



WLA BOARD MEETING AGENDA

Friday, August 9, 2024 • 3:00 pm - 5:00 pm • WLA online meeting room

Read in Advance of Meeting: May 2024 Board Meeting Minutes

Facilitator: Sarah Logan & Lesley Bourne

Notetaker: Shamim Rupani

TOPIC	LEAD	TIME
Call to order <ul style="list-style-type: none">• Call for Additions/Changes to Agenda• Online meeting reminders	Sarah Logan	3:00pm
Approve minutes from May 2024 meeting (vote)	Sarah	3:05pm
Interim Executive Director Report <ul style="list-style-type: none">• ED Search• Dashboard Report• Candidate Surveys• Elections• Board Retreat	Lesley Bourne	3:10pm
State Library Report	Crystal Lentz Rowe	3:25pm
Legislative Report	Carolyn Logue	3:35pm
ALA Report	Steven Bailey	3:45pm
Treasurer's Report	Muriel Wheatley	3:50pm
Events <ul style="list-style-type: none">• OLLI Recap• 2024 Presidential Summit• 2025 Conference Kick-Off	Sarah & Hannah Streetman	4:00pm
"Roses and Thorns" <ul style="list-style-type: none">• "Roses"<ul style="list-style-type: none">○ What are you proud of or want to share from this quarter?• "Thorns"<ul style="list-style-type: none">○ What are the challenges you're facing that you would like input on?	Sarah	4:10pm
New Business <ul style="list-style-type: none">• WLA Membership Rates Recommendation	Muriel	4:25pm
Meeting adjourns		4:55pm

2024 WLA Board, voting members:

Sarah Logan, President 2024
Rickey Barnett, Vice President/President-Elect 2024
Johanna Jacobsen Kiciman, Past President 2024
Elizabeth Brown, Director/ALD Rep 2023-2024
Carol Ellison, Director/PLD Rep 2024-2025
Ryan Grant, Director/ScLD Rep 2024-2025
Judy Pitchford, Director/SpLD Rep 2023-2024
Muriel Wheatley, Treasurer 2023-2024
Steven Bailey, ALA Councilor 2022-2024

2024 WLA Board, non-voting:

Lesley Bourne, WLA Interim Executive Director
Taylor Hazan, Student Rep 2024
Chewy, WLA Pawsident, 2024

Advisory leaders:

Shawn Schollmeyer, PNLA Rep 2024
Kate Laughlin, WLA Strategic Advisor



BOARD MEETING MINUTES

Thursday, May 09, 2024 • 3:00 pm - 5:00 pm • WLA online meeting room

Present Board: Sarah Logan, Steven Bailey, Rickey Barnett, Judy Pitchford, Johanna Jacobsen Kiciman, Muriel Wheatley, Elizabeth Brown, Ryan Grant, Taylor Hazan

Present Section, Division, and Committee Leadership: Lindsay Tebeck, Elizabeth Roberts

Present Staff: Brianna Hoffman, Kate Laughlin

Notetaker: Shamim Rupani

Read in Advance of Meeting: February 2024 Board Meeting Minutes

Sarah called the meeting to order at 3:02pm

Call for Additions/Changes to Agenda

- Online meeting reminders

Approve minutes from February 2024 meeting (vote)

Muriel motions, Steven seconds, Aye: Johanna, Steven, Rickey, Sarah, Elizabeth Brown, Muriel, Judy

Executive Director Report: Brianna Hoffman

- Dashboard Report
 - Membership committee- campaign to get membership up
- WLA Silent Auction- please share out!
- Legislative Session Recap/Advocacy Survey
- Life of a Librarian Social Media Feature

State Library Report: Sara Jones

ALA Report: Steven Bailey

- ALA Conference in San Diego in July
- New President- Ray Pun
- New 2024 ALA State of the Library Report

Treasurer's Report: Muriel Wheatley

- Working on new membership rates
- No longer with Bear Mountain Capital; will follow Jonny
- Conference invoices almost wrapped up

