to advise and work with DCYF to assist in policy development and implementation that assist the department in promoting alignment of private and public sector actions, objectives, and resources, so that partners can collectively ensure that all children succeed in school and life.	The Council will continue to play a pivotal role in the early learning system as an advisory body to DCYF and serves as a connector among the state, local communities and constituencies across Washington.	At the last meeting people presented on the following topics: -Preschool Development Grant -Stabilization Grants and Fair Start Act Updates -Proposed changes in DCYF Portable Background Checks -Policy Development and Review -Early Achievers	The council has adopted a Racial Equity Framework through which it conducts its business as an advisory board to the Departmen t of Children, Youth, and Families.	N/A	We met to provide input and recommendations to DCYF so our strategies and actions are well informed and broadly supported by parents, child care providers, health and safety experts and interested members of the public	Continue to attend regular ELAC meetings

WLA Board Member	Ahniwa Ferrari			Conference session proposals and review meetings. WLA President's check-ins. Planning for 2022.	EDI continuing education discussions within President's Check-In meetings.			Figure out priorities and begin developing action plan for 2022.
WLFFTA Chair	Shawn Schollmeyer	Its mission is to 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.	A summer meeting will be held in August and I'm currently working on a plan to create a 1-2 short videos for the website that cover recruitment and advocacy.	I have recently signed up for the ALA United for Libraries to learn more about the needs and differences between Trustees and Boards as well as topics that will appeal to Friends groups. There are no other members working on this activity at this time.	I am currently seeking a speaker for a additional meeting on diversity and recruitment that can be also recorded as a short video for the website.		A spring meeting was held in May to introduce Sara Jones, the new state librarian and share updates to the WLFFTA resource page. I am currently working on setting up activities to meet goal 2) Recruiting Advocates to support inclusion and have updated the WLA WLFFTA website to meet goal 4) Utilizing Resources of WLA. A conference proposal was submitted and accepted to establish and present a panel of trustees, friends and board members to share their experiences as library advocates.	Finalizing panel members and experienced speakers for videos and WLA conference.
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	Help award funds for the LISS scholarship, promote the WLA elections to current students by posting on social media, email, and by	Wrapped up the Careers Labs event, became a LISS steering member, attended LISS meetings, joined the	Helped create a COVID relieve fund to information students	Working with LISS and posting on student-centered social medias.	Communicating with LISS leadership to get the LISS COVID scholarship off the ground and ready to distribute the funds. Working with LISS on	Award the LISS scholarship, attend upcoming LISS meeting

		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.	participating in the open house for the elections, participate in LISS events to help promote WLA to students.	LISS scholarship committee.	who were affective by the pandemic. I am now on the scholarship committee to review the applications and award the funds.		how to get more students engaged with WLA and making sure their voices are being heard.	to provide insight and gain students' perspectives, attend WLA board meetings to speak on behalf of students, promote the WLA student representative position for the upcoming election.
WLA Board Member	Emily Keller	To support the President and the Board in addressing their goals and initiatives.	Complete work with the Awards Task Force; begin chairing the Awards Committee.	Participated in the work of the Awards Task Force, which is charged with proposing changes to the awards process with an eye towards EDI, streamlining, and increasing nominations; participated in 3-day EDI workshop; moderated a panel for Career Lab; attended ALD meeting; signed up to be a mentor in the new mentorship program.	Awards Task Force work has an explicit orientation around EDI; participated in 3-day EDI workshop.		Supporting the President's ongoing EDI work; contributing to improvements in the awards process, which will carry forward in coming years.	Complete Awards Task Force work and plan for ongoing assessment and implementation.

