



BOARD MEETING AGENDA

January 29, 2021 • 10:00am-12:00 pm • WLA online meeting room

Read in Advance of Meeting: November 2020 Board Meeting Minutes, Leadership Reports

Facilitator: Danielle Miller & Brianna Hoffman

Notetaker: Lesley Bourne

TOPIC	LEAD	TIME
Call to order	Danielle Miller	10:00
• Online meeting reminders	Brianna Hoffman	10:05
Approve minutes from November 2020 meeting (vote)	Danielle	10:10
Executive Director Report	Brianna	10:15
• WLA Dashboard Report		
New Business	Danielle/Brianna	10:20
• Library Legislative Week	Brianna	
• WLA Career Lab	Brianna	
• iSchool MLIS Career Week	Brianna	
• 2021 WLA Budget	Brianna	
Old/Ongoing Business and Updates		10:45
• WLA Leadership Retreat #3 Notes	Brianna	
• ALA Update	Steven Bailey	
• WA Digital TeachKit	Brianna	
WLA Legislative Update	Carolyn Logue	11:00
Closing questions or comments	Danielle	11:30
Meeting adjourns	Danielle	11:45

2021 WLA Board, voting members:

Danielle Miller, President 2021
 Ahniwa Ferrari, Vice-President/President Elect 2021
 Emily Keller, Past President 2021
 Erica Coe, Director/ALD Rep 2021-2022
 Lisa Vos, Director/PLD Rep 2020-2021
 Rebecca Wynkoop, Director/ScLD 2020-2021
 Alycia Ensminger, Director/SpLD Rep 2021-2022
 Muriel Wheatley, Treasurer 2021-2022
 Steven Bailey, ALA Councilor 2019-21

2021 WLA Board, non-voting:

Brianna Hoffman, WLA Executive Director
 Marissa Rydzewski, Student Rep 2021

Advisory leaders:

Jane López-Santillana, PNLA Rep 2020-2021
 Kate Laughlin, WLA Strategic Advisor

Future 2021 Board Meetings:

- April 19, 2021 • 3-5 p.m.
- July 27, 2021 • 2-4 p.m.
- October 2021, TBD



BOARD MEETING - JANUARY MINUTES

January 29, 2021 • 10:00 am-12:00 pm • WLA online meeting room

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

Present Section, Division & Committee Leadership: Alexa Andrews, Amy Thielen, Angi Anderson, Beth Bermani, Diana Hillyard, Elena Maans-Lorincz, Hope Yeats, Jannah Minnix, Jolyn Reisdorf, Karen Schendlinger, Michelle Haffner, Nic Figley, Rhonda Gould, Rickey Barnett, Ryan Grant, Sam Wallin, Sara Pete, Sharalyn Williams, Shawn Schollmeyer, Stephanie Hartford, Summer Hayes

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

President Danielle Miller called the meeting to order at 10:01 a.m.

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 / or edits to the prior board meeting minutes from Nov 16, 2020

- No suggestions or edits offered
- Danielle called to approve minutes

Vice President/President-Elect Ahniwa Ferrari motioned to approve minutes; ALA Councilor Steven Bailey seconded; Board voted in favor to approve minutes

Executive Director Report

New Dashboard

- New item in the leadership packet is the Dashboard Report - this report is a snapshot of where the association is at this moment, includes quick look at membership, finances, and events
- The Office will update this report every quarter /
- The Dashboard Report is a work in progress, and suggestions and feedback may be directed to the WLA Office; Danielle hopes that it can be created in an accessible format
- WLA Strategic Advisor Kate Laughlin added that the report is a great way for board members to gain greater awareness of numbers over time
- Of note on the Dashboard Report: Student membership has increased
- Ahniwa brought up that division change over time would be great feature
 - Brianna responded that this is MemberClicks limitation as it does not track that data, the office will be tracking division data over time manually going forward

Senate Bill 5242

- School library division members Shana Ferguson, Hillary Marshall, Sarah Logan took time to prepare and testify at hearing on Monday, Jan 25, 2021 in support media literacy and digital citizenship with SB 5242