Events

- 2024 Conference Recap
- 2024 Library Legislative Day Recap
- 2025 Presidential Summit
- OLLI- Olympic Library Leadership Incubator

"Roses and Thorns": Sarah
4:00pm

- “Roses”
 - What are you proud of or want to share from this quarter?
 - Sarah-Rep. Waters school visit!
 - Lizzie- ACRL-OR person reached out to Lizzie to see how we listed sponsors on the WLA website; CWU virtual event w/ WLA Staff member Lesley
 - Steven- New ED - Heidi; Gets to work with Sam Harris and Chewy!
- “Thorns”
 - What are the challenges you’re facing that you would like input on?
 - None

New Business

- WLA Book Award Committee Task Force: Elizabeth Roberts
 - Goals: Create consistency across award committees, become sub-committee of ScLD/PLD; will send document to board to review
- WLA Awards Process: Johanna Jacobsen Kiciman
 - Proposed changes to the Merit Awards- Expand umbrella of Outstanding service award into sub-categories that you can award
 - Revisit form- word count. Sample template for what a nomination looks like?
 - Outstanding service award- Advocacy
 - Outstanding service award- Collections and materials
 - Outstanding service award- DEI

Closing questions or comments

Sarah Logan adjourned meeting at 4:20 pm

BOARD MEETING MINUTES

August 9, 2024 • 3:00 pm-5:00 pm • WLA online meeting room

Present Board: Sarah Logan, Rickey Barnett, Steven Bailey, Muriel Wheatley, Judy Pitchford, Elizabeth Brown, Carol Ellison, Taylor Hazan, Carolyn Logue

Present Section, Division, and Committee Leadership: Crystal Rowe, Jannah Minnix, Shawn Schollmeyer

Present Staff: Lesley Bourne, Shamim Rupani

Notetaker: Shamim Rupani

Sarah called the meeting to order at 3:04pm

Elizabeth moves to approve the minutes from the May meeting, Steven seconded the motion

Yay's: Judy Pitchford, Carol Ellison, Muriel Wheatley, Rickey Barnett, Sarah Logan, Elizabeth Brown, Steven Bailey

Online meeting reminders

- Identify names on Zoom, when you speak, please state name
- Board voting reminders-- who is a voting member vs. who is not

Interim Executive Director Report- Lesley Bourne

- ED Search
 - Working with Primary Source
 - The Board can think about ideas for what they want to see in a new ED; expanding or changing the role in some way
- Dashboard Report
 - Membership is continuing to increase little by little; should start to see numbers pick up again in October
 - Numbers are higher than those of 2019
- Candidate Surveys
 - Joint Leg/Advo meeting on August 19 to polish surveys
 - Will send these out to the Governor, OSPI, and SoS candidates
 - Town hall end of September for WLA members to speak with candidates
- Elections
 - WLA elections- Nominations opening August 28
 - Please share opportunities to those in your network!
 - Reminder that incoming board members will need to attend the board retreat
 - Tentatively looking at the first couple of weeks in September for a forum
- Board Retreat
 - Sunday, October 27
 - Location along I-5 corridor

State Library Report- Crystal Lentz Rowe

- Brianna Hoffman started at WSL as Training Coordinator!
- New head of collections- Crystal Hicks
- Awarded in partnership with Wisconsin- \$249,500 National Leadership grant from IMLS
 - Game-based programming project; spanning 3 years
 - Will create a digital toolkit for libraries in implementing game-based programs
- Digital Heritage Grant
- National Book Festival Near You Event- Timberland Library; livestream and recorded

- Digital library hub- number 12 in the US!