Public Library Division Chair	Carol Ellison	The WLA Public Library Division (PLD) facilitates collaboration between public libraries, shares knowledge on innovation and advancements in library service, and represents the interests of public library staff, Friends, and Trustees within the larger organization of WLA.	Facilitate a PLD membership meeting via Zoom for discussion and collaboration.	The division was quiet this quarter, as most of us were focused on changing guidelines for our buildings, staff, and patrons, reopening to more hours/locations, etc. It was a time to focus on our home libraries, knowing we will have an opportunity to discuss together later this quarter.	We took time and thought to plan an inclusive unconference session at WLA in September. We're now further revising that to include group norms and incorporate a trauma-informed approach for that unconference, since we know many have experienced trauma in different forms throughout the pandemic.	We were quiet on this during this past quarter, but we intend to get back to having regular membership meetings where public library staff can discuss and engage, learning and growing together. We are exploring the possibility of opening these up to non-members as well, at least on occasion, so that non-members can experience some of the benefits of membership. Having the unconference at WLA annual will help demonstrate PLD's value and inclusivity, and hopefully attract new members as a result.	This last quarter was quiet due to focus on reopening at our members' libraries.	Unconference session at WLA, another membership meeting via Zoom.
Mentoring Program Committee Chair, Scholarship Committee	Summer Hayes	The Professional Development Committee oversees the process and determines awardees for annual scholarships, coordinates WLA's	Select scholarship award recipients, recruit mentees and begin matching mentors/mentees for the mentorship program, continue refining scholarship	WLA scholarship application updated to align with WLA's new EDI principles. Corresponding rubric updated to reflect those changes. Mentorship	In addition to the 2021 changes to the scholarship application, we are	Worked with WLA to recruit additional members after the loss of two committee members earlier this year. One	The Professional Development committee is currently on track to meet all its 2021 goals. Our first task was to develop a committee charge	Scholarship award recipients selected and WLA notified, begin matching

<p>ee Chair, Professional Development Committee</p>		<p>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.</p>	<p>application and award process.</p>	<p>subcommittee has been developing a pool of potential mentors in anticipation of mentee application opening. Mentorship subcommittee also developing a plan to support WLA members who are mentoring teacher librarians in training.</p>	<p>continuing to refine the scholarship questions and our review/award process, identifying areas where applicants might experience unintended advantages or disadvantages in the process.</p>	<p>has been replaced and is currently being onboarded, the second is still in process.</p>	<p>and scope of work, which was approved by the Board earlier this quarter. Our second task was to update the scholarship application and corresponding review materials, both of which have been completed, although it is clear further refinement is necessary.</p>	<p>mentors and mentees for the first mentorship cohort.</p>
<p>CLAWS Chair</p>	<p>Angi Anderson</p>	<p>Colleges Libraries Across WA State</p>	<p>CLAWS leadership is in transition due to Katie Hart has stepped down from the 2021-2022 Chair position. As Interim Chair 2021 (previously Vice-Chair), in the next quarter the steering committee will determine the needs/wants and follow-through with previous roundtable ideas.</p>	<p>In the last quarter, CLAWS held two roundtables: STEAM/Medicine was attended by 12-15 active members and Collection Development, with 10 active members.</p>	<p>In collaboration with WLA, CLAWS presented a 3-part, 2hr workshop and would like to follow up with the feedback from members to determine further EDI opportunities.</p>	<p>Currently, we offer roundtables on noted subjects provided by members and send out relevant professional development prospect via list-serve. Non-members engagement is certainly a challenge, perhaps a collaboration with members service committee may prove to be effective.</p>	<p>One of our goals is to promote professional development, and best practices directly benefiting student success; CLAWS offered members the opportunity to learn more about Collection Development and discuss ideas, as well as Health Sciences, providing extensive access and reference materials/education. Another of our goals is to advocate for equity in higher education and the workforce of which</p>	<p>With the leadership transition, an extensive meeting of minds with the steering committee will be necessary and possibly an inaugural CLAWS newsletter (biannually, quarterly?)</p>

