



BOARD MEETING AGENDA

February 04, 2022 • 11:00pm-1:00 pm • WLA online meeting room

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

Facilitator: Ahniwa Ferrari & Brianna Hoffman

Notetaker: Lesley Bourne

TOPIC	LEAD	TIME
Call to order <ul style="list-style-type: none">• Call for Additions/Changes to Agenda• Online meeting reminders• Welcome New Leaders	Ahniwa Ferrari	11:00
Approve minutes from September 2021 meeting (vote)	Ahniwa	11:10
WLA Investment Strategy <ul style="list-style-type: none">• Brianna Hoffman	Ahniwa	11:15
Executive Director Report <ul style="list-style-type: none">• Dashboard Report• 501c3 Transition Update• WLA RedBubble Store• Upcoming Events<ul style="list-style-type: none">○ 2022 WLA Conference	Brianna Hoffman	11:30
Legislative Report	Carolyn Logue	11:35
New Business <ul style="list-style-type: none">• Area Share Outs• Fundraising Discussion• Tribal Donation Discussion	Ahniwa Ahniwa/Brianna Ahniwa	11:50 12:20 12:30
Old/Ongoing Business and Updates <ul style="list-style-type: none">• ALA Update	Steven Bailey	12:40
Closing questions or comments	Ahniwa	12:50
Meeting adjourns	Ahniwa	12:55

2022 WLA Board, voting members:

Ahniwa Ferrari, President 2022
Johanna Jacobsen Kiciman, Vice-President/President Elect 2022
Danielle Miller, Past President 2022
Erica Coe, Director/ALD Rep 2021-2022
Barbara Walters, Director/PLD Rep 2022-2023
Sarah Logan, Director/ScLD 2022-2023
Alycia Ensminger, Director/SpLD Rep 2021-2022
Muriel Wheatley, Treasurer 2021-2022
Steven Bailey, ALA Councilor 2022-24

2022 WLA Board, non-voting:

Brianna Hoffman, WLA Executive Director
Jacob Lackner, Student Rep 2022

Advisory leaders:

Vacant, PNLA Rep 2022-2023
Kelsey Algeri, ELAC Representative 2021-2023
Kate Laughlin, WLA Strategic Advisor

2022 Board Meetings

- May, TBD | Time TBD, at Conference
- August 5, 2022 | 10am-12pm, Online
- November 1, 2022 | 11am-1pm, Online



FEBRUARY 2022 BOARD MEETING NOTES – DRAFT
February 04, 2022 • 11:00pm-1:00 pm • WLA online meeting room

Present Board: Johanna Jacobsen Kiciman, Jacob Lackner, Steven Bailey, Alycia Ensminger, Ahniwa Ferrari, Muriel Wheatley, Danielle Miller, Barbara Walters, Sarah Logan

Present Section, Division & Committee Leadership: Sharalyn Williams, Michelle Haffner, Georgia Reitmire, Brenda McGuigan, Brandi Gates, Rickey Barnett, Caitlan Maxwell, Sara Pete, Lydia Bello, Shawn Schollmeyer, Ryan Grant, Ray Zill, Stephanie Zero, Nic Figley, Stella B Haynes Kiehn, Katy McLaughlin, Angi Anderson

Present Staff & Advisory Positions: Brianna Hoffman, Carolyn Logue

Notetaker: Lesley Bourne

President Ahniwa Ferrari called the meeting to order at 11:05 am

- Introductions from attending members
- No changes to agenda

Danielle Miller moved to approve the minutes from September 2021. Muriel seconded. September 2021 Minutes approved.

WLA Investment Strategy

- Moved from Ameriprise to Bear Mountain Capital
- Moved approximately \$70,000 over to checking in order to pay for conference
- Had \$68,000 cash on-hand prior
- Rep Jonny Johnson has added REITs - Real Estate Investment Trusts – to the portfolio in order to diversify
- Pandemic has been rough on many portfolios; WLA is doing relatively well given the past couple of years
- We'll be making other changes to the portfolio after the conference so that we have 16-18 months' worth of cash
- Rep Jonny Johnson will be present in August to report on the first half of the year

Executive Director Report

Brianna Hoffman

Dashboard Report

- Seeing steady, upward membership growth
- Big jump in student memberships, as always
- Business memberships growing
- WLA Legislative Week had double the attendance it did in 2021
- 89 days until conference

501c3 Transition Update

- Currently we're a 501c4, but we've been working on the transition for the past couple years to 501c3
- We can't ask IRS for updates on the application for 180 days (or about 6 months); we should be able to request updates in March
- Hopefully the distinction will be approved before the May conference

WLA RedBubble Store

- Front page shows samples; it's best to click on something that has logo you like, and then scroll down to view 60+ products

- Thank you to the Member Services Committee for researching and recommending RedBubble

Upcoming Events

- Conference is 89 days away; we'll be doing session selection soon
- We are planning for conference in-person at this point

Legislative Report

Carolyn Logue

- Busy, but quiet year
- 100 percent virtual session
- Policy cut-offs happened yesterday 2/3 to be considered live for session; by Monday 2/7 they have to be out of Fiscal Committee; bills have until 2/15 to be out of their house of origin
 - We'll see a lot of bills die in the week to come
- HB 1630 (Weapons/Restrictions) Monitoring | Pertains to election areas, could have impact
- money for nurses/counselors | hoping it opens up funding for librarians
- 1723 | increases telecommunications access - impacts all library levels and communities, not just schools - still moving
- Imagination Library | in House Appropriations - hasn't popped up for hearing yet
- Definition of Broadband bill to expand speed levels – it would take definition from capacity of 25 megabits/sec download and 3 megabits/sec upload and change to 100 megabits/sec download and 20 megabits/sec upload
 - Will it have effects on Rep. Mia Gregerson's bill?
 - It shouldn't; it would just work with it well
 - This bill will definitely help increase broadband speeds in rural locations
- 1835 Expand outreach for students to fill out FAFSA / WAFSA - WA state is 49th in the country for completing these forms; the bill would encourage libraries & partners to apply for grants that would create programs for communities to fill out the form
- The HOUSE is moving 1850, but tech companies don't like it; it's very consumer-oriented
- Most "bad" bills have died already
- The long-term care act bill has been delayed 18 months
- Bills seen around police and use of force - getting more activity/assistance when needed
- Lots of homeless funding and housing discussions