Legislative Report- Carolyn Logue

- Friends of the Republic library
 - Senator Maria Cantwell- helping to try and bring in some more funding to Republic
- 5824- Dissolving public libraries; making it harder to dissolve a public library
- 2331- Creating a standard process across the state involving book bans
 - How is this actually going to be implemented?
 - So many schools do not have that staff person, so principals may have this decision
 - Will need to watch how this is implemented in reality
 - School librarians can contact Carolyn to see what they can do to move forward
- School library funding
 - Running into roadblocks on how to fund libraries in every district
 - Republic- school library right across the street from the public library; how can the school librarian activate the public library's resources?
 - Can work on federal grant funding
- Next year
 - Digital Equity conversations
 - Rep. Gregerson- Wireless device tax
 - Standardized funding to support digital equity programs
 - Digital resources- Purchasing of e-books
 - Major K-12 school funding discussions
- This year- if they pass, will have significant impact on state budget
 - Climate commitment, capital gains, long-term care will impact state budget
 - We need to make sure we are engaged with the library funding portion

ALA Report- Steven Bailey

- 2024 Annual Conference in SD
 - Reaffirming ALA's IF stance
 - Library Ecosystem work- knitting state associations and local chapters of AASL, ACRL, state libraries and other groups and having them work together
 - Shout out to Brianna for her work in this area and bringing all of these pieces in WA together to work as one
 - Topics Discussed:
 - Defending the Right to Read
 - Problems facing practitioner's in the field
 - Membership engagement
 - AI
 - Ensuring access to books
 - Using clear language in policies; language around accessibility and engagement
 - Resolution to support AASL as well as ACRL
 - Resolution: working group for societal statement guidelines
 - Asking for ALA to take a stance publicly on an area of social concern; ex: war between Israel and Gaza
 - Disagreements on what ALA should say publicly; working on better guidelines for when the association can say yes/no to backing something
- ALA President
 - President elect Raymond Pun- stepped down due to health issues
 - Sam Helmick will be serving as 2025 ALA president
- Every third Wednesday, Steven has office hours for questions and concerns regarding ALA-- link in members calendar
- Huge shoutout to Brianna Hoffman for her years of work and commitment to WLA!

Treasurer's Report- Muriel Wheatley

- Finances settled up for the spring conference

PNLA Rep- Shawn Schollmeyer

- PNLA Conference in Alaska went well
 - 200 attendees
 - Whale watching event at end
 - Auction-- raised \$2,000
 - Next year: Online, following year in Tacoma

Events- Sarah & Hannah Streetman

- OLLI Recap
 - Olympic Library Leadership Incubator, made possible by the ABC-CLIO AASL grant awarded to the ScLD
 - Ongoing program, but kick-off session was in-person in Tumwater
 - 25 participants, including Chewy
 - Asked each participant to come up with 2 goals- one professional and one involving advocacy
 - Could turn this into sessions for other libraries as well
 - Encouraged attendees to be involved with WLA
- 2024 Presidential Summit
 - Bibliotherapy in Libraries
 - Working on building out schedule
 - Confirmed keynote speaker John Schu
 - Registration for individuals will be September 18
 - State-Wide access opens August 21, hoping for 5+ states to sign up
- 2025 Conference Kick-Off
 - Meeting on Monday at UW Tacoma
 - Will be able to tour Tacoma convention center
 - Shortlist of keynote speakers
 - Theme solidified
- 2027 Conference
 - In process of sending out RFP's
 - Finding it a bit hard to find facilities that we can fit in
 - Re-evaluating spaces; looking at exhibitor layouts and changing this up; could use the pre function space for booths as well

"Roses and Thorns"

- "Roses"
 - What are you proud of or want to share from this quarter?
 - Sarah: WA PTA Conference- put together a tri-fold brochure with School library information! Also moved to an electronic format to help make sharing easier
 - Jannah: As of this morning, Public Library Division has 2 new interim Vice Co-Chairs and a new Secretary/Communications to support the division through the end of the year! Big thanks go to Carol Ellison for being an incredibly supportive board member and LEsley who dropped in on the info meeting for the candidates.
 - Lizzie: Academic library she is at has started working with the school librarian who wanted to bring kids into their library
 - Shawn: SpLD- Tien is the new Chair for next year, Irene Miller Secretary/Communications officer; both have been great! Would like to focus on recruiting students and how to reach them; Newsletters from Irene
 - Judy: From OLLI, had a meeting with a couple folks to connect and answer

questions-- great opportunity to connect SpLD with schools. Chance to be able to hire an Education coordinator!