							we presented to WLA leadership the prospect of a workshop and had 50 members attend.) to generate interest among list-serve members (and non-members?).
WLA Board Member	Alycia Enslinger	To participate in board activities; To support the Special Libraries Division in their mission to unite and strengthen membership through continuous learning and partnerships with professionals across the state; To serve as the liaison with the Marketing and Communications Committee	Continue to stay active and engaged in upcoming board, division, and committee meetings and 2021 Conference; Support WLA elections by participating in an upcoming open house; Participate in WLA's Mentorship Program	Participated as a panelist for the 2021 Career Lab; Attended monthly Marketing & Communications Committee meetings; Attended Library Crawls hosted by SpLD; Evaluated 2021 Conference proposals for the Program Selection Committee	Work on strategy with MarComm to include voices from BIPOC and amplify topics related to equity, diversity, and inclusion; Voted for conference proposals which spotlight/advocate EDI initiatives in WA state libraries		Contributed to social media strategies within the Marketing and Communications Committee; Connected with SLA-PNW members to encourage collaboration and participation in WLA events	
WLA Board Member	Muriel Wheatley	To participate in Board activities and communications, chair the WLA Finance Committee, and maintain knowledge of	Hold monthly Financial Committee meetings, continue to review and update WLA Financial Policy, start work on	Wrote a recommendation letter to the WLA board to transfer our investments to Bear Mountain Capital	I've been taking EDI trainings outside of WLA and have been		The work toward transitioning to a 501c3 and finding a stronger investment strategy should provide WLA with	Start work on the 2022 WLA Budget, work on

		WLA financial procedures, with all work focused toward fulfilling the WLA's overarching Mission and Vision.	the 2022 WLA budget, start planning for the WLA conference this fall (my first in-person library conference!).	Inc., attended the April 2021 WLA Board meeting, facilitated Financial Committee meetings, reviewed WLA Conference proposals and participated in both selection meetings.	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.		more funding for continued EDI work and supporting our members.	501c3 transition planning and brainstorming, continue to review and update WLA Financial Policy, continue to learn more about the WLA as an organization and how it operates.
CATS Chair	Karen Schendinger	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.		The section has been dormant since I started as chair.			No work has been accomplished.	
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, plan for EDI initiative/training, continue to evaluate	Facilitated Board meeting, facilitated panel at Career Lab, identified and relayed accessibility items related to WLA website, had WLA	Facilitated EDI panel at Career Lab, started planning discussion		Continued work in EDI, ongoing programming happening which was a goal for this year.	Firm up plans for EDI training, support programming efforts

			accessibility of resources.	business cards brailled, wrote article for Alki, attended committee meetings, attended SpLD library crawl, participated in review of conference program submissions, started planning for possible EDI training.	s for future EDI training, participated in Advocacy Committee meetings.			and committee work, support preparations for annual conference.
WLA Board Member	Steven Bailey	The ALA Councilor acts as representative and liaison between WLA and ALA; promotes membership and interest in ALA and its activities; and supports WLA's strategic planning process and special projects.	I will attend any special sessions of ALA Council called to discuss the work of the newly-formed committee (as yet unnamed) that will carry on the work of the Forward Together Resolutions Working Group ahead of the LibLearnX conference in January; I will attend the WLA conference 9/30-10/2 in Bellevue, including the WLA Board meeting, and preconferences.	I attended several virtual sessions of ALA Council in May and June, 2021, to hear information and provide suggestions on resolutions from the Forward Together Resolutions Working Group; I attended the 2021 ALA Annual Conference, held virtually June 23rd-29th, 2021, including attending three Council sessions, three Council Forum sessions, two Chapter Relations Committee meetings, one Chapter Councilors Forum, and several general sessions and keynotes; I wrote an article updating WLA membership on ALA news, to be published in the July 2021 issue of Alki.	ALA's discussion of a structural reorganization is grounded in discussions of increased equity, access, inclusion, and representation for all ALA members. Engaging in this work means prioritizing equity issues throughout the profession.		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 any virtual ALA Council sessions this fall, attend the 2021 WLA Conference in Bellevue, and continue to stay engaged on issues related to the strength and success of the Washington Library Association.

WLA Awards Task Force recommendations

Task force members: Heather Newcomer, Sara Pete, Jannah Minnix, Beth Bermami, Elizabeth Roberts, Ryan Grant, Emily Keller

The task force was charged with reviewing current WLA Merit Awards and procedures, and proposing changes for the 2021 Awards season and beyond. The book awards, CAYAS and WALE awards were beyond our scope.