WA Libraries and Vaccine Phases

- Brianna noted that there have been recent questions about WLA's positions related to library workers' place in vaccine phases
- Brianna consulted with President Danielle Miller, Past President Emily Keller, and Vice-President/President Elect Ahniwa Ferrari to craft a letter to Governor Inslee and Dr. Shah (State Department of Health) to asked that libraries and library workers be considered in phases
 - This position is not that library workers have to be included, but have the option to get vaccinated if they wish

Danielle thanked Brianna for her report, and added that the Action for Media Education sent a thank you letter to the School Library Division members who testified

New Business

Library Legislative Week

- Brianna introduced that Library Legislative Week 2021 registration is now live; it was announced via WLA Wednesday and more information/registration can be found on the WLA website
- Brianna covered that this year's event is a new iteration of annual event; events and opportunities will be spread out over the week
 - This will allow for more flexibility as not everything needs to be crammed in on one day
 - The regular get-together with updates from the State Library, Carolyn Logue, and Abby Moore will still occur, on Tuesday, February 9
 - Lunch with Legislators panelist has been added - registrants are encouraged to submit questions ahead of time
 - On Wednesday, February 10 at 9 a.m., the Washington Broadband Office will do a panel with broadband update
 - Registration is open and free!
- WLFFTA Section Chair Shawn Schollmeyer asked if Legislative Week would be all virtual?
 - Brianna confirmed
- Kate mentioned in the Zoom Chat that Sen. Reed reintroduced Build America's Libraries Act in Washington, DC yesterday afternoon

WLA Career Lab

- Brianna gave background on original Career Lab, and that it was a successful event during 2019 conference, but wasn't included in 2020 conference due to full schedule
- This year, the WLA Office has created a stand-alone event that will last all month long in May -- panels for different library types, HR panels, networking events, alternative paths to librarianship, and more
 - Career Lab already has advisory committee in place

- Past President Emily Keller is on committee and finds that having Career Lab as an online event will be a silver lining for people who might not normally have been able to attend in-person
- WLA Office will start event promotion in March once schedule is finalized
- Kate added that Career Lab events will be placed on the Member calendar as soon as hard dates and times are identified
 - Special Library Division Chair Laura Edmonston noted that she would love to assist with adding special libraries to the career lab offerings
 - Member Services Committee Co-Chair Hope Yeats and Professional Development Committee Chair Summer Hayes added that they will be interested in seeing how the planning goes and offering support

iSchool MLIS Career Week

- WLA will be hosting a virtual table on Monday, Feb 1 at 4:30 p.m.
- This career event is usually in-person, and WLA has tabled at it in the past
- Some WLA board members and LISS leadership will be in attendance to offer their perspectives to interested students
- Brianna noted to send her email if there were others interested in joining
 - She encouraged attendance as it is invigorating to talk to students, due to their excitement and passion

2021 Budget

- Brianna announced that while the Finance Committee is very close to recommending the 2021 budget, it's not quite ready yet
 - She added that WLA's new Treasurer Muriel Wheatley has done an excellent job looking over the budget and asking thoughtful questions
 - Board will find recommendation of budget to vote on very soon

Old/Ongoing Business and Updates

Leadership Retreat #3

- Back in November 2020 at Leadership Retreat, board and division leaders met to identify strategic priorities going into 2021; the notes captured do not constitute a full strategic plan
- Attendees completed brainstorm of what issues are affecting libraries and how WLA can respond to them
 - Digital equity and Mitigating effects of COVID challenges were top priorities identified in the meeting -- Brianna noted that it looks like WLA is already started in addressing digital equity issues in Legislative session
 - Brianna summarized the questions that led discussion for each priority and pointed out the notes captured
 - Danielle added that leadership will want to stay EDI -focused, incorporate ideas into WLA programming and resources, and look for ways we can support each other
 - Kate noted to new leadership who weren't at the retreat are encouraged to go back and look through and offer questions; these are ongoing priorities
- Muriel asked if WLA's recent letter to Governor Inslee fit into "Mitigating Effects of COVID Challenges" strategic priority