- Shawn: On-site activity at conference for divisions would be something to add into the planning process
- “Thorns”
 - What are the challenges you’re facing that you would like input on?
 - Shawn: How to reach students; facing challenges with responses; does anyone have any successful recruitment stories?
 - Taylor as the student rep can reach out to Shawn! They are trying to revive the SLA group at the UW iSchool.
 - Sarah- could meet up with others and check out each other’s libraries!

New Business

- WLA Membership Rates Recommendation- Muriel
 - Last membership rate raise was at least 2012
 - Started because of the MS committee proposal- \$20 intro rate
 - This led to the proposal the finance committee created
 - Looked at other state library rates
 - Simplified number of categories, dues amount
 - Lists benefits and challenges in proposal
 - Majority of membership will not experience any change
 - Challenge: Some members could be unhappy with their membership raise
 - Conservative with the price change for right now, but we can talk about raising rates?
 - Retired etc., Business rates could be adjusted (could use more research)
 - **Board vote in favor for the proposal:**
 - Elizabeth Brown motions to approve the WLA Membership rates proposal from the Finance committee; Rickey Barnett has seconded
 - Aye’s: Judy, Sarah, Muriel, Steven, Carol, Rickey, Elizabeth

Sarah called for the meeting to adjourn at 4:43pm



Washington Library Association Finance Committee

WLA Membership Rates Proposal

Background

WLA's Member Services Committee proposed a [\\$20 introductory membership rate](#) for new WLA members, with the goal of reducing financial barriers and increasing participation in WLA. The Finance Committee was in support of the Member Services Committee's proposal and wanted to take the opportunity to evaluate the entire dues structure, seeing an opportunity to create a more equitable framework for WLA's membership. WLA has not assessed or changed rates for individual members since 2012.

Proposal

The WLA Finance Committee proposes the following restructuring of our individual membership dues, to take effect on January 1, 2025:

Salary	Dues
Up to \$40k	\$25
\$40k to 60k	\$50
\$60 to \$80k	\$100
\$80k to \$100k	\$150
\$100k and up	\$175
Other Rates	Dues
Student	\$20
ALA/WLA Joint Student Rate	\$44*
Retired/Unemployed	\$25
Friend, Trustee, Foundation, Nonprofit, Library Supporter	\$25
Business	\$50

* This rate is determined by the American Library Association.