New Business

Area Share Outs

- This is new to our board meetings
- We've only used leadership packets in the past for area share-outs; we don't need to have everyone read out their report
- Please share if you're excited or want feedback on anything
- **Shawn Schollmeyer, WLFFTA Chair**
 - Last year was first year as chair, still getting used to format/resources
 - If you've worked directly with a board member, trustee, friend, etc, and they have a great story to share, please contact Shawn (shawn.schollmeyer@sos.wa.gov)
 - Wants to put together a virtual panel for the conference
 - Also wants to put case studies on the website
 - Any division will be useful
- **Sarah Logan, SCLD Rep Board member**
 - WSL has become clock hour provider (Tami Masenhimer should be main contact)
 - This is a great opportunity; their experience will inform us if WLA should become a clock hour provider as well or if we can continue to partner with WSL

- BIPOC scholarships still has money available; please let Sarah Logan or Ryan Grant know if you have any ideas or recommendations for reaching people
 - These scholarships remove barriers for new members to join WLA/School Library Division
- **Ray Zill, Alki Editor**
 - Encourages writing for Alki. The next issue will be published in March, and the deadline is Feb. 16
 - Theme: "Work in Progress"
 - Summer issue will be conference issue; committee plans to seek presenters and attendees to write
 - December issue will be around tribal libraries; wants to invite people to April editorial committee meeting who know about tribal libraries in WA
 - Great energy on the committee this year
 - Articles and research accepted, but art and poetry also accepted and welcome
 - If you want to write a regular column for Alki, please let Ray know
 - Ahniwa: Is video possible in the digital format?
 - Ray would need to contact layout designer; it may be an accessibility issue
- **Rickey Barnett, IFS Chair**
 - IFS Hosted intellectual freedom panel during 2022 WA Library Legislative Week
 - IFS is being revitalized, alongside Vice Chair Lorena O'English
 - Excited to continue this work for the rest of the year and to collaborate with other WLA groups, as this is a very important, timely topic
 - Please contact IFS if you're interested in working together
- **Caitlan Maxwell, ALD/ACRL-WA Chair**
 - ALD/ACRL-WA is going to host a drop-in discussion about streaming media, that will be loosely facilitated by steering committee members (Feb. 17, 3-4 pm)
 - ALD/ACRL-WA donated proceeds from the Joint Fall Summit with ACRL-OR to two indigenous library associations in order to take tangible actions to support indigenous groups beyond land acknowledgements
- **Sara Pete, SpLD Chair**
 - The Special Library Division will be continuing its special libraries crawl, let us know if you have ideas for libraries we could tour! Contact sara.pete@sos.wa.gov

Fundraising Discussion

- With WLA having to move its conferences virtually the past two years, this has had a financial impact on the association as we've relied heavily on membership and conference for revenue
- WLA hopes to diversify its revenue streams
 - For example: WLA Store; WLA pet calendar

Fundraising Ideas

- Silent Auction
 - Can expand this to non-conference time
 - Better software now for online, silent auctions
 - Raffle with the fundraiser
- Donations being tax-deductible will help after we move to 501c3
- Wine raffle at conference in the past
- Participate in Give Big (24-hour giving campaign)
- Dine-out nights (Chipotle, Froyo, etc.)
- Accepting donations during events with free registration
- Using Venmo - easier way to donate money
- Charging non-organizational members to post jobs in WLA Wednesday
- Outside of the box: a virtual "Nailed It" baking challenge?
- Steven Bailey: Love the idea of combining fundraising with opportunities to connect members together

- Lydia Bello: I like the idea of raising funds from outside the membership too. I know it can be hard for members to be a member and then be asked for donations (I'm thinking about my experiences with national ALA, although I know WLA isn't nearly as expensive as national ALA+ACRL)
- Ahniwa: Print on demand option for Alki, if we can make it financially viable
 - Brianna: Alki went digital as it was very expensive to print
 - Cannot currently sign up for print subscription
 - We've begun marketing ourselves as open access; artists do not currently get paid for their art on the cover
 - A special print art issue of Alki? With appropriate agreements with contributing artists?
- Georgia Reitmire: We have great artists and craft and make beautiful things; if we could have gallery or auction for the benefit of WLA (you can do it online honestly)
 - Ahniwa: WLA Has Talent - Charity Gala Event?
- Alycia Ensminger: Creating promotion around themed events/months with help from Marketing & Communications Committee
- Sarah Logan: Are we looking for ways to raise funds from our members or ways to raise funds from those outside the organization?
 - Brianna: Both, I'd say
 - Johanna: People who have more money are not association members; it'd be nice not to place burden on members who don't have as many financial resources
- Ray: If we sold some kind of art print, would we be able to split the profit with the artist?
 - Ahniwa: Yes, we just need to create agreements
- Co-funding agreements

Tribal Donation Discussion

- Ahniwa: In the past, ACRL-WA took percentage from the ACRL-WA & ACRL-OR conferences and donated to tribe whose land we held the conference on
 - Lydia: Then-ACRL-WA donated \$10 per registration in 2019, if I remember correctly.
 - Caitlan: ALD/ACRL-WA's recent donation was inspired by ACRL-WA in 2019; when I was putting together Land Acknowledgement statement, a lot of resources went beyond to include tangible action
 - At the time, we went with national library organizations
 - Landback (<https://landback.org/>)
- For events that bring in money, we could donate to tribe or tribal association
 - Have option for person registering to donate an amount to the tribe
- Johanna: Do folks know if any other associations pay Real Rent (like Real Rent Duwamish)? -- that would be a sustainable donation.
- Shawn: What about a percentage of conference earnings to go to a tribal librarian scholarship - perhaps coordinated through the tribal library association? I think we should work with their library association on the WA or national level.
- Brianna: Building it into conference registration form; considerations: when you employer pays for conference registration, you usually can't add it on; WLA Office would like to come up with some sort of match or up-to-point (in case we receive few donations)
 - Instead of voluntary box, we could add \$10 to every conference registration and be VERY transparent about it
- Shawn: Have we involved any tribal library members in discussing this idea?
 - Ahniwa: Have a lot of hopes and ideas about involving them in WLA, but want it to also be something they want so that it is not performative
 - Need to have another conversation with Carolyn Pedersen with WSL
 - If you know of someone who works in a tribal library who's in our profession, I would love to connect with them
- Shawn: Definitely need to involve tribal members; I am hoping that they are involved in some way early in the process

