BOARD MEETING AGENDA
January 31, 2020 • 3:00-5:00 pm • WLA online meeting room

Read in Advance of Meeting: October 2019 Board Meeting Minutes, Leadership Reports, 2020 Budget draft, Virtual Conference evaluation results

Facilitator: Emily Keller & Brianna Hoffman  Notetaker: Hannah Streetman

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>LEAD</th>
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<tbody>
<tr>
<td>Call to order</td>
<td>Emily</td>
<td>3:00</td>
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<tr>
<td>Introductions &amp; welcome to our new leaders!</td>
<td>Emily</td>
<td>3:05</td>
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<tr>
<td>● Danielle Miller, Joy Neal, Lisa Vos, Rebecca Wynkoop, Jane López-Santillana, Kaitlyn Griffith</td>
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<tr>
<td>Board Meeting Procedure Review</td>
<td>Brianna, Kate</td>
<td>3:15</td>
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<tr>
<td>Approve minutes from October 2019 meeting (vote)</td>
<td>Emily</td>
<td>3:20</td>
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<tr>
<td>New Business</td>
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<tr>
<td>● Leadership Reports: follow-up questions/updates</td>
<td>Emily, All</td>
<td>3:25</td>
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<tr>
<td>● 2020 budget (vote)</td>
<td>Joy, Kate</td>
<td>3:35</td>
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<td>● Virtual Conference Recap</td>
<td>Kate</td>
<td>3:50</td>
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<td>● 2020 Strategic focus: EDI</td>
<td>Emily Keller</td>
<td>4:00</td>
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<td>● Section Discussion</td>
<td>Geri, Wayne, Brianna</td>
<td>4:10</td>
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<td>● 2020 Legislative Agenda/LLD</td>
<td>Carolyn Logue</td>
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<td>Old/Ongoing Business and Updates</td>
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<td>● ALA Council/Reorganization</td>
<td>Steven Bailey</td>
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<td>● Member needs assessment, April 29th</td>
<td>Emily</td>
<td>4:45</td>
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<td>● Conference program proposals needed</td>
<td>Hannah</td>
<td>4:50</td>
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<td>Closing questions or comments</td>
<td>Emily</td>
<td>4:55</td>
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<td>Meeting adjourns</td>
<td>Emily</td>
<td>5:00</td>
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Future 2020 Board Meetings:
April 16, 2020 • 2:30-4:30 pm
July 23, 2020 • 1:00-3:00 pm
October, 2020 • TBD

2020 WLA Board, voting members:
Emily Keller, President 2020
Danielle Miller, Vice-President/President Elect 2020
Rhonda Gould, Past President 2020
Ahnwiwa Ferrari, Director/ALD Rep 2019-20
Lisa Vos, Director/PLD Rep 2020-2021

2020 WLA Board, non-voting:
Rebecca Wynkoop, Director/ScLD 2020-2021
Joe Olayvar, Director/SpLD Rep 2019-20
Joy Neal, Treasurer 2020
Steven Bailey, ALA Councilor 2019-21

Advisory leaders:
Jane López-Santillana, PNLA Rep 2020-2021
Kate Laughlin, WLA Strategic Advisor
BOARD MEETING MINUTES
January 31, 2020 • 3:00-5:00 pm • Online

Present Board: Emily Keller, Joe Olayvar, Brianna Hoffman, Joy Neal, Danielle Miller, Steven Bailey, Ahniwa Ferrari, Kaitlyn Griffith, Rhonda Gould, Lisa Vos, Rebecca Wynkoop

Present Division, Section, & Committee members: Greg Bem, Jane Lopez Santilliana, Judy Pitchford, Beth Bermani, Hillary Marshall, JoLyn Reisdorf, Marissa Rydzewski, Hope Yeats, Warren Chin, Laura Edmonston, Tami Masenheimer, Judy Pitchford, Suzanne Carlson-Prandini

Present Staff: Na-Moya Lawrence, Kate Laughlin, Hannah Streetman, Carolyn Logue

Facilitator: Emily Keller & Brianna Hoffman  Notetaker: Hannah Streetman

Meeting called to order at 3:02 pm.