Washington Library Association awards are unique mechanisms for recognizing a wide range of excellent work in libraries across the state. They also provide us with opportunities to highlight ways that the profession leads, advocates, educates, and connects. However, in recent years there have been few nominations for our awards, in spite of a plethora of good work happening around the state. The task force has reviewed the current awards and processes with an eye towards streamlining and encouraging more nominations, all through an EDI lens. We propose the following changes:

Nominations

There have been few nominations in recent years, so the task force inquired into where we might eliminate barriers to nominations and undertake enhanced outreach and publicity to the library community to solicit nominations. We propose the following:

- Eliminate the requirement for nominees to be WLA members. It is an undue burden on nominators to determine whether a potential nominee is a WLA member. Furthermore, by disqualifying non-members, we eliminate a huge number of workers from recognition. By removing this barrier we hope to increase nominations while also inviting new folks into the WLA community.
- Include volunteers, friends, community partners in the awards process. Allow volunteers (members or not) to nominate others for awards and to participate on awards committees. This will diversify participation, bring non-WLA members into the process, and encourage diverse perspectives.
- Ensure outreach to small and rural libraries during the nominations process. The areas in the state with larger populations have resources for telling their stories that smaller organizations don't, making the important work of small and rural libraries less visible. Include mention of small and rural libraries in award descriptions, award nomination outreach, and evaluation of award candidates.

Changes to list of awards

The task force examined current awards and noted opportunities to consolidate and update them to ensure that awards exemplify our values and provide clearer entry points for nominators. We propose the following changes to existing awards:

- The School Library Division would like to change their suite of awards to balance recognition given to leadership with other library workers. As it stands, recognition leans heavily towards school and district leadership rather than towards library workers. We propose dividing the Teaching Librarian of the Year award into two: one for elementary school librarian and the other

for secondary school librarian. We also propose consolidating the current awards for principal, supervisor, superintendent, and small district/private school administrator awards into a single “leadership” award in which any of those actors would be eligible. These recommendations would result in the following suite of ScLD awards:

- Elementary Librarian of the Year
- Secondary Librarian of the Year
- Library Worker of the Year (for classified/paraprofessional/non-MLIS staff)
- Excellence in Leadership Award
 - To be awarded to an Administrator, superintendent, or school board member for positive action on behalf of school libraries.
- Volunteer of the Year
- Consolidate the Trustee Award and the Friends/Foundation Award into a single award. The award would recognize excellent advocacy or support by a volunteer or group on behalf of libraries. Consolidation will narrow the field while also making the award more prestigious.
- Consolidate the Outstanding Performance and Advances in Librarianship Awards. This award is very inclusive of types of libraries, work, and workers. Could include advances in the profession, outstanding service(s) to the community, service to colleagues, advocacy, etc.
- Create an EDI award that rewards substantive action in these areas.
- Please see appendix below for a revised list of awards based on our recommendations.

Additional recommendations

- Include a complementary year of membership for all award winners. These in-kind donations by WLA would allow award winners to experience more of what WLA has to offer.
- The School Library Division would like to reconsider timing of nominations and awards to make sense with our school year. This could be just for ScLD, possibly having nominations in early to late spring and choose winners just before the end of the school year but still celebrate them at the fall conference.
- Maximize the storytelling potential of our awards. For example, we can encourage divisions to elevate awardees and nominees in their local communities; WLA can highlight award winners through Alki, webinars, discussion of replicating successful programs, and conference sessions. Award committees should be in contact with the Marketing & Communications committee and Alki Editorial Board to facilitate publicity throughout the nomination and award process.
- Include a link to more information about Candace Morgan from the description of the Intellectual Freedom Award on the WLA website.
- Include a full archive of past award winners on the WLA website.