Old/Ongoing Business and Updates

ALA Update

Steven Bailey

- Had winter conference (ALA LibLearnX) back in January; more focused on discussion/engagement
- Great speakers and sessions: Jacquelyn Woodson, Molly Shannon, Colin Kaepernick, and more
- Great session of note: Trauma in the Library
- Sessions were recorded and are still available
- Council Updates
 - Committee of Diversity has created DEI scorecard to measure ALA success in this work
 - Membership - dues model has 11 different categories, not including organizations; they want to simply that down to 4 which was approved
 - Reorganization of ALA – this has been a five-year conversation that is still ongoing – there’s a draft of the new model – ALA is trying to diversify streams of income just like WLA
 - Barriers: ALA is a big organization and it’s difficult to find your space in
 - Trying to decide who will run the show: an executive board? Or council?
 - There’s a proposal to turn power over to the board, but there are dissenting voices in council about this direction
 - Council will continue to meet outside of conference schedule
- This is second term for Steven as Councilor - first term was spent figuring out Council
 - Brainstormed ideas recently on how to connect more with WLA membership on what’s going on at ALA
 - Steven will have regular feature in WLA Wednesday that will follow each Board meeting
 - Going to launch Google form for members to send their questions/comments directly to Steven
 - Looking at Zoom-based office hours for drop-in
 - There will be a more formal report with links in upcoming WLA Wednesday!

Closing questions or comments

- Ahniwa: Want to “embiggen” the tent for WLA; have helped do this with CLAWS and ACRL-WA and want to continue with other groups; please feel free to share your ideas!
 - Continuing EDI and adding A for “Accessibility”
 - Later on in 2022 (post-conference), hopes we can plan a one-day accessibility summit
- Brianna: Vacant PNLA rep position at the moment; if you know someone involved in PNLA or would like to be involved, we’re looking for that rep; PNLA board meetings are every other month, and you’d be involved in conference planning
- Sarah: Every committee has someone from each division, but for ScLD there is a lack of communication back to those committees; wondering what other divisions do to facilitate that communication?
 - Brianna: It’s an issue across divisions/committees; we should have some sort of mechanism that would improve communication
 - Sarah: Do we as a board need to facilitate that?
 - Brianna: Not necessarily, no, we can continue to talk about it

Ahniwa called for motion to adjourn the meeting.

Steven Bailey motioned. Johanna Jacobsen-Kiciman seconded.

Meeting adjourned at 12:56 pm



SEPT 2021 BOARD MEETING NOTES

September 30, 2021 • 3:00pm-5:00 pm • WLA online meeting room

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

Present Section, Division & Committee Leadership: Shawn Schollmeyer, Greg Bem, Jacob Lackner, Amanda Hua, Laura Edmonston, Amy Thielen, Elena Maans-Lorincz, Brandi Gates, Rhonda Gould, Sara Pete, Jannah Minnix, Angi Anderson

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

Notetaker: Lesley Bourne

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

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

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

Danielle asked for points of suggestion/edits to the prior board meeting minutes from July 27, 2021

- No suggestions or edits offered

Danielle called to approve July 2021 minutes.

Steve Bailey motioned. Muriel Wheatley seconded. Board voted in favor to approve minutes.

Executive Director Report

Brianna Hoffman

Dashboard Report

- This will be coming in a couple weeks post-conference

501c3 Transition Update

- Board has approved the 501(c)3 application and it has been filed
- The conversation started in 2017 for that transition, and we're very close to completing the process
- Reminder for the switch: this will give us more opportunities for fundraising and grants

Legislative Report

Carolyn Logue

- Trying to figure out the School Library bill -- getting rid of "as deemed necessary" language (not getting a lot of feedback from School District Association)
- Superintendent's budget was delayed a little on library side, but the report was done pre-pandemic and there's been realization how important libraries are in K-12 schools
- Sen. Wellman had meetings on computer tech education; we're waiting to see what she comes up with from legislative perspective

- There will be discussion about long term care mandate bill; unfortunately legislature won't be happening right now unless they have a special session
 - Deadline to opt out is tomorrow
 - It's not transferable out of WA State
 - You only get \$36,000 lifetime
 - It's poorly done and very frustrating
 - Don't panic, it's 58 cents per \$100 earned
 - Carol doesn't see how it can get through and not be changed; it's impacting every single employee in the state
- Not sure how vaccine mandates are going in library world; if that's been a problem or not
- Hopefully everyone has grants in for capital projects
- Brianna: On the national side for Build America's Libraries, Danielle worked with ALA and Gavin Baker, and Amanda Six, to publish an op-ed in the Seattle Times and in the Spokesman's Review to get the attention of Sen. Murray; unfortunately, it looks like it's dead.
- Kate: The bill has been marked up and there's no funding for libraries at this point. The "Hail Mary" was to put it into another bill "Build it Back Better," and at national level ALA and ARSL have been doing targeted messages to Sen. Murray; we'll know later this week
 - Brianna: We can gather information on special and public libraries
- Carolyn: Session hasn't been determined virtual or in-person; or if there will be a vaccine requirement
- Brianna: We have been looking at what Library Legislative Day will look like in February 2022; perhaps it could be virtual with a lot of promotion
 - Carolyn: I think a lot of Legislative Days will be virtual
 - Brianna: There were positives and negatives, but we can make improvements on a virtual event