Board Meeting Procedure Review
● All WLA board meetings are open, and participation is encouraged from any attendees.
● Only nine WLA Board members eligible for voting.

Approve minutes from October 2019 meeting
● With a correction of the misspelled word “Alaska,” Rhonda moves to approve the October 2019 Board meeting minutes. Ahniwa seconded. Minutes approved.

Leadership Reports: follow-up questions/updates
● There is a new EDI question in the leadership form.
  ○ Greg asked if WLA has any trainings or meetings for EDI work for both leadership and membership. He would like to see time set aside for EDI questions within WLA.
  ○ These kinds of trainings, conversations, and resources will be incorporated into the coming year and the consulting work that WLA will undergo in the coming year. CiKeithia Pugh from Equity Matters, along with Emily Keller and Lucretia Robertson, offered a keynote and session around EDI at the Virtual Conference. More to come.
● It’s OK if there’s nothing to report for certain questions, especially for new leaders.
● If reports are submitted late, they will be sent out with the meeting minutes next week.

2020 budget (vote)
● The Finance Committee is recommending this 2020 budget for approval by the WLA Board.
● “Accounts” are along the left, which are the different types of revenue and expense categories. Grouped into three columns, “Classes” are along the top, which are the classifications that each account is broken up into. For example, the expense account of “Printing” can be split into multiple classes depending on the purpose—“Conference” for the conference program, “Member Services” for marketing materials, and “Admin” for general office printing.
• For any line items that may be unclear, the Finance Committee and office have added explanatory comments.
• All changes from the previous budget have been highlighted in yellow. Changes include:
  ○ One-time correction to three Divisions (Academic, Public, Special) to balance Divisional funds
  ○ Increase to budget lines for conference speakers and meals (resulting from Jonny Johnson’s financial analysis of WLA in 2019)
  ○ Increased funding to reimburse members for travel, including a new account called “Member Expenses”
  ○ School Library Division budget for 2020
• Joe asked about costs of AV, which really are that expensive at conference facilities.
• A few total formulas appeared to not be adding up. Hannah fixed the formula errors during the meeting.
• Danielle moved to approve the 2020 WLA budget. Steven Seconded. Budget approved.

Virtual Conference Recap
• According to the evaluation results, the conference went well. Almost no technical issues.
• WLA was able to keep costs low for attendees while also making a healthy profit.
• Recordings are available for all attendees and still available to purchase for those who couldn’t attend.
• This will be a great model for future virtual conferences and events.

2020 Strategic focus: EDI
• In Emily’s response to Greg, she addressed the EDI work that WLA has begun. Her focus as 2020 president is EDI work within WLA.

Section Discussion
• Many Sections are inactive and haven’t had leadership for multiple election cycles. According to WLA’s bylaws there are procedures for sunsetting inactive sections. If those procedures were always followed, many Sections would have been sunsetted by now.
  ○ Some of these Sections, though without leadership and member activity, represent important topics that need to be represented within WLA (e.g. Intellectual Freedom).
  ○ “Active” is subjective, especially since Sections are now free.
• In WLA’s Bylaws, it’s stipulated that each Section needs three elected steering committee members. These are difficult to fill.
• Leaders from WLA’s Sections have already met with leadership to discuss the current setup and Bylaw requirements of Sections. Section chairs asked to send emails to Section membership to solicit feedback.
  ○ From that meeting, Section leaders are recommending to create an easier entry for participation and leadership. They don’t want to take anything away from those sections that are active and thriving. Hope to see more involvement by making it simpler to get involved.
• Ahniwa thinks that having empty sections doesn’t serve a purpose, even if the topics are important.
  ○ Danielle also thinks having empty sections isn’t great for WLA. Topics like intellectual freedom are across all work in libraries, should be incorporated into all WLA groups. Might topics like IF don’t need to have a separate section?
  ○ Ahniwa is interested in finding easier ways to sunset, as well as easier, more organic ways to create new Sections.
Steven would like to look at the trends of active Sections over the years before the Board recommends Bylaws changes.

