# 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

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

2021 WLA Board, voting members:
- Danielle Miller, President 2021
- Ahniwa 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 Bern, CLAWS-LLC Representative 2021
- Kate Laughlin, WLA Strategic Advisor

Future 2021 Board Meetings:
- September 30, 2021 • 3-5 p.m.

2022 Leadership Retreat
- TBD
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?
  o 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.
  o 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.
  o We are planning on using Whova again
  o Attendees present in-person will use Whova as the conference app
  o There will be pre-recorded sessions for virtual attendees
  o Keynotes will be live for virtual attendees
  o 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
  o Carolyn was hoping to see Capital Budget and Transportation Budget today or tomorrow
  o 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
  o Fight is still on, we’re trying to make sure we don’t lose both pieces of it
  o 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 a 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
    o Brianna wondered where the money came from to support the fund
    o 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.
**WLA Dashboard Report, as of 7/27/21**

### Membership Changes

<table>
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<tr>
<th>Member Type</th>
<th>Jul-20</th>
<th>Jul-21</th>
<th>% Change</th>
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</thead>
<tbody>
<tr>
<td>Business</td>
<td>13</td>
<td>7</td>
<td>-46%</td>
</tr>
<tr>
<td>Frds, Fndns, NPs</td>
<td>86</td>
<td>88</td>
<td>2%</td>
</tr>
<tr>
<td>Ind Employees</td>
<td>548</td>
<td>580</td>
<td>6%</td>
</tr>
<tr>
<td>Organization/Trustees</td>
<td>251</td>
<td>265</td>
<td>6%</td>
</tr>
<tr>
<td>Students</td>
<td>114</td>
<td>153</td>
<td>34%</td>
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<tr>
<td>Unemployed/Retired</td>
<td>34</td>
<td>41</td>
<td>21%</td>
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<tr>
<td><strong>Total</strong></td>
<td>1046</td>
<td>1134</td>
<td>8%</td>
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### Membership Renewals, July 2020 - July 2021

<table>
<thead>
<tr>
<th>Member Type</th>
<th>Old</th>
<th>New</th>
<th>Change</th>
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</thead>
<tbody>
<tr>
<td>Business</td>
<td>6</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Frds, Fndns, NPs</td>
<td>6</td>
<td>4</td>
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</tr>
<tr>
<td>Ind Employees</td>
<td>457</td>
<td>132</td>
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<tr>
<td>Organization/Trustees</td>
<td>46</td>
<td>16</td>
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</tr>
<tr>
<td>Students</td>
<td>13</td>
<td>107</td>
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</tr>
<tr>
<td>Unemployed/Retired</td>
<td>29</td>
<td>8</td>
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<tr>
<td><strong>Total</strong></td>
<td>557</td>
<td>268</td>
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### Division Totals

<table>
<thead>
<tr>
<th>Division</th>
<th>Jan-21</th>
<th>Mar-21</th>
<th>May-21</th>
<th>Jul-21</th>
</tr>
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<tbody>
<tr>
<td>Academic</td>
<td>344</td>
<td>331</td>
<td>356</td>
<td>367</td>
</tr>
<tr>
<td>Public</td>
<td>520</td>
<td>505</td>
<td>528</td>
<td>540</td>
</tr>
<tr>
<td>School</td>
<td>365</td>
<td>376</td>
<td>410</td>
<td>424</td>
</tr>
<tr>
<td>Special</td>
<td>116</td>
<td>97</td>
<td>124</td>
<td>141</td>
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**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**
<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Division/Section/Committee/Officer's Mission</th>
<th>Goals for Next Quarter</th>
<th>In the Last Quarter, How Has the Work of the Division/Section/Committee/Officer Fit in with Its Mission and Goals?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Library Division Chair</td>
<td>Amy Thielen</td>
<td>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 virtual drop-in conversational theme meet-ups on topics relevant to academic library staff, and offer virtual professional development trainings for academic library staff.</td>
<td>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 virtual drop-in conversational theme meet-ups on topics relevant to academic library staff, and offer virtual professional development trainings for academic library staff.</td>
<td>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.</td>
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**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."
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.

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 meeting and coordinating/participating in the WLA Career Lab academic panel.

PNLA hopes to
| Representative Santillana | PNLA is promoting 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. PNLA 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.

There is currently no PNLA representative for Alaska. PNLA is working to establish support for this role.

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.

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.

Next PNLA Board meeting is scheduled for August 10, 2021.

Planning for PNLA 2022 & 2023 conferences continues. The 2022 PNLA conference will take place in Missoula, Montana, August 3-6. The 2023 conference, Young Readers Choice Award, Leadership Institute, and PNLA Quarterly.

| regularly scheduled bi-monthly meetings. | 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 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.

PNLA is drafting a Code of Conduct that can be used for conferences.

There is currently no PNLA representative for Alaska. PNLA is working to establish support for this role.

The position is currently vacant with Rick Stoddart acting as interim treasurer.

The PNLA Finance Manager who was recently hired has resigned. PNLA is considering alternative next steps in supporting financial management.

PNLA is drafting a new treasurer in the next elections cycle. The position is currently vacant with Rick Stoddart acting as interim treasurer.