- Danielle agreed that it does
- LISS Chair Stephanie Hartford asked if we collect demographics in our membership? She wondered if we have seen any kind of increase in BIPOC members, and if not what can we do about it?
 - Brianna responded that these demographics were collected in membership survey, but not sure about MemberClicks database
 - Kate added that she thinks we can in MemberClicks database and that the Office can investigate further
 - Stephanie added that it can be hard information to collect; She wants to bring it up as LISS has started developing a scholarship, that the steering committee wants to split up so that one for sure goes to BIPOC member in WLA as way of attaching tangible deliverables to this priority, instead of just talking about it
 - Nic Figley did survey for CAYAS last year with basic question about demographics

WLA Legislative Update

WLA Lobbyist Carolyn Logue

- Legislature is in third/fourth week of session
 - Bill out of origin deadline is Feb 15th
 - Bill out of house origin is March 9th
- Legislative Hearings are completely remote this year
 - Carolyn thinks testifying is going very well
 - She mentioned people's ability to sign on bills from home is great; but it's more difficult to keep things moving as people can't run into legislators like at the Capitol
- Carolyn brought up Senate Bill 5242 (Media Literacy and Digital Citizenship) and offered thanks to librarians who showed up and testified
- There will be a broadband-related call to action on Universal Service Fund
- House Bill 1336 is something worth watching - expand municipalities' ability to implement broadband
- Watching Budget/Capital Budgets
- B5114 - Would have forced everyone into Phase 2 (1600 people signed); has spurred everyone to re-look at metrics; Governor followed up by releasing latest metrics; looking at 25 percent capacity in retail; vaccine rollout has been unpredictable, not sure where libraries will fall; looking at partnerships -- is there a role for libraries in helping people get to vaccination sites? Especially around computers
- 2021 Conference Co-Chair Elena Maans-Lorincz asked if there were any updates on SB 5323 which relates to those who are librarians in higher ed?
 - Carolyn added this bill had to do with freezing of wages and salaries
 - She's not sure what's going to happen; they'll likely be last-minute budget decisions and will be heavily negotiated behind the scenes
 - Carolyn will add 5323 to her list to-watch

Old/Ongoing Business and Updates

ALA Council - Steven Bailey

- ALA Midwinter just wrapped up; It was a virtual conference with reduced registration fee; attendance sat at about 7,100 people, which tracks with previous conferences (midwinter 2020 in Philadelphia was about 8,000; 2019 in Seattle around 9,000); 2,000 of attendees this year were students; Conference featured speakers Ibram X Kendi, Ethan Hawke, Ziggy Marley, Joy Harjo, Cicely Tyson, Jill Biden, Amanda Gorman (Youth Poet Laureate)
- ALA Council Updates
 - Background: 187-member council, portion of the Council represents state chapters, over 100 councilors at-large and divisional representation
 - Recent Resolutions from ALA Council
 - To condemn White Supremacy / Facism as Antithetical to Library work
 - Condemning use of facial recognition software
 - Calling for library workers who have direct contact with their communities to be classified as 1B for COVID vaccination
 - Replacing the Library of Congress subject heading “illegal aliens” with “undocumented immigrants” -- this Resolution was referred to a subcommittee and will be revisited at the 2021 Annual Conference
 - Emily Keller added that Orbis Cascade Alliance has moved forward with changing this, not waiting for Library of Congress
- Ongoing project of ALA reorganization: The Steering Committee of Organization Effectiveness is overseeing ongoing updates to the reorganization plan “Forward Together”
 - Working through details of the plan, making sure voices of current council are heard
 - New committee develops resolutions that council will vote on
 - The Council will reconvene in spring; may vote on whether to adapt to new structure; if passed, they will work on revising ALA Bylaws
- ALA Executive Director Tracie Hall has envisioned three new revenue streams in five-year pivot plan, including Continuing Education, Charitable Giving, Data Research/Design
 - Historically the three main revenue streams have been membership, publishing, and conferences, numbers for which are declining
- Steven has heard from members about hearing more of what’s happening at ALA; He is working on a report to publish in *Alki*
- New Midwinter 2022 (LibLearnX): It was decided a few years back that conference wasn’t doing what leadership wanted it to do; it wasn’t recouping costs; the decision was made to discontinue it as it currently is; LibLearnX is the current working title, it is meant to focus more on professional development, instead of committee and council work
 - WALE Secretary/Communications Diana Hillyard asked if the Lit/Media Awards will still be part of the new midwinter
 - Steven confirmed
 - Brianna said she was very curious about new library event (scheduled to be in San Antonio); commended Steven for doing an amazing job in keeping everyone up to date; she added that WLA is chapter member of ALA, and proposed changes have results on chapters
- Additional Information: ALA Council Representation from Washington includes: Rhonda Gould, Amber Williams, Audrey Barbakoff (councilors-at-large)