New Business

EDI Committee Formation Discussion

Danielle Miller

- The Advocacy Committee has been discussing a standing, designated EDI Committee
 - Would need a statement of purpose, a chair, and begin recruiting members
 - Not sure if it will be ready for committee application opening in October
- Open to discussion/thoughts
 - Ahniwa: Concern that EDI work is work that should be happening in every committee; hoping that the work won't be put all on a single committee
 - Danielle: That's a really good point; could the committee support that work throughout the organization or be a conduit for that work?
 - Ahniwa: I think it will be a positive thing, just want to make sure it happens in all parts of the association
 - Kate: That is a concern that has been expressed before during Rhonda's presidency; that's when an EDI Task Force was launched during the summer; it might be worth looking back at their recommendations for getting everything out into the organization
 - Danielle: Could there be an EDI Position in each committee?
 - Steven: Perhaps the structure and membership of the committee could reinforce that this work should be happening across the divisions and board, through liaisons, etc.?
 - Greg: It's hard to get leaders in general, so it would be good to add objectives to each group rather than an individual
 - Brianna: Within each committee's statement of purpose
 - Erica: The EDI committee could develop the framework for a strategic plan that the other committees could add to, based on their efforts.
 - Being a support for each committee; I think we have to be very clear and intentional and make sure it's integrated at all levels

- Shawn Schollmeyer: It would be nice to have an EDI person that each person could consult with; have it as a regular part of structure that everyone can use; could it be a two-year or one-year person guiding committees and sections?
- Kate: We do also have EDI consultant CiKeithia Pugh; for clarity, WLA has worked with her for a couple of years, mostly at the board level. There's a collaboration going on at the state level with CiKeithia and WSL, so we will see those efforts coming in the future
- Elena: If there was an EDI advocate on every committee, would there be a training or background?
 - Danielle: Excellent point
- Danielle: Maybe a first step is to review EDI Task Force recommendations again; clearly there is a lot to think about and we can revisit this again; I appreciate the suggestions and that this has been at the front of people's minds

Member Services Committee New Rate Proposal

Hope Yeats

- We wanted to increase enticement to join WLA
- Wanted to introduce first-time rate for new WLA members
- Proposing a \$20 introductory rate for first-timers, so that it is comparable to student rate
 - Reason 1: Only students can take advantage of that rate, which leaves out paraprofessionals
 - Unemployed/Retired, granted, also have access to \$20 rate
 - Reason 2: Access to wealth/tolerance for debt; there seems to be a pay-to-play in the library field which is barrier to a lot of library workers, such as paraprofessionals
- Give a lower effort/stakes entry point so that they can spend their first year figuring out what they can get out of WLA; if they find value, then they we will retain members
- Questions about proposal or thoughts?
 - Steven: Term of introductory rate would be for first year only?
 - Hope: Yes
 - Danielle: I appreciate your and the committee's work
 - Shawn: Has sliding scale up to \$20 been discussed?
 - Hope: It has not, but a good idea; we surveyed what other states were doing. Lowest fees in association offered \$10 rate for students; \$20 for Guam for all members (or \$200 for lifetime); Pay-as-you-can would be interesting, but it would be up to the board
 - \$20 is not the most expensive, nor the least expensive rate we've found
 - Muriel: Thank you, Hope; this is a wonderful thing to propose. As someone new to the profession, it all feels very expensive; have we ever talked about subscription-style payment form? Eg: \$5 per month vs All money right now
 - Kate: Is this something the Finance Committee could look at? I think this could be good to formalize as an intentional recruitment approach
 - Practical considerations: In most cases, associations working at a high level have staff support involved, and we have to take that into account; we have had a tough time the past couple of years and will be taking another hit this year; the 501c3 transition will open a lot of opportunities; if we take away revenue, then we will need to find new revenue opportunities (such as grants)
 - Hope: We addressed that a reduction in revenues would, in a perfect world, be mitigated by more new members
 - Brianna: I like the idea of formalizing the process, as many newcomers want to select the level that reflects their salary; they want to remain honest about it
 - Hope: We would also have opportunity for others to sponsor memberships; If board can formalize this process, we can also make extra push for members to sponsor members who are BIPOC folks or who can't afford membership
 - Ahniwa: I love this idea in general. I think we have a very fair scale; that said, I like the idea of making everyone who wants to be a member having the opportunity; Should investigate how it will work on the backend (such as organizations/trustees)
 - Could we have ala carte/PayPal style benefits?
 - Trying to get organizations to sign up?

- Hope: Please let Sharilyn and I know if you have additional feedback or questions
- Danielle: Are we in a place to vote on this? This would not cover sponsorships of new members
- Lisa motioned to approve proposal just to offer introductory membership rate for \$20 for one year. Muriel seconded.
 - Kate: Point of order, we need call for final discussion
- Steven: Can we take another look at the proposal?
- Muriel: When we're doing member-introductory rate, is it for those who are completely brand new or those who have left and come back?
 - Hope: It is for those who have never been part of WLA before; though we aren't intending to police (it could very well be for someone returning after a long time)
- Steven: When would this go into effect?
- Kate: We can figure out the back end with the Committee after conference
 - Kate: Would this be a temporary change?
 - Hope: This is meant to be a permanent change which would then be revisited periodically
- Kate: I'm worried we'll be taking a knowledgeable financial hit? If the intention is to lower barriers, we may have overstepped. I'm not saying that it's the case, but I want to put it out there for discussion.
 - Hope: I respect that it is an impactful financial issue
 - Brianna: The amount is lower, but the rationale is to even it out with more new members; that \$20 introductory rate for first-time members
 - Would it be possible for members to sign up for two-year commitment? One year introductory/second year
 - Muriel: If they dropped off after a year, would we have gotten that \$20 in the first place. Can we look at new members from this year or 2019 as a more standard year and see how much they paid and see how much we would have lost with the \$20 rate?
 - Erica: I'm wondering if there's a way within the form to sign up for that \$20 new membership, and then donate the difference? Could someone who can afford the full price be encouraged to donate the difference? We may not lose all of that money
 - Kate: Could we push this off to give time to Member Services time to add to the proposal to explore these numbers?
- Brianna: Point of order, it looks like we'll table the vote