- The option that the Sections have discussed seems to be an interim step in between staying the same and sunsetting all struggling Sections.
  - Since this conversation already went on with Section leadership, the Board doesn't want to ignore those thoughts.
  - Section leadership recommended to adapt Bylaws to only require one elected position for each Section.
    - Additional scaffolding may be built from there for more active Sections, but it wouldn't be mandated by the Bylaws.
    - At minimum, that person will be responsible for monitoring the listserv, but can also do more.

- There is general Board agreement to move forward with the recommendation for this Bylaws change.
  - Language will be drafted and added to the packet of additional Bylaws changes.
  - Board will need to vote on Bylaws changes, then the membership will vote.

**2020 Legislative Agenda/Library Legislative Day**

- Carolyn is working to create updated position papers for WA Library Legislative Day on February 5.
- Unsure if we will be able to get any legislators
- At 1:30 pm, there will be a hearing on the senate version of the school library bill. A few WLA members will be testifying.
- School library technology bill
  - Related to increasing staffing ratio.
  - Amending this bill to drive more pressure on the discussion next year
- Digital equity bill (HB2414)
  - Amendments are being drafted as the bill moves through.
- Peer-reviewed journal access (SB5504)
  - Anticipate more support on this bill this session.
- Bill to eliminate odd-numbered year elections
  - Legislative Committee doesn't want this to go through. It's good to have as many opportunities for elections as possible.
- Cooperative programs with parks and libraries (SB 6670)

**ALA Council/Reorganization**

- Tracie Hall has been hired as new ALA Executive Director.
- ALA is working on getting their books in order, related to the sale of their headquarters in Chicago.
- ALA endorsed Crosby Kemper for appointment to the IMLS, approved by senate.
- ALA reorganization: [https://forwardtogether.ala.org/](https://forwardtogether.ala.org/)
  - SCOE (Steering Committee on Organizational Effectiveness) is working on improvements and reorganizations to the structure of ALA.
  - The Spring 2020 Implementation team will make recommendations for ALA Annual in June
  - There will be a webinar on February 13.
  - Implementation will be moved back 6 months to a year.
  - Council has to vote on it twice before the changes go to members for a vote.
  - Steven has concerns that state chapters will not have the same level of representation.
Brianna was in some of the meetings.
Rhonda serves on Council. Rhonda has concerns for representatives of ALA chapters, divisions, etc.

**Member needs assessment, April 29th**
- WLA member needs assessment coming this spring.
- Since 2010, WLA has participated in a continuing needs assessment with the Washington State Library.
  - Will work closely with WSL to make sure the survey is timed correctly and efforts aren’t duplicated.

**Conference program proposals needed**
- The RFP is open for all conference sessions.
- New this year: night tracks, different program lengths (45-minute and 75-minute sessions).
- WLA leaders are encouraged to submit proposals and spread the word.

**ACRL merge**
- ACRL members are having conversations about funds and identity.
- They are moving ahead with member vote.
- Upcoming meeting with ACRL and academic leaders to talk about where would fit within WLA if the merge moves forward.

Meeting adjourned at 4:52 pm.
Meeting called to order at 3:04 pm by Rhonda Gould with quorum present.

**Approve minutes from July 2019 meeting**
- Chris moved to approve the July 2019 meeting minutes. Emily seconded. Motion passed

**Leadership Reports: follow-up questions/update**
- Leadership reports were submitted and read in advance of meeting
- National activity on the eBook embargo - it appears that Macmillan has agreed to talk to library groups, including an appearance at COSLA meetings in the next month. Hoping it’s a good sign

**2021 Bellevue conference contract (vote)**
- Since 2017, Annual conference has been 4 days; starting 2021, Annual conference will be 3 days, Thurs-Sat, to free resources for potential other events throughout the year
- Vote called to approve Bellevue contract, Dave moved to accept, Chris seconded, motion approved

**Advocacy Committee charge (vote)**
- Brand new committee, created a charge that works well into the future - advocacy means change
- Vote called to approve charge, Kim moved to accept, Steven seconded, motion approved

**PNLA Representative position (vote)**
- PNLA Representative Linda Johns proposed PNLA Rep position to move to an appointed, non-board position. This will require a change in bylaws
- PNLA is completely volunteer run. The bulk of the work of the state representatives is devoted to PNLA
- Alaska, Montana, Idaho have reps, none are a board member, an appointed member as rep
- Given a $1000 stipend from WLA, funds are used to go to PNLA conference - recommended this is maintained
- Vote called to move PNLA State Representative position to an appointed, non-board position, Chris moved to accept, Dave seconds, motion approved