Benefits

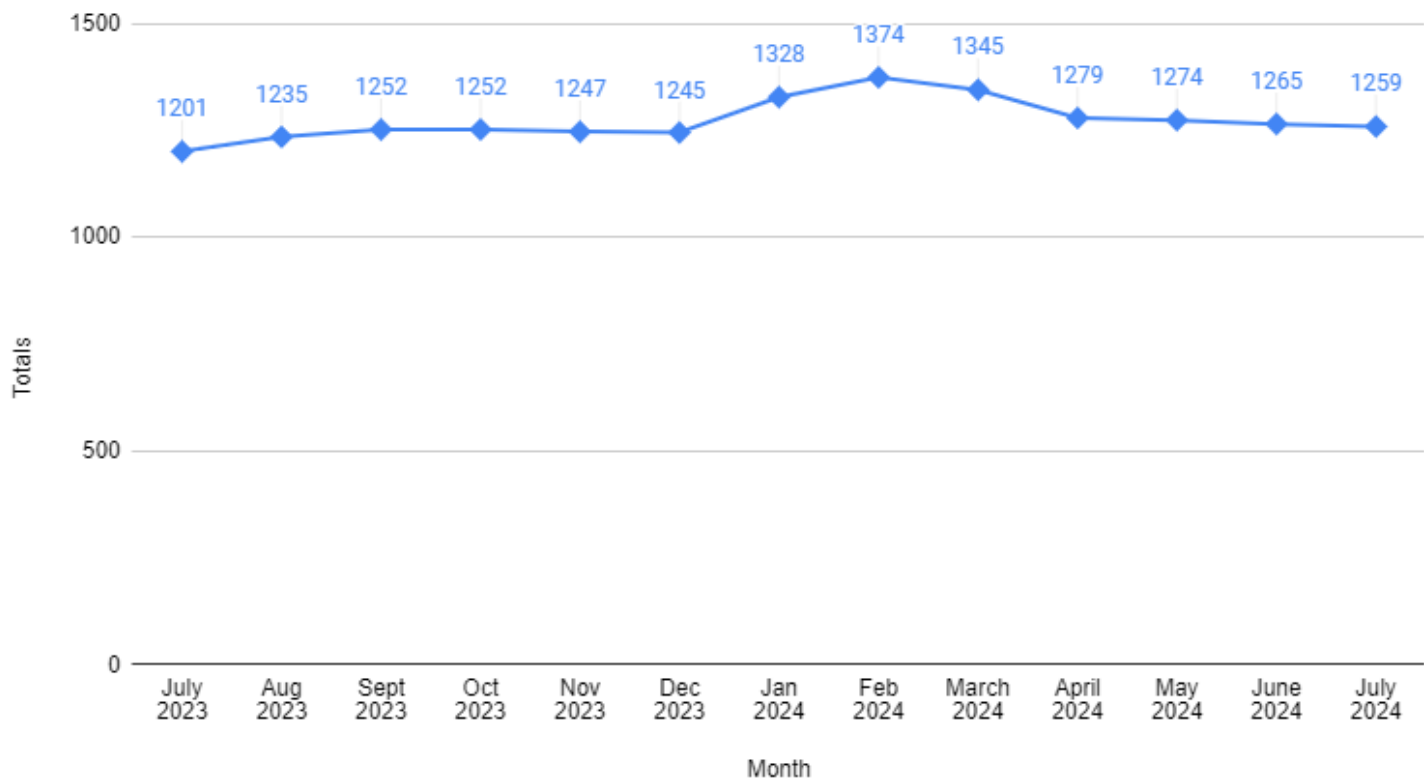
- The new rates streamlines our membership dues structure, moving from 14 rate tiers to 5.
- 79.35% of our salary rate members would have their annual dues decrease or stay the same, with a focus on reducing prices for our membership earning a salary of \$60k and below.
- The proposed rates, especially for our lower income membership (\$60k and below), are much more equitable when compared to other state library associations. Examples:
 - [California](#)
 - [Colorado](#)
 - [Oregon](#)
 - [Texas](#)

Takeaway: The proposed rates, if all current membership continues, will not result in a financial loss for WLA, and represents a very minor total increase from our current dues structure (\$990).

Challenges

- The proposed rates increase between \$15-30 per year over our current rates for members making \$80k and above. While the Finance Committee believes that having more accessible rates for our lower income membership is the priority, there is a risk that some of our membership may be against this change. We propose an assessment of the impact of the rate changes on the membership tiers within 2-3 years of implemented change to calibrate membership rates.

WLA Membership Totals



Membership Changes	July 2023	July 2024	Change
Individuals			
Individual Employees	617	629	2%
Students	144	167	16%
Non-Profits/Foundation/Friends	31	30	-3%
Business	9	4	-56%
Retired/Unemployed	56	56	0%
Emeritus	81	75	-7%
Sub Total	938	961	2%
Organizations			
Libraries	36	41	14%
<i>Library Affiliates</i>	198	220	11%
Business	8	14	75%
<i>Business Affiliates</i>	8	14	75%
Non-Profits/Foundation	6	4	-33%
<i>Nonprofit & Foundation Affiliates</i>	7	5	-29%
Sub Total	263	298	13%
Grand Total	1201	1259	5%



August 2024 WLA Leadership Reports

BOARD MEMBER REPORTS

Sarah Logan

WLA Board President

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

I was able to represent WLA at the ALA conference in San Diego, which was amazing. My activities included attending a chapter leader's workshop, chapter leaders/legislative update sessions, and representing the school library division at a chapter counselor's session. The School Library Division held their leadership summit. I have been working with the office on our fall summit focused on Bibliotherapy.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The fall summit, recruiting leadership for next year, and the board retreat! I also look forward to working together to define the role of executive director and find the right candidate for the job.