Appendix

Revised list of awards, based on task force recommendations

Lifetime Membership Awards

- Emeritus Membership(s)

- Recognizes an outstanding WLA member who has retired from library service prior to the annual conference, acknowledging consistent and outstanding service in WLA and for their years of service promoting and providing excellence in libraries.
- Honorary Membership(s)
 - Recognizes an individual who has supported libraries who is not a library staff member by profession. An individual who demonstrated consistent and prolonged support of library service in Washington, and/or promoted legislative action, and/or participated in statewide committee work and other library activities.

Merit awards

- Volunteer Award [Name pending, perhaps a name that highlights volunteer leadership or advocacy?]
 - A consolidation of the Trustee Award and Friends/Foundation Award.
 - Recognizes individual or group achievement by a Trustee/s, Friends, or Foundation. Examples might be for the advancement of library services through the development of sound library policies or for wisdom; sound judgment and creative ideas in instituting library practices which have improved library services and efficiency; effective advocacy of the library community; bringing its services and possibilities to the attention of the community and its leaders; contributions provided in support of library service.
- Outstanding Service Award
 - A consolidation of the Outstanding Performance and Advances in Librarianship Awards.
 - Recognizes outstanding contributions by an individual or group who has been instrumental in improving library services, advances in the profession, service to colleagues, advocacy, or any outstanding work on behalf of libraries.
- EDI award
 - Recognized substantive action and outcomes in the areas of equity, diversity, and inclusion.
- Candace Morgan Intellectual Freedom Award
 - Honoring the lifetime contributions of Candace Morgan in support of Intellectual Freedom and the Library Bill of Rights, this award goes to an individual, or group for their efforts to defend, champion, support and/or educate others about Intellectual Freedom in Washington State.
- WLA President's Award
 - To be given at the discretion of the current or acting President. Examples are performance, innovation, or outstanding service.

Division and section awards

School Library Division awards

- Elementary Librarian of the Year
- Secondary Librarian of the Year
- Library Worker of the Year
- Excellence in Leadership Award
 - Awarded to a school principal, superintendent, district/school administrator who has demonstrated noteworthy commitment to school libraries.

- Volunteer of the Year Award

CAYAS

- CAYAS Visionary Service Award
 - Recognizes an individual who, through practice and example, provides inspiration and leadership for others who serve children and young adults in libraries. May work in a public, school or special library. May acknowledge cumulated efforts over several years in the field of library service to youth, or may be a singular and exceptional effort that sets new standards for practice. This award will bring attention to the remarkable and tireless efforts of all individuals who work with young people in libraries.

WALE

- WALE Outstanding Employee Award
 - Recognizes a member of WALE who has made significant contributions to or accomplishments in the library field. May recognize an innovative project or activity for a specific library in Washington or a support staff organization. Project and activities should directly involve support staff working in libraries or information centers and will have had an impact on the status and work of support staff. Individual has been active in WALE serving on a committee or in another leadership capacity.

WLA / OLA Joint Conference Facts

2019 OLA/WLA Joint Conference, Vancouver Hilton, Vancouver, WA

- Attendance
 - 900
 - 360 WLA
 - 540 OLA

Upcoming Conference Locations:

	WLA	OLA	PNLA
2021	Bellevue, WA	Virtual	No Conference
2022	Wenatchee, WA	<i>Will Not Hold (PLA in PDX)</i>	Missoula, MT
2023	Spokane, WA	Bend, OR	Idaho
2024		Salem, OR	Alaska
2025	<i>Potential joint with OLA?</i>	Portland, OR (Janzen Beach)	Oregon
2026			British Columbia
2027			Washington

OLA's 2025 Conference in Janzen Beach:

- Have not approached OLA regarding another joint conference
- Unclear if the venue is large enough to accommodate up to 1000 attendees
- Unclear if PNLA will be a part of OLA 2025 (dates for future PNLA conferences have not been posted)

Other Considerations:

- OLA's Conferences are in the Spring

- This would impact WLA's Conference Rotation as WLA Conferences are in the Fall
- In 2019, WLA's Conference was in the Spring with OLA
 - WLA Held a virtual conference in January 2020 to bridge the gap

Partnering with OLA enriches both our associations through session offerings and networking opportunities.

OLA policies, procedures and operations vary greatly from WLA.