**2020 Budget Update**
- 501 Commons Investment project - our consultant will be attending the finance meeting in November to bring forward his findings. Out of that meeting we will likely have new budget recommendations
  - Because of that, we will vote on the budget

**2020 Strategic focus: Equity, Diversity & Inclusion (EDI)**
● Incoming President Emily Keller set EDI as a 2020 priority following the Diversity & Inclusion Task Force in 2019 (see July 2019 Board Meeting Minutes)
● It appears that membership isn’t aware of work that’s already happening in the association. This is an opportunity to be more proactive about equity and inclusion in our structure, recruitment, and retention
● Hire an outside consultant to work with the organization to better define priorities and strategies moving forward. Not just a training, or a ‘box checked’, but a guide for change throughout the entire association
● Help from the Member Services Committee.

2020 Legislative Agenda
● Legislative Document is a living, breathable document. Represents broad priorities for flexibility when going into session, which should be short this year
● Great tool for communicating with members and also for members to talk to legislators
● Library Capital Projects: establishing criteria for matching grants. Less legislative engagement, more ensuring enactment of legislation
● School Libraries: suggested bill language for maintaining school libraries. Tries to put in OSPI a staff person who works with school libraries to work on best practices. Create incentive for schools to have School Librarians (and counsellors, nurses) on staff. Remove the words "As they deem necessary."
● Digital and Media Literacy, broadband
  ○ Broad goals: watch for filtering bills, policy bills, enhance peoples’ ability to reach information at the library. Give us the broad language to use with censorship bills
  ○ If there are other questions about legislative priorities, email info@wla.org

ALA Council/Reorganization
● Big changes for ALA: 2017 stated the process of reorganizing, now seeing initial recommendations from the Steering Committee on Organizational Effectiveness (SCOE).
  ○ Rough timeline: Executive Board hears recommendations next month. ALA Council asked to vote, then go back to the Executive Board, Council asked to vote again during the next annual conference-then the vote goes to ALA membership.
● WLA’s ALA Councilor Steven Bailey will share documents from ALA as they are released
● Possible changes- ALA Councilor position might disappear. More virtual meetings and year round meetings from ALA. ALA Midwinter will be significantly restructured.
  ● Opportunities for more representation, but what that representation looks like is up for debate

Member needs assessment, Feb 2020
● Compile data about what members want- institutional, individual, and also nonmembers
● Craft a member needs survey with Member Services Committee, Professional Development Committee, Marketing & Communications Committee, WLA Office. Launch in 2020
  ● Partnership with Washington State Library for continuing education assessment, to make sure we’re not reproducing efforts. Member Needs assessment is about meeting the broader needs of members

Conference RFPs
● Annual Conference RFP - opens mid January
● Virtual Conference RFP - closes October 29
● Academic Conference RFP - closes October 29
  ● Virtual Conference proposals: who can you talk to about putting in a proposal?

WLA staffing update
● Welcome Na-Moya to the WLA Staff!
  ● Office Hours are extended 7am-5pm

Executive Director to step down
• Effective January 1, 2020, Kate Laughlin will step down from her role as WLA Executive Director. Assistant Director Brianna Hoffman will take her place. **Thank you to our outgoing board members!**
  • Craig Seasholes, Chris Skaugset, Dave Sonnen, Kim Hixson, Linda Johns, Rachel Ramey

**Closing questions or comments**
  • Phil Heikkinen of Orcas Island Public Library to accept appointment for WLA Treasurer if it remains unfilled