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

I am thrilled that the OLLI program was able to include travel stipends so that members from across the state could attend regardless of their location/financial resources.

Anything else you would like to share?

Thank you to Brianna Hoffman for her leadership--we wish her the best in her new role! We are thrilled to have Lesley serving as interim director!

Rickey Barnett

Vice President

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

Connecting with WLA members (including President Sarah Logan) at ALA in San Diego. It was a great time for learning, sharing new ideas, and planning the rest of the year at WLA.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Continuing to plan for the 2025 WLA presidential summit with the planning committee and attending the board retreat this fall in Tacoma.

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

Planning topics for the next presidential summit that encompass the needs, struggles, and inclusion of all library workers.



Johanna Jacobsen Kiciman
Past President

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

Leveraging the work conducted by the membership committee, the finance committee (stewarded by the incredible Muriel Wheatley) conducted the first individual membership fee overhaul in over a decade. While we wait to see if the board adopts it, we are very proud of our work which we hope decreases barriers for members newer to the field.

Muriel Wheatley
WLA Board Director -- Treasurer

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

The Finance Committee has created a proposal to overhaul WLA's membership rates. This work was inspired by the membership committee's proposal to create a \$20 introductory rate. We will be presenting our proposal to the board during this meeting!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

2025 WLA Budget planning!

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

The Finance Committee drafted the membership rates proposal in the hopes of creating a more equitable framework for WLA's membership, prioritizing lowering rates for members earning \$60k and below.

Elizabeth Brown
WLA Board Director – Academic Library Division Rep.

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

I was able to meet with the ACRL-WA division leadership at one of their monthly meetings

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I'm looking forward to the upcoming WLA elections and the opportunities for other interested members. I'm also looking forward to the board retreat in October.

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

Sending out early reminders about election opportunities to all division members

Carol Ellison
WLA Board Director -- Public Library Division Rep.

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

We have maintained regular meeting schedule despite losing half of our division leadership team to resignations.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:



We just sent out a call for volunteers to consider appointments to interim leadership roles for the rest of 2024. We are looking forward to working with new volunteers and more people getting involved in their division.

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

We are still planning a member survey to ensure all voices are heard; however, the departure of two out of four division leaders has pushed this work back a bit. We also deliberately chose to reach out to the entire division, rather than specific individuals we already know, for the interim positions in order to catch the interest of as wide an array of individuals as possible and not just our own known corners of public libraries.

Anything else you would like to share?

The Division's focus at the moment is on resetting after losing two key leadership positions and getting the word out about the upcoming WLA elections.

Judy Pitchford

WLA Board Director -- Special Library Division Rep.

Anything else you would like to share?

Competing work priorities have kept me from doing much WLA-wise this past quarter but the SpL Division leaders have been working hard to promote WLA and the division and doing their best to recruit members. They are great ambassadors for WLA and Special Libraries.

Taylor Hazan

Student Representative

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

As ALISS Co-President, we are beginning to plan for next year, so I'm excited to say that we will be trying to create more opportunities for students to learn about WLA!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Orientation begins in mid-September, so I'm excited to encourage folks to become a part of WLA. I don't know when the mentorship program emails come out, but I plan on publicizing those, as well!