- Legislative Committee Co-Chair Rhonda Gould is on the Moving Forward Together Resolutions Working Group, which has 15-20 people

WA Digital TeachKit

- Brianna informed that the WA Digital TeachKit has been officially launched
- The TeachKit stemmed from a proposal last year for creating a portal for virtual learning for educators in WA; the team was initially made up of four core team members, but eight additional WLA members were added
- The team planned to make 8 tools, but made 20
- TeachKit Launched in January and was presented recently at a national Follett Webinar

Danielle called for motion to adjourn the meeting.

Muriel Wheatley motioned to adjourn meeting. Public Library Division Rep Lisa Vos seconded.

Meeting adjourned at 11:07 a.m.



PREVIOUS BOARD MEETING - NOVEMBER MINUTES

November 16, 2020 • 10:00 am-12:00 pm • WLA online meeting room

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

Incoming Board Members: Alycia Ensminger, Muriel Wheatley

Present Section, Division & Committee leadership: Greg Bem, Laura Edmonston, Mark Pond, Nic Figley, Sam Wallin, Steve Overfelt, JoLyn Residorf, Judy Pitchford, Sarah Logan, Suzanne Carlson-Prandini, Hillary Marshall, Michelle Massero, Hope Yeats

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

Notetaker: Lesley Bourne

Meeting called to order at 10:04 a.m.

- Brianna Hoffman reminded attendees about the 2020 voting members in the Agenda

Approve minutes from July 2020 meeting (vote)

- Danielle Miller moved to approve the July 2020 minutes.
- Ahniwa Ferrari seconded. Minutes approved.

Leadership Reports:

- Emily Keller asked for follow-up questions or updates concerning Leadership Reports
 - Kaitlyn Griffith brought up an issue that students are dealing with regarding capstone/thesis projects
 - MLIS student cohorts have been struggling to find organizations that have the capacity to help with student projects right now due to COVID; it's difficult for those interested in data analysis
 - Kate Laughlin asked about deadline for capstone projects; Kaitlyn said that they are receiving three quarters instead of two to complete projects (Proposals are due Dec. 12th)
 - Emily, Kate, and Brianna agreed to chat about issue after meeting and to check in with Kaitlyn

Action Item: PNLA Memorandum of Understanding

- Jane López-Santillana gave background information about the PNLA-MOU
 - PNLA is putting together MOUs for different states they work with. As the process for finding a WA State Librarian is taking longer than expected, they have approached WLA to get the process rolling in Washington; they want to work with state libraries for people-gathering, sharing information, conferences; having more formalized relationships with states might help solidify those activities; MOU is a formalization of earlier agreements between WLA and PNLA.
 - Brianna talked about the support between the two organizations; she added that much of the MOU reflects activities that both organizations already participate in