**Leadership Retreat Notes**
  • Really productive and positive day, Awards Reception was well-attended

Meeting adjourned at 4:51pm.
### LEADERSHIP REPORTS – JANUARY 2020

<table>
<thead>
<tr>
<th>CAYAS Chair</th>
<th>Beth Bermani</th>
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| **The primary purposes of CAYAS** shall be to:  
  Promote excellence in library service to children and young adults in Washington State.  
  Work for recognition of work with children and young adults as a service specialty.  
  Achieve a | **Incorporate clock hours into our workshops to attract more School Librarians to CAYAS and CAYAS events. Work with the School Library Division to come up with an event at WLA Conference to replace the CAYAS Author** |
| **We held our first Zoom meeting in January (but we were kicked out midway through). There are 11 of us on the Board. We are in the process of discussing goals for CAYAS and the year. We plan to meet once a quarter.** | **Our next workshop on March 27 is called Talking with Youth & Children about Race, organized by the Incoming Chair and other board positions.  
  We also decided to not charge for an Author Breakfast event as that is exclusive and provides a barrier. Instead, we will work with the School Library Division to create and plan an included event.** |
<p>| <strong>We try to recruit through WLA communication channels, Facebook, email and word of mouth.</strong> | <strong>We held a well-received Fall workshop called Diversify Your Services, Refocus Your STEM Lens.</strong> |
| <strong>Finish the initial meeting that was cut off via email. Work out goals for the group, come up with another workshop idea, support iSchool reps in the planning of Booktalking the Best for the WLA Conference, and work with Incoming Chair on</strong> |
| standing equivalent to other service specialties in library classification, salary schedules and promotion. Encourage, promote, sponsor and report workshops, training sessions and continuing education programs for those working with children and young adults. Encourage, promote and develop cooperation with all agencies serving children and young adults. Encourage new members to become active. |
| Breakfast (perhaps focused on the winners of the four WLA book awards). Continue planning the year. |
| goals moving forward. |
| Awards Committee Chair | Beth Bermani | Purpose/mission of Sasquatch Book Award: -to develop student interest in reading for pleasure 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 We held open nominations and began reading. We currently have nine committee members. We updated our selections criteria to read: Selection Criteria: Considerations will include reading enjoyment; reading level; interest level; genre representation; gender representation; racial diversity; diversity of social, political, economic, or religious viewpoints; Washington State interest; effectiveness of expression; and imagination. We have info on the WLA award committee webpage: &quot;Please fill out this form if you are interested. Currently we need 1 slot filled, preferably by a public librarian. Let us know if you are interested!&quot; One of our committee members also actively tries to recruit as needed. We updated selection criteria and purpose. Read as many nominated titles as possible. Plan the in-person nomination meeting with Co-Chair Bernice Chang. |
| CLAWS Chair | Greg Bem | To serve as a professional hub for To support the upcoming ALD/CLAWS academic We succeeded in transitioning the original leadership from the merge to the first full Our conference includes sessions and programming that connect to EDI. This does not yet happen. One might argue the We have focused on sustaining our |
| <strong>State Librarian, Federal Relations Coordinator</strong> | <strong>Cindy Aden</strong> | <strong>To effectively represent the libraries and librarians of WA state regarding issue of national concern, like digital equity, IMLS funding and other library issues.</strong> | <strong>Attend the ALA Fly-in Legislative event Feb 10-11 in WA DC, hosted by ALA and available to select participants who represent districts with influential members of Congress. The issues will be around IMLS funding and likely the digital equity bill.</strong> | <strong>I have been participating in ALA-led online discussions about ebooks and publishers. I am working with the COSLA ebook committee, which I chair, as well as with ULC and CUCL to identify some data points to make the argument that libraries are a positive part of the ebook ecosystem. SHLB’ board, of which I am a member, has written a letter to the FCC to defend the competitive process for e-rate providers. A petition in front of the FCC currently is suggesting that incumbent providers should be able to maintain their service areas to e-rate.</strong> | <strong>The issues in front of the FCC currently address the needs of rural and underserved communities and those anchor institutions and how to make sure the FCC considers these needs above the persuasive lobbying from the dominant telecommunication companies. There have been several letters and petitions that SHLB has authored in the past three months to make the point of supporting anchor institutions and affordable broadband.</strong> | <strong>Participate in the weekly legislative briefings for both WLA and the PLW (Public Libraries of Washington) in order to update on legislative issues of importance. Also communicate via WLA board meetings, the public library directors listserv, and personal outreach when needed about issues that are relevant to Washington libraries.</strong> | <strong>Participate in ALA Fly-in Feb. 10-11; plan for ALA NLLD and recruit attendees from WA; bi-weekly participation in SHLB policy and member calls; participation in ebook working groups.</strong> |
| Library Legislative Day (NLLD) event, scheduled May 4-5 in DC. Want to have a contingent of library leaders attend so we can reach every legislator that day. Participate in an ALA-organized group of key stakeholders around ebooks and libraries, which will consider multiple strategies to protect libraries from further publisher embargos. Continue to participate in SHLB, the Schools, Health &amp; Libraries customers without having any competition from another provider. Preparing to be part of the ALA Fly-in on Feb. 10-11 in D.C. |</p>
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<tr>
<th>Role</th>
<th>Name</th>
<th>Accomplishments</th>
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<tbody>
<tr>
<td>WLA Board Member</td>
<td>Danielle Miller</td>
<td>Support the work of the WLA Board and Board President. Participated in board member orientation training and attended committee meetings. Attended WLA Virtual Conference.</td>
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<tr>
<td>School Library Division Chair</td>
<td>Hillary M. Marshall</td>
<td>The WLA School Library Division provides networking opportunities and professional support for teacher-librarians and library paraprofessionals, administrators, teachers and parents. Together we work to ensure that Washington's students are effective users and Goals: Membership push, Advocacy, and PD opportunities around the state. October - December: Re-organized ScLD Steering Committee Leadership. Participated in Fall Leadership Retreat, Met with all the Book Award Committee Chairs, Pre-planning for the WLA Annual conference in Spokane, 2020 Budget Draft, Organized ScLD Advocacy Support for Legislative Day. Efforts to broaden the focus of support beyond the Seattle/Puget Sound area --&gt; but we haven't focused specifically on equity, diversity, and/or inclusion yet. Working on PD to support School Librarians statewide. Got a list of all School Librarians from our Follett Rep to communicate with and hope to use for WLA Survey, Follett Institute in Camas &amp; Makerspace trainings - Hillary has been passing out WLA bling and talking about upcoming trainings, Advocacy push with the list of School Librarians to reach non-members.</td>
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<td>Attend Legislative day, continue to learn from and participate in committee meetings.</td>
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Legislative Day preparation and Scheduling a February 2020 all Book Committee meeting with Chairs.
producers of ideas and information by providing:

- support for information and technology literacy
- instruction
- advocacy for lifelong learning and enrichment
- equitable access to information resources and services

| Member Services Committee Chair | Hope Yeats | To retain WLA members, ensure value is provided to new and existing members, and to develop the benefits of WLA membership to the library community. | Assist front office with the development and testing of questions for the Member Survey, with the goal of putting the survey out in Q2 of 2020. | Reconvened committee with new chair after hiatus. Discussed and approved Member Services charter - sent for board approval. Discussed committee priorities for the coming year. | As our committee begins the deeper work of supporting and retaining WLA members, we intend to garner feedback from marginalized members on how we can better serve them, and to evaluate our activities and goals using a DEI lens. | We're still developing our practices in this regard. | We formulated our mission and goals in the last quarter | Create a list of suggested member survey questions, test survey, send survey to WLA membership. If time allows, the chair would like to begin a deeper discussion with the Member Services |
| LISS Chair | Marissa Rydzewski | To promote the interest of library students by assisting them in networking, WLA membership, career resources, scholarship, mentorship, social awareness, and help foster a professional relationship with WLA community. | Create a LISS Chair Handbook for future LISS chairs. To update the LISS website with networking advice, career resources, scholarship, and possibly start a mentorship program. | This is my first quarter in this position. The last LISS co-chairs worked on updating the LISS webpage (looks great!). They participated in the WLA board meetings. | We create a welcoming environment for all. We also promote open access to resources for topics such as career, scholarship and networking. Create advertisements to potential, new and continuing MLIS students. For the future, we would like to establish a mentorship program with volunteers that include minority library staff to assist in helping others learn about multiple pathways to librarianship. | Since I am new to this position (but have been a member of the section for about a year) I have not seen anything to engage non-active members. I would like to open meetings to members, send out monthly update emails and try to get them involved by joining the committee (I’m currently the only position filled in LISS). | The last co-chairs updated the website to included scholarship and career resources. Establishing who I report to and who to get more members on my committee. Information on how to update the website and how to reach out to LISS members. |
| Special Library Division Chair | Judy Pitchford | The Special Libraries Division unites and strengthens | Our goal in the next quarter is to get our “ducks in a row.” | Nothing, as far as I know | This is something we will discuss at our first meeting. We haven’t done a whole lot to this end over the last year. Another | Nothing that I know of. | Our goal is for the steering committee to meet and... |
| WALT Chair | Tami Masenhiemer | To share information, communication, learning, and support for those interested in: Training, career development, and continuing education for library staff. Education and instruction for library users. | One meeting, probably online, to set goals and agenda for 2020 | One online meeting Nov 1, 2019. 10 members present. Support of WLA virtual conference by one member Jan 2020. | We will be discussing as a group our focus and how EDI is expressed and supported | Email to group, telling new CE trainers know about WALT | Sharing information about trainings especially staff days and how to support an EDI focus with presenters and on-going supported training. | Hold at least one meeting. Discussion of possible WALT sponsorship for WLA 2020 conference. |
| Alki | Suzanne Carlson-Prandini | Alki’s purpose is to communicate philosophical and | Produce a Spring publication. | Produced a Fall publication, transitioned Editor role | The Fall publication was focused specifically on Equity, Diversity and Inclusion | | | |
substantive analyses of current and enduring issues for and about Washington libraries, personnel and advocates and to facilitate the exchange of research, opinion and information.