EDI and BIPOC Mentorship Discussion

Amanda Hua

- Amanda realized during the EDI discussion in this meeting that the mentorship model wasn't modeled off of anything BIPOC-focused. Thinks it would be good to take a new look at it next year.
- Amanda works with CiKeithia at SPL; she wonders if maybe it would be a good idea to run the idea of a BIPOC-centered mentorship program past her.
- Amanda: What are the board's thoughts on a BIPOC-centered mentorship program?
 - Brianna: To clarify, there is no action item for this, but we're looking for discussion, questions, or thoughts
- Amanda: Does anyone have experience or thoughts on a BIPOC-centered mentorship program?
- Elena: I personally have greatly benefited from being part of a faculty of color mentorship program in the past, and think it would be great to have this for librarians. Since that was faculty focused, I did feel like as a librarian it wasn't quite for me.
 - WLA could help fill that void
- Amanda: Do you have contact information for those who formed that mentorship program?
 - Elena: It's been awhile, but I can get that contact information
- Emily: Not all mentors were BIPOC, but I've participated in an ACRL BIPOC-centered program, so there may be information from them
 - Would there be ways to build upon what you have done, rather than two separate programs; perhaps matching mentors-mentees based on their affinities or having separate tracks?

- Amanda: I've been looking at others; they have built-in other factors that go above-and-beyond, such as stipends for mentors, free conference attendance for mentees; providing equity
 - It could be a similar format, but would need to be structurally different, so would it be good to have a consultant come in? Having people identify in the application didn't feel like enough
 - I spoke to someone at ALA, and they recommended I approach the board
- Brianna: I agree with Emily that you have done a good job of revamping the program; there is a branch division for School Librarians, so there is the possibility of building on the foundation Amanda has already created
- Elena: Having a pre-conference space that is tied to that mentorship program would be good to implement, as a BIPOC-centered program would have different programs and presenters that address their needs
- Amanda: If anyone has more thoughts or contacts, please email the PDC and join us at our monthly meetings

Conference Timing Update

Brianna Hoffman

- We had a conference location for 2021, but not a conference to really have due to safety concerns; we thought outside of the box and had conversations about moving the conference back to spring
- We sent out a flash survey that garnered about 400 responses that demonstrated a preference for spring
- The 2016 survey (600 responses) also showed a good response for spring
 - Kate: It was a joint effort with WSL and when we pulled up the raw results recently, we found that Spring had actually been the #1 choice while fall was the #2 choice; we found that we needed updated data, and that was where the flash survey came from.
- Brianna: We contacted our Bellevue facility and they agreed to move us to May 2022
 - If we had not moved, we would have had a pretty substantial fine that would have been devastating for the association
- Bellevue agreed to move us to Spring 2022, which had a domino effect on Wenatchee for 2022 and Spokane 2023. Luckily, both facilities in both places pushed our dates: now Wenatchee is Spring 2023 and Spokane is Spring 2024.
- We're excited to move to spring. We had a spring conference up through 2017, and opportunities shift around depending on the time of year the conference takes place.
- We pared the 2021 program down, knowing that we would be moving into the spring
 - We have 30 hours of professional development content
 - Pre-conferences and in-person programs have been moved to spring
- Ahniwa: Thank to everyone who worked on making that happen; as a college librarian, it's been difficult to get people signed up for conference activities in the fall.

Old/Ongoing Business

Elections

- Danielle: Congrats to the winners
- Brianna: Yes, thank you to everyone who put their hat in the ring; We had some really good, contested races; we'll be reaching out to those who weren't successful as their running shows us they want to be involved
- Brianna: I want to acknowledge there were six or seven students among the different positions up for election

2021 WLA Conference Updates

Brianna Hoffman

- Brianna gave a summary of all the events and asked that board members register and join in on live sessions if they were able to

ALA Councilor

Steven Bailey

- LibLearnX (ALL new January event that replaces “MidWinter”) has moved to a virtual conference due to COVID-19 pandemic as well as political situation in Texas
- Registration opens October 15
- ALA is still planning its Annual Conference for June 2022 in-person in Washington D.C.
- Another window has opened Sept 28-Oct 13 for the remaining funding in the Emergency Connectivity Fund within the American Rescue Plan Act. The fund included over \$7 billion to purchase connective devices for all library types, but only about \$5 billion was requested and approved. This application window will cover the remainder.
- ALA President Patty Wong has elected to start bi-monthly conversations about broadband and digital skills training on Instagram (Connectivity Corners). She talked with a library a couple weeks ago on ECF
- Transforming ALA Governance, the Task Force that has been charged with moving process of Forward Together *forward* has ALA incoming president part Lessa Kanani'opua Pelayo-Lozada of that Task Force <https://forwardtogether.ala.org/index.php/tag/>
- Kate: Any idea of the fate of National Legislative Day, especially with the 2022 Annual Conference being in Washington, DC?
 - Steven: No news just yet

Closing Questions/Comments

- Ahniwa: What is the best way to get changing the Leadership Reports on our Agenda?
 - Kate: No reason that we can't do that in between board meetings
 - Erica willing to work on a draft of the form
 - Conversation can happen behind the scenes
- ALD/ACRL-WA & ACRL-OR Summit registration is now open, which will be coming up on November 5
- Ahniwa: Please join us for open mic night this evening; you don't have to be registered for the whole conference to perform or attend.

Danielle called for motion to adjourn.