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

One of my core goals is to work with SOCLIS (Students of Color in LIS) in order to create a stronger throughline of communication and advocacy with administration, as well as stronger representation in decision-making on ALISS. Since one of the main IDEAS staff left UW at the end of June, we are definitely feeling that loss and will likely have to pick up some of that slack on the student side of things next year.

Anything else you would like to share?

I still feel like I've been dropping the ball on involvement. If any section leads are interested in hearing the student perspective, I'd love to hear from you! My email is hazant@uw.edu!



DIVISION REPORTS

Jannah Minnix
Public Library Division Chair

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

With two members of the leadership team stepping down from their roles, Public Libraries Board Member Carol Ellison and PLD Chair Jannah Minnix have placed a call out to division members for interest in filling vacancies through the end of the year when a new team is elected.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are looking forward to appointing an interim Vice Chair and Secretary/Communications so the new leadership team can convene and determine a plan to guide division work through the remainder of the year.

Sam Harris
School Library Division Chair

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

The division held its first OLLI, Olympic Library Leadership Incubator, in-person session on Friday, July 26th. Twenty-five participants participated in a full day of learning, networking, and planning lead by the ScLD leadership team and staff at the Washington State Library. The day also included a tour of the state library and library cards organized by Sara White. Pawsident Chewy was present for the day and also got to visit the state library.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Planning for the fall meetings, legislative session planning, and continued work on next OLLI virtual session.

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

As we seek to increase access and inclusivity at planned programs, our focus this quarter was on the in-person experience in Olympia for OLLI. We asked all participants and presenters to use microphones during the sessions and we were able to offer travel expense support for participants to attend for those who were financially or geographically challenged by an in-person requirement.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Our biggest effort is to grow active members through initiatives like OLLI that will build a statewide cohort of engaged leaders that can then build networks in their regions.

Shawn Schollmeyer
Special Library Division Chair

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

We have established dates for our quarterly meetings. Our last meeting was in May and we highlighted professionals at the Washington State Department of Transportation in our newsletter & online gathering.



Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

Our next meeting will be August 28th and we will highlight professionals at the Washington State Department of Natural Resources in our newsletter and online gathering. The time has been shifted to late afternoon to hopefully capture more working members. We are also still reaching out to build our membership with library school students and recent graduates.

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

The recent library school graduates are more aware and actively seeking DEI projects. This is a goal to engage younger membership with an increased interest in community archives and inclusive topics.

SECTION REPORTS

Lindsay Tebeck
SRRT Section Chair

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

Bring more transparency to SRRT meetings/events via Section Page; Host discussions with WLA members centered around their needs; highlight DEIA materials & content

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I hope to see an increase in activity in SRRT - there are about 4-5 folx (majority unique) who attend meeting, my wish is to see an increase in these numbers

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

Used materials which center DEIA topics and activities; Coordinated meeting times based on membership feedback to account for varying schedules; post information on WLA website to aid in access of information

Maggie Mae Nase
WALT Section Chair

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

We had another good round-table check in discussion, facilitated by Anja Johnson, Stevens County Library District.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We have our next round table check in next week and will continue to have these bi-monthly meetings.

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

Helping each other improve our training skills and share resources directly relates to supporting equity, et. al. among staff and patrons.



How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We're focusing on attainable goals at this time, which focuses on current active members.

COMMITTEE REPORTS

Tien Triggs

Advocacy Committee Chair

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

The Advocacy Committee settled on several concrete and actionable items to work on: meeting with the Legislative Committee for a joint session (August 19) and redesigning the webpages for WLA Advocacy (August 21). Lesley Bourne attended our July meeting and gave the committee some guidance on mission/vision/goals for advocacy and how they might align with WLA's organizational mission/vision/goals. Looking forward to creating more robust advocacy resources for the WLA community!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

I'd love for us to have a new WLA Advocacy Center up by the next quarter and for us to bring in more cross-committee members to lay a strong foundation for next year. This group has members with so much experience and passion, and I know we have equally energetic and engaged WLA members in other groups who may be willing to work with us, much like what we will be doing with the Legislative Committee on August 19.