<table>
<thead>
<tr>
<th>WALE Chair</th>
<th>Warren Chin</th>
<th>The WALE mission is to create a communication network among library employee, encourage continuing education for library personnel and the improve library service through skill development</th>
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<td>To finalize and set up details of the WALE Scholarships and WALE Social events</td>
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<td>The WALE Scholarship Committee met up to finalize proposals of the scholarship, and the WALE Social Committee met up to discuss details and logistics for WALE Social events in the Spring Quarter 2020</td>
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<td>The Scholarship and Social Committees discussed online via email on different aspects to reach a more diverse and wide audience and members</td>
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<td>We are encouraging members to spread the word about WALE and hope potential members can join at upcoming Social Events</td>
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<td>We are setting up details and scholarships in preparation for this year's WLA Conference</td>
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<td>Finalizing Scholarship details and Social events</td>
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<tr>
<th>WLA Board Member</th>
<th>Kaitlyn Griffith</th>
<th>To represent the interests and unique My personal goals including The Online WLA Conference, and welcome/information I am still learning about what is expected of me and</th>
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<tr>
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<td>I'm new and still learning how Getting to know how WLA board</td>
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<tr>
<td>Academic Library Division Chair</td>
<td>Steve Overfelt</td>
<td>To enlarge and enhance the Academic Library Division</td>
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<tr>
<td>WLA Board Member</td>
<td>Ahniwa Ferrari</td>
<td>WLA Academic Library Conference, ACRL-WA Merge / Conversation s</td>
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<tr>
<td>Rebecca Wynkoo p</td>
<td>It is my mission to increase visibility and support advocacy for school librarians in Washington State.</td>
<td>I presented in the WLA Virtual Conference. I am new to this position and recently attended an orientation session to help prepare me for this role.</td>
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20, 2020 in Ellensburg, WA at Central Washington University.
<table>
<thead>
<tr>
<th>WLA Board Member</th>
<th>Joy Neal</th>
<th>Finance Committee meeting attended January 21, Meeting with Kate Dec 16 regarding Treasurer position</th>
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</thead>
<tbody>
<tr>
<td>WLA Board Member</td>
<td>Joe Olayvar</td>
<td>Support WLA efforts to better the many facets of librarianship with an eye on the SpLD perspectives and needs. Do a better job at being available for online meetings</td>
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<tr>
<td>CATS Chair</td>
<td>Jocelyn Kehr</td>
<td>Collection Development &amp; Technical Services (CATS) strives to help all division members with their professional In order to help CATS members achieve their professional development goals, we will communicate with the members through</td>
</tr>
</tbody>
</table>