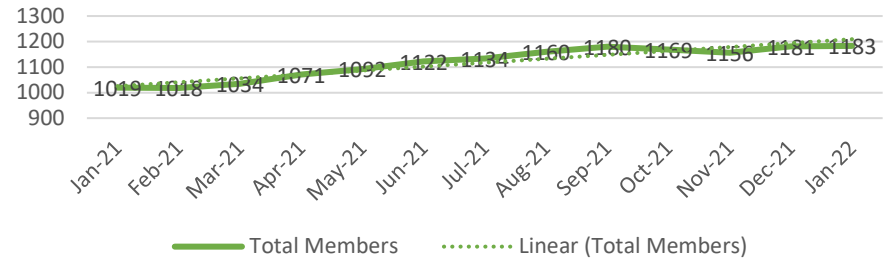
Ahniwa motioned. Alycia seconded motion. Meeting adjourned at 4:37 pm

Dashboard Report (2/4/22)

Membership Changes

Member Type	Jan-21	Jan-22	% Change
Business	10	18	80%
Em, Frds, Fndns, NPs	70	89	27%
Ind Employees	554	592	7%
Organization/Trustees	215	266	24%
Students	133	172	29%
Unemployed/Retired	37	46	24%
Total	1019	1183	16%

Association Membership Total, Monthly



Membership Renewals, Jan 2021 - Jan 2022

Member Type	Count
Business	5
Em, Frds, Fndns, NPs	3
Ind Employees	432
Organization/Trustees	42
Students	78
Unemployed/Retired	29
Total	589

New Memberships, Jan 2021 - Jan 2022

Member Type	Count
Business	11
Em, Frds, Fndns, NPs	7
Ind Employees	145
Organizations/Trustees	16
Students	115
Unemployed/Retired	17
Total	311

2022 Major Events

Jan 24-28	WLA Legislative Week
May 5-7	WLA 2022 Annual Conference

Days Until WLA Annual Conference: 89

Division Totals

Division	Jan-21	Jan-22	% Change
Academic	344	374	8.7%
Public	520	577	11.0%
School	365	437	19.7%
Special	116	180	55.2%





[Feb. 2022 WLA Leadership Reports](#)

BOARD MEMBER REPORTS

Ahniwa Ferrari

WLA Board Director – President

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

Began meeting with WLA office to plan out activities and goals for 2022.

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 grow the WLA tent, if possible, by considering how WLA could benefit tribal libraries. Continuing to focus on EDI work but also adding in an A for accessibility. By next meeting, helping with conference planning and session review!

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

Considering how we might create a system that donated a portion of event profits to the tribes upon whose land those events take place. Preliminary thoughts about putting together an online Accessibility Summit at some point later in the year.

How your area recruits new members and engages non-active members:

By reaching out to underserved / underrepresented professionals outside of the "normal" library experience? Continuing to do outreach for academics.

Muriel Wheatley

WLA Board Director – Treasurer

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

The Finance Committee completed our review of the 2022 WLA Board budget, and I worked with WLA staff on a redesign of the budget document to make it easier for visual learners to understand.

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 excited to start planning for fundraising opportunities with the upcoming transition to a 501(c)(3)! And I'm looking forward to any ways I can contribute to making our 2022 WLA conference a success.

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

At some point last year Hope Yeats brought up ideas for making membership to WLA more accessible for new members and low-income folks in the library field. I would like to work with the Member Services Committee on exploring our financials and coming up with workable solutions.

Erica Coe

WLA Board Director – Academic Library Division Rep

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

ALD/ACRL-WA continues to provide drop-in informal discussions for 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:

Continue working with the Professional Development Committee to refine scholarship criteria and process with EDI lens.

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

Working with the Professional Development Committee to infuse EDI into processes.

Additional Information:

Community College library employees are invited to a Zoom session on Guided Pathways and Libraries: Centering Student Voice for Equity and Engagement - February 9th, 1:30pm-3 pm.

Barbara Walters

WLA Board Director – Public Library Division Rep

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

Joined the board! :)

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 PLoW Directors group is still hopeful that they will be able to meet in March. I would be happy to act as a liaison. As for goals, learning more about my position on the board and how I can be most effective.

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

Coalescing around a message to the school board in support of Gavin Downing, librarian at Cedar Heights Supporting legislation by writing our representatives especially around HB-1723, HB1835. Serving on PLA's digital literacy committee.

Sarah Logan

WLA Board Director – School Library Division Rep

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

ScLD is very focused on providing support to Teacher-Librarians as they deal with materials challenges and school policies (or misinterpretations of policies) that result in censorship. The mentor program continues.

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 excited to get our resources for materials challenges out to our membership so that any school in WA where books are challenged feels the support of WLA and the resources we can guide them to.

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

Materials challenges are directly related to EDI because many of the books challenged are challenged because of LGBTQIA+ themes or the perception that the book contains "Critical Race Theory."

How your area recruits new members and engages non-active members:

We are currently working with Craig Seasholes and others to create an up-to-date list of all Teacher-Librarians in WA. We hope that this list may be used in the future to invite new members to join WLA.

Alycia Ensminger

WLA Board Director – Special Library Division Rep

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

Re-engaged with the Marketing and Communications Committee to brainstorm the social media strategy for the upcoming year -- the Committee will focus on promoting library workers and the 2022 WLA conference

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:

Continue to stay active in upcoming board, division, and committee meetings; explore opportunities to engage peers in SLA

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

Participating in Racial Equity Toolkit (RET) workshops in January and February - engaging in this work means prioritizing equity issues in committee projects (Alki Editorial Committee and Marketing Committee).

Steven Bailey
ALA Councilor

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

Attended the inaugural ALA LibLearnX conference virtually; participated in three ALA Council meetings and three Council Forum meetings; attended the Chapter Relations Committee meeting; participated in online discussions of various resolutions, including "Transforming ALA Governance" discussions. Met with WLA Executive Director Brianna Hoffman to discuss strategies for enhancing the effectiveness of the ALA Councilor role within 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:

Additional online ALA Council meetings are planned for March-June, ahead of the ALA Annual Conference in late June, to continue discussions of resolutions related to the Transforming ALA Governance committee.

In addition, I will be sharing ALA updates with WLA membership through a regular column in the "WLA Wednesday" newsletter; through new "virtual office hours" via zoom; through an annual article in Alki; and at the WLA Conference. The WLA Wednesday column will include a link to a Google form for soliciting questions, comments and feedback from the WLA membership.

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

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.

Additional Information:

More details of the LibLearnX conference will be shared at the WLA Board meeting

Jacob Lackner
WLA Board Student Rep

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

End of the year student celebration

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:

Libraries and Labor Unions Panel

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

Libraries and Labor Unions Panel will address DEI issues

DIVISION REPORTS

Caitlan Maxwell
Academic Library Division/ACRL-WA Chair

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

We hosted the Academic Library Summit November 2021, which had 7 presentations from university and college librarians on the theme of 'Old Spaces, New Spaces: Re-imagining the Boundaries.' We had 151 registrants and around 70 attendees. We established a conference grant procedure and started the practice of donating proceeds to two Indigenous library organizations. We hosted 3 informal drop-in discussion sessions (on different themes: reopening (after remote operations), instruction, and reference) to create space for members to connect and share resources with each other.