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

I have connected with several more librarians of color who are not WLA members and are inviting them to attend some divisional meetings. Two of them said that they were not aware of WLA and others did not know what WLA could do for them. It started me thinking about how to reach these groups. Maybe a monthly or quarterly DEIAJ-focused newsletter? I'm hoping that others might be willing to work on something like this with me!

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

I already answered this somewhat above, but the Special Library Division newsletter had recently highlighted an agency librarian at WSDOT, and he decided on his own to join WLA. One of his questions when he wanted to sign up was what to expect as the value of his membership. This made me realize that the Advocacy Committee members should all be able to give an "elevator speech" about who we are and what we do. Then when the opportunity to answer a question about our value comes up, we'll be ready with our answers (and hopefully interest non-members in the WLA!).

Anything else you would like to share?

I am grateful every day for the Advocacy Committee members, especially Eryn Duffee for holding everything together while I was dealing with multiple family/medical/other issues over the past few months. July was the first meeting I had attended since April, I think, and it was a very informative and productive meeting. Reminds me again of why I want to do the work I do and the people that I am doing this work for ... thank you to them and to the WLA! (And the ever-awesome Shamim!)



Mikayla Kittilstved

Alki Journal Editorial Committee Chair

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

The Alki Editorial Committee is performing final edits for the upcoming WLA Conference edition: We All Belong.

Lisa Steudel & Mary-Catherine McElroy

Awards Committee Chairs

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

We received almost 15,000 votes for the 2024 Towner-Award-nominated books and announced the winner: *The Gardner of Alcatraz* by Emma Bland Smith!

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

The 2025 Towner Award nominees will be highlighted at a Family Saturday event at the Washington State History Museum on October 5. <https://www.washingtonhistory.org/event/family-saturdays-towner-25/>

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

We have worked to diversify our committee and had some success, especially in getting TLs from eastern Washington to join. We place “having a global perspective” and “authentic voice” as important criteria when considering our ten nominees.

How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

We recruit new members through the WLA website, WLA Wednesday Newsletter and word of mouth. In addition, we are active on Instagram and Twitter.

Anything else you would like to share?

We would love it if WLA would help us promote the Family Saturdays - Towner Award Day on Saturday, October 5th from 10:30 a.m. - 2 p.m. at the Washington State Historical Museum. Board members are also welcome to come! We would love to see you!

Paula Wittmann

Awards Committee Chair

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

We finished the support materials for next years list and also onboarded 3 new members.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We will be working on finding opportunities to share materials and the list with librarians and teachers.

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

We are careful to balance our list to include diverse titles and creators.



How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)

Through the award website, WLA Wednesday and word of mouth.

Caitlin Bagley

Conference Planning Committee Chair

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

WLA 2024 successfully took place Mar 1-3

Kat Wyly & Liz Ebersole

Professional Development Committee Chairs

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

We have reviewed the mentor and mentee evaluation forms for the 2023-2024 cycle and will apply the feedback to this year's mentoring program. 75% of mentoring pairs have indicated they will keep in touch in either an informal or formal way and 80% of mentors said they would be a mentor again. We also are currently reviewing scholarship applications.

Work/activities/goals coming up in your area in the next quarter that you are excited about / What you hope to accomplish by next board meeting:

We are excited to meet in August and decide on our scholarship winners. We are also looking forward to hopefully a larger number of mentors and mentees due to increased marketing efforts. We have already tabled at the WLA conference and had an announcement in the WON. We will publish an article in ALKI this summer and will continue to do targeted outreach to different WLA and professional groups.

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

We continue to pay attention to the specific needs and hopes of all mentors and mentees and are intentional in evolving our program according to this identity based feedback. We hope to include more onboarding resources that will help mentors and mentees apply these values to their mentoring relationship. In terms of reviewing scholarship applications, we have worked over the past few years to continually revise our scoring process to limit bias, especially when considering recommendation letters, as well as to ensure the application process and materials are accessible.