grassroots movement to increase student voice and elevate historically underrepresented authors, characters and story lines. division in their efforts as well.
| WLA Board Member | Lisa Vos | PLD is currently working on creating a vision statement. My personal mission is to network with and represent PLD Officers and work as a liaison for the ALKI committee. | I would like to work with PLD in creating their vision statement and get to know the PLD and ALKI crews to find out what they need and how I can assist them in achieving their goals. | N/A | Creating awareness is the first step. I was thinking about creating a front-line clerk training about patron privacy and how staff ensures our patrons have this privacy. | I constantly harass my co-workers to get involved :) | N/A | Find out how I can help PLD and ALKI and share information with them. | either in person or virtually. |

| WLA Board Member | Jane Lopez-Santillana | Act as a liaison between WLA and PNLA, participating in meetings for both organizations, sharing information between organizations. | Attended January PNLA Board meeting. | N/A | PNLA has extended the date for submission for proposals for presenters at the 2020 PNLA/AkLA conference to allow for a broader selection of presenters. | N/A | Will attend Legislature Day in Olympia in February, attending committee meetings and supporting library priorities for funding. |
while providing support of activities.

Plans for the 2021 conference are being discussed but funding is an issue. They are exploring the idea of a joint conference between PNLA and Idaho Library Association in order to share conference venue costs. This may impact attendance by providing broader exposure to a wider audience but there is also concern that the timing of the ILA conference (spring) might conflict with the Montana LA conference, requiring Montana residents to pick between two conferences, impacting presentations.
PNLA is still exploring the pros and cons of a joint conference before making any decisions. Concerns over budget and the ability to pay large deposits for securing a venue more than a year before the conference date is a prime factor in considering the advantages of sharing responsibility for a joint conference.

PNLA is looking at using a different online platform for maintaining membership contacts and sending out PNLA newsletters and updates, moving from Yahoo! to an iO platform for better attendance.
| Alki Journal Editorial Committee Chair | Siuzanne Carlson-Prandini | Provide relevant professional content on a wide range of library topics for various types of libraries | June Publication - theme to be determined | We established a Slack group to facilitate asynchronous conversations, our new editor Johanna Jacobsen Kicioman, successfully produced the April edition | Slack will hopefully expand participation of all the committee members who have access barriers to synchronous meetings. Audience side: We always encourage all library workers to contribute content and we try to select broad themes that include a range of perspectives. We currently have a poll out to gather feedback on what people would like to read/write about. | functionality and user experience. | publish solid, helpful content |

| PNLA Representative | Jane Lopez-Santillana | Participate in WLA Board activities and communications and act as liaison between WLA and PNLA. | Continue to support communicaton and activities for WLA and PNLA. Attend meetings for both organizations. Assist in planning upcoming conferences. | Attended and participated in WLA Legislative Day in Olympia, WA, meeting with State representatives and supporting various library-related measures with some success. Governor Jay Inslee signed SB 6305 into law. You can watch the Governor sign the bill at the 19:19 mark of the following video link. https://www.facebook.com/WaStateGov/videos/ | I use an EDI lens for all areas of work on a daily basis and bring this ethic to work corresponding to WLA and PNLA at all times. | I am actively sharing information and communicatiion for both PNLA and WLA and helping to support various committees and goals of those organization s, including participation | PNLA has decided to cancel the physical PNLA 2020 conference that was to be held in August in Alaska. They are exploring the possibility of holding the conference virtually but need assistance in |
This was a huge lift and a lot of hard work and effort by Senator Marko Liias, Legislative Aide Curt Kowhles, Rep. Lillian Ortiz-Self, Rep. Gerry Pollet, Rep John Lovick, Rep Davina Duerr, Rep Tana Senn, Sen. Dean Takko, Dan Gottlieb, WLA, Public Libraries Association and Washington libraries to get this bill drafted, passed and signed in 3 months.

Have been actively participating as a member of the PNLA Young Readers Choice Awards Committee, compiling the 2021 title nominees lists and working with school contacts to encourage student participation in voting for the 2020 choices.

on conference planning, legislative support and committee work. I have been helping to disseminate and share resources related to supporting virtual library services during the COVID-19 outbreak for both agencies. learning best practices and technical options for this type of conference. I have asked them to consider reaching out to WLA and the members who were responsible for organizing the January WLA virtual conference for guidance and support.