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:

Continue to host drop-in discussions with division members (first drop-in discussion about Streaming Media on February 17th from 3-4pm), host an ACRL webinar on Design Thinking for Change Management and Leadership in Libraries in March, pursue collaboration with other divisions/sections in WLA, begin initial planning for ACRL-

NW/Academic Library Summit in Washington 2023, commit to tangible action to go beyond land acknowledgements for Tribal Governments.

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

As part of the online Academic Library Summit in November—we decided to donate some of the summit proceeds to national Indigenous library associations (AILA (American Indian Library Association) and ATALM (Assoc. of Tribal Archives, Libraries and Museums)). We are planning on making this a recurring practice with any event (online or in person). This is following a similar practice that ACRL-WA did for the 2019 ACRL-NW Conference in Pack Forest (pre-WLA merger).

How your area recruits new members and engages non-active members:

We got a few new members through the Academic Summit 2021 registration.

Jannah Minnix

Public Library Division Chair

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

The PLD hosted a final check-in of the year where library workers met and debriefed about the past year's accomplishments, challenges, and changes.

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 leadership team is looking forward to convening to go over last year's updates and the survey that was conducted last year, and plan for upcoming activities.

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

This will be discussed at a future PLD leadership team meeting.

Ryan Grant

School Library Division Chair

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

We have had our first Leadership Committee meeting and have a really great plan for the year!

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

The work that we're being pushed to do because of the number of book challenges happening around the state is critical. Situations in Mukilteo and Kent have gotten the most attention, but a similar challenge is going on in Walla Walla with less scrutiny, and those are the ones that can get really tense.

Sara Peté

Special Library Division Chair

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

We have a goal of a new round of the Special Libraries Crawl series for 2022 and to continue partnering with SLA PNW Chapter on that.

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 hope to get the first Special Library Crawl of 2022 planned.

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

We'd like to focus on EDI as we highlight different special libraries and staff members in our 2022 crawl.

How your area recruits new members and engages non-active members:

The crawl is free and open to all with the hopes that it will help build membership and networking opportunities for WLA SLD and SLA PNW.

SECTION REPORTS

Brandi Gates

Children & Young Adult Services (CAYAS) Section Chair

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

Incoming Chair Stephanie Zero hosted a panel of service providers who work with LGBTQ+ youth will share best practices for creating inclusive spaces for queer youth and planning LGBTQ+ youth programs.

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 hoping to work with the ScLD again to offer more roundtables for school and public librarians. We are also hoping to implement more roundtable type showcases for storytime sharing and STEAM program sharing. We're also going to help iSchool liaisons start plans for the Booktalking with the Best, start work with the ScLD and book award committees to begin planning the author breakfast, and we're going to continue to explore ways to communicate better with members.

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

We will determine how to best make recordings available for people who want to remotely participate in roundtables and workshops in the future.

How your area recruits new members and engages non-active members:

We are working on improving our social media presence and exploring newsletter options. We are also exploring a social networking event to take place at the conference.

Stephanie Zero

Children & Young Adult Services (CAYAS) Section Vice Chair/Chair-Elect

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

Review the fourth quarter workshops.

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 communicate with my new board members, do some icebreakers and team building, and come up with a regular schedule to check in with each other.

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

I would like to examine institutionalized racism in WLA. We are an institution made up primarily of white people. How has that shaped the organization? How has that shaped CAYAS?

How your area recruits new members and engages non-active members:

This is a great question! I can't wait to brainstorm with my new team!

Additional Information:

I can't wait to meet the CAYAS team!

Angi Anderson

College Libraries Across Washington State (CLAWS) Section Chair

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

We facilitated a Return to Work Roundtable in November 2021.

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 goal is to engage members with consistency via relevant roundtables and a newsletter.

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

Within our messaging CLAWS will provide resources involving DEI and libraries.

How your area recruits new members and engages non-active members:

The goal is to engage members with consistency via relevant roundtables and a newsletter.

Rickey Barnett

Intellectual Freedom Section (IFS) Chair

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

The beginning of 2022 will be the first quarter that the Intellectual Freedom Section's (IFS) new leadership has met. One activity that we have focused on is recruitment efforts to engage members in the section. This has resulted in Lorena O'English taking on the Vice Chair role. Similarly, we also worked with the WLA Office to sponsor a panel discussion centered on intellectual freedom during Library Legislative Week, providing another opportunity to raise member awareness of IFS. Both Lorena and I participated in this event as well.

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:

In the next quarter, we hope to plan further avenues for member engagement in IFS to raise awareness of this work; ensure the IFS webpage is current and functional; and to begin collecting support resources for WLA members on censorship and other salient intellectual freedom topics.

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

EDI lies at the forefront of our member engagement efforts, so that the IFS is inclusive and comprises a wide range of diverse experiences, viewpoints, and identities that make up the library profession in our region. Furthermore, we plan to collect and curate resources and future training opportunities to support our colleagues in protecting library materials/services that disproportionately effect historically impacted groups.

How your area recruits new members and engages non-active members:

The section will be engaging with new and non-active members through the WLA Wednesday newsletter and organizational communication channels as events and resources are made available.

Additional Information:

We are excited to reinvigorate the section and develop resources that will support our colleagues in protecting intellectual freedom at all libraries!

Katy McLaughlin

Leadership is for Everyone (LIFE) Section Chair

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 intend to have a virtual coffee chat in February for LIFE members, and a meet up at PLA in Oregon.

How your area recruits new members and engages non-active members:

We intend to start contributing to the WLA newsletter for greater visibility.

Stella B. Haynes Kiehn

Library & Information Science Students (LISS) Section Chair

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

I was not WLA-LISS chair then, but last quarter I attended a fun event where we met up with some professors and had a coffee round table discussion about really anything the students wanted to talk about. There was a pretty good turnout and we would love to do something similar to this in the future.