PNLA is drafting a new treasurer in the next elections cycle. The position is currently vacant with Rick Stoddart acting as interim treasurer.
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 presentations for the Special Libraries Division served as co-sponsor.

In addition to our program highlighting the work of tribal libraries, 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 conference will be held in Boise, Idaho.

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.
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. Leadership has also discussed the possibility of offering a conference scholarship, although no formal planning has been done.

<table>
<thead>
<tr>
<th>LISS Chair</th>
<th>Jacob Lackner</th>
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<tbody>
<tr>
<td>To support the interests of LIS students in Washington state.</td>
<td></td>
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<tr>
<td>Have a back to school event, decide on a scholarship winner.</td>
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<td>Launched our scholarship.</td>
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<td>Getting new members in through emails</td>
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<td>Emails and Facebook</td>
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<tr>
<td>Our scholarship will make a tangible difference in someone's life.</td>
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<tr>
<td>Have a community event and a scholarship winner.</td>
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<table>
<thead>
<tr>
<th>Awards Committee Chair</th>
<th>Beth Berman</th>
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<tr>
<td>-to develop student interest in reading for pleasure for 9 to 13-year-olds</td>
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<td>-to present a list selected by school and public librarians representing high quality, enjoyable literature</td>
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<td>-to allow students to choose a state-wide favorite</td>
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<td>-to plan/create our WLA presentation in both virtual and in-person formats</td>
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<td>-help plan WLA author breakfast as needed</td>
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<td>-those attending WLA will also meet as a group during WLA to go over committee business</td>
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<td>-we met and chose the next slate of nominees</td>
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<td>-we have 12 active members</td>
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<tr>
<td>It's written in to our selection criteria: Considerations will include reading enjoyment; reading level; interest level; genre representa</td>
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<tr>
<td>-We have one committee member’s whose main job is recruitment. Our committee is full at this time with 12 members.</td>
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<td>-we use social media and email to engage people</td>
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<td>-We use the mission to guide selection of titles to make sure we are choosing diverse titles</td>
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<tr>
<td>Same as above (-to plan/create our WLA presentation in both virtual and in-person formats</td>
<td></td>
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<tr>
<td>-help plan WLA author...</td>
<td></td>
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<tr>
<td>WLA Representative to the Early Learning Advisory Council (ELAC) of Washington State</td>
<td>Beth Berman</td>
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<tr>
<td>WLA Board Member</td>
<td>Ahniwa Ferrari</td>
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<td>------------------</td>
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<tr>
<td>WLLFPTA Chair</td>
<td>Shawn Schollmeyer</td>
</tr>
<tr>
<td>WLA Board Member</td>
<td>Marissa Rydzewski</td>
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<tr>
<td>WLA Board Member</td>
<td>Emily Keller</td>
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<td><strong>To support the President and the Board in addressing their goals and initiatives.</strong></td>
<td>Complete work with the Awards Task Force; begin chairing the Awards Committee.</td>
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</table>

- 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 scholarshi p committee to review the application s 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.
<table>
<thead>
<tr>
<th>Public Library Division Chair</th>
<th>Carol Ellison</th>
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<tbody>
<tr>
<td>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.</td>
<td>Facilitate a PLD membership meeting via Zoom for discussion and collaboration.</td>
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<td>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.</td>
<td>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.</td>
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<td>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.</td>
<td>This last quarter was quiet due to focus on reopening at our members' libraries.</td>
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<thead>
<tr>
<th>Mentorship Program Committee Chair, Scholarship Commit</th>
<th>Summer Hayes</th>
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<tbody>
<tr>
<td>The Professional Development Committee oversees the process and determines awardees for annual scholarships, coordinates WLA’s WLA scholarship application updated to align with WLA's new EDI principles. Corresponding rubric updated to reflect those changes. Mentorship</td>
<td>Select scholarship award recipients, recruit mentees and begin matching mentors/mentees for the mentorship program, continue refining scholarship</td>
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<td>We worked with WLA to recruit additional members after the loss of two committee members earlier this year. One Scholarships awarded are matched</td>
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<tr>
<td>The Professional Development committee is currently on track to meet all its 2021 goals. Our first task was to develop a committee charge.</td>
<td>Scholarship award recipients selected and WLA notified, begin matching</td>
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<tr>
<td>CLAWS Chair</td>
<td>Angi Anderson</td>
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</table>
we presented to WLA leadership the prospect of a workshop and had 50 members attend.

<p>| WLA Board Member | Alycia Ensminger | 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 &amp; 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 |
| 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. | 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 | Continued work in EDI, ongoing programming happening which was a goal for this year. | Firm up plans for EDI training, support programming efforts |</p>
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<tr>
<th>Role</th>
<th>Name</th>
<th>Activities</th>
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<tbody>
<tr>
<td>WLA Board Member</td>
<td>Steven Bailey</td>
<td>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.</td>
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<td>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.</td>
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<td>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.</td>
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<td>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.</td>
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<td>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.</td>
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<td>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.</td>
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WLA Awards Task Force recommendations

Task force members: Heather Newcomer, Sara Pete, Jannah Minnix, Beth Bermani, 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

To 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.

To 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.

To 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:

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