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 meeting on Thursday to discuss this question! Overall, we are all excited to return to in-person classes and are hoping to hold some fun and in-person events with other students to celebrate seeing each other in the classrooms once again. Otherwise, one of our main goals is to hold one informative/engaging event a quarter.

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

We are in talks with SOCLIS (students of color in Library and Information Science) at UW to hold several lunch and learn meetings in the next few months! We also are planning on holding more informal events with them, such as happy hours, in order to engage the UW LIS community.

How your area recruits new members and engages non-active members:

I am meeting with the old LISS chair this week to discuss this question. Since we are a part of the UW iSchool as well, many of our members are busy with work/school and we don't want to be too demanding on time. The officers and I have a time commitment, but we mainly want students to see us as a resource and point of contact for the WLA. Also, we hope that they attend our events but there is no minimum attendance requirement or anything similar.

Cheryl Martin

Serving Adults in Libraries (SAIL) Chair

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

Proposal for pre-conference session at WLA submitted

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:

Connecting with membership

Additional information:

Just took over - so not much happening yet.

Shawn Schollmeyer

WA Library Friends, Foundations, Trustees & Advocates (WLFFTA) Chair

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:

Adding new content to website on the topic of recruiting for diversity and intellectual freedom.

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

Working on including stories from DEI speakers from local Boards and Friends groups on our WLFFTA website and WLA conference. I will be sharing additional info on these topics through the member listserv.

COMMITTEE REPORTS

Abbie Anderson

Advocacy Committee Co-Chair

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

Successfully ran a virtual "EDI Advocacy 101" session at WLA Annual Conference in October, with good turnout and participation. Group effort from the committee supported our success!

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:

Support for school libraries facing increased political activity and pressure from boards and administrators to censor and remove books with content around historical and present fact re: race, religion, sexuality, and gender identity.

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

We are regrouping as a committee, with new leadership and membership.

How your area recruits new members and engages non-active members:

Email appeals to general WLA membership (so far).

Additional Information:

My co-chair and I are both struggling to catch up with committee responsibilities during a time of flux in our job responsibilities.

Johanna Jacobsen Kiciman

Alki Committee Board Liaison

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

Alki achieved open peer-reviewed status last year (2021), and, in so doing, we were able to publish some really ground-breaking research by Kaetrena Davis Kendrick on low-morale in the profession. The act of interrogating our own practices from anti-bias standpoints has made, I believe, the journal a more robust and transparent publication.

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 deadline for our March issue is February 16th. We are excited to read what our community submits! We are also looking forward to the WLA Annual Conference and how we can engage presenters to write for Alki. By next quarter, we hope to have a full timeline for the year in order to promote our issue themes and initiatives further in advance.

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

2021: Alki worked through editorial policies with a specific eye towards anti-bias and anti-racism work; that work needs to be completed. Additionally, we created a AEDI column to keep equity and anti-racism work evergreen and present for our readership.

2022: The Alki Editorial Committee is committed to bringing in more indigenous voices, hearing from tribal libraries, and exploring indigenous ways of knowing as a theme for our December issue. To prepare, we are planning a brainstorming meeting in April, where we will invite leading voices in this work to help us plan and promote our issue in addition to helping us reach tribal libraries in other issues.

Ray Zill, the new Alki Editor, is passionate about accessibility and plans to explore ways to make our journal more accessible to our contributors and readers.

Additional Information

We are very excited to have a FULL board this year, with a lot of great excitement!

Elena Maans-Lorincz

Conference Committee Co-Chair

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

We have finalized the theme and logo for the conference, along with collected program proposals.

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:

Picking the proposals and finalizing the conference schedule!

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

We will have an equity lens when looking at the programming proposals, so ensure we are promoting PD that related to the various equity issues libraries face.

Summer Hayes

Professional Development Committee (PDC) Co-Chair

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

Evaluated 2021 progress and activities and identified areas of focus and priority goals for 2022.

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 committee is planning to host at least one virtual session for potential scholarship applicants. There will be an overview of the scholarships and application process, tips for submitting a successful and competitive application, and a Q&A. 2021 scholarships recipients will be tapped to participate as a condition of their award.

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

For the mentorship program, Amanda Hua (project lead) met with Tanya Velasquez (Director of Faculty Engagement and Racial Equity Initiatives, Office of Equity and Inclusion at University of Washington Tacoma) to learn how they formed their program and get insight into BIPOC mentoring programs in general. Committee members who identify as white are encouraged to complete allyship training and the committee is hoping to meet with WLA's DEI consultant to inform further changes to the program.

How your area recruits new members and engages non-active members:

The PDC launched its mentorship program in 2021, which resulted in nearly 40 mentor-mentee matches. While three mentors are also committee members, the majority of participants in the mentorship program are not otherwise engaged with the PDC. Recruitment consisted of a general call for participants for both mentors and mentees.

Traci Chun

Legislative Committee Co-Chair

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

We have a great committee this year who is already providing feedback weekly on legislative issues and bills regarding libraries.

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:

Remote testimony on several bills including the digital equity bill (increasing accessibility and affordability of telecom), support for creating the Imagination Library of Washington, Broadband bill (infrastructure), and prototypical school formula (increasing services of social & emotional support). Hope that our support and testimony can help get these pro-library bills passed!

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

We try to recruit new members who represent all different kinds of libraries to the legislative committee. It is important when offering support and/or testimony that we have all views taken into consideration.

Additional Information:

This year the WLA Office created a Google Doc for the committee members to provide timely feedback. This is really helpful as the comments can be seen by all and easier to track than reading through emails. It has been a great tool for the committee to use!

Paula Wittmann

WA Children's Choice Picture Book Awards (WCCPBA) Committee Co-Chair

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

We accepted 3 new committee 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 are beginning to read nominated titles and will meet in March to choose and finalize next years list as well as assigned tasks to support the use of the nominated books in libraries and classrooms.

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

We have added some diversity to our committee, we also have been focused on encouraging librarians to nominate titles that celebrate diversity and diverse authors.

How your area recruits new members and engages non-active members:

We went through the process set up by WLA and then sent out a request for more information to make sure they were a good fit for the committee.