- Brianna added that some changes have been requested to the MOU concerning language
 - Original language included “Period of 5 years” as the duration of the MOU
 - This has been changed to “Period of 2 years,” which allows for more board overlap when it's time for renewal of the MOU
 - PNLA agreed to the change
 - Original language included that the organizations would “identify financial joint ventures” →
 - This has been changed to “Identify joint ventures,” which allows for more opportunities that are not always financial
 - PNLA agreed to the change
- Jane and Brianna opened discussion for questions
 - Kate wondered if historically the tab was picked up by WLA for sending PNLA reps to WLA conference
 - Brianna answered that it has been WLA the past few years
 - Kate asked if there’s a reciprocal attendance for WLA president to attend the PNLA conference; Brianna found that there is
 - Kate asked Jane and Brianna if there are other states/provinces signing on to MOU
 - Jane answered that Alaska in flux because they don’t have clear representation; Oregon has signed; Idaho is about to sign, but not sure
 - All states have been contacted, but not all meet as regularly as WLA; Jane doesn’t think the majority are against signing, but that they’re just not used to having an MOU
 - Kate and Brianna had wondered about OLA and PNLA relationship; Jane confirmed that OLA (Oregon) has signed
 - Danielle asked if there’s different language among various MOUs with separate states
 - Brianna and Jane confirmed, that language will change from state to state because of internal operations/capabilities
- Emily thanked office and Jane for bringing this forward and for staying connected
 - Jane noted PNLA is working hard to get word out about organization and making relationships
- Steven motioned to approve the MOU with PNLA. Joy Neal seconded. MOU for PNLA-WLA approved.

2020 WLA Conference Recap

- Hannah gave conference overview
 - Hannah said conference went well; office staff and conference committee had to pivot quickly from in-person to virtual, but the conference went successfully
 - Hannah updated the board that the office will be working its way through conference evaluations to make them readable/usable; the data collected will total 50-100 pages. Hannah hopes to send report out by week’s end
 - No conference session evaluations scored below a 3.2/4 -- she noted that many received really high scores, and that sessions from this year’s conference are the highest rated programs we’ve had in recent years
 - Attendees loved accessibility and low cost; it was first time for many; many loved to be able to watch recordings

- Whova has data about attendees watching recordings, which is available to those interested
 - EDI Keynote was many attendees' favorite part of conference
 - The conference registered 1,412 attendees / 25 exhibitors / 43 organizations
 - Organizations included large organizations like KCLS, NCW Libraries, SPL, and others
 - **Conference Profit:** \$35,000-\$37,000, which is less than anticipated but pretty in-line with past conferences
 - This was good as many organizations lost money this year for their conferences
 - WLA bookkeeper will be working on financial reports and sending them out soon
 - 55 percent of attendees were first-time (usually at 25-30 percent)
 - Background on Whova: it was selected for its integrated networking functionality
 - 108 discussion topics
 - 200 people in 16 meetups
 - 2,000 private messages
 - 2,000 community board messages
 - Office plans to send out many reports in follow-up to this meeting
 - Mark Pond gave a shout-out to conference committee, thinks the overview sums up things perfectly
 - Brianna said it was Mark's idea to have an organizational rate, which hugely influenced first-time attendance
 - Brianna opened up floor for feedback on Whova
 - Danielle thought platform worked really well; loved the sessions; commended conference committee and office staff
 - Kate thanked 2019 board for deciding to try virtual intentionally for January 2020 conference for better accessibility; thought that it set up the office and key WLA leaders to succeed in the fall 2020 conference
 - She thought 55 percent new attendees sounds like a new mandate going forward
 - She's was interested in thoughts about what board would like to do if there wasn't a pandemic
 - Hillary Marshall loved that CAYAS and School Library Division could come together for the Author Breakfast; loved that every author/illustrator could attend; thought it was good as staff could access conference as budgets dwindle
 - Brianna agreed that it's great more people could attend
 - Laura Edmonston thought the option is essential for online as long as possible, as dwindling budgets will linger
 - JoLyn Residorf thought that WLA may need to partner with volunteers so that presenters have help with chat function
 - Kate responded that office staff were present, so it may have been that volunteer/staff was told not to watch the chat during a particular session;
 - Kate shared that the office has been able to share staffing benefits with OLA for their upcoming conference
 - Kate shared that October's conference was the last four-day conference to be given by WLA; The 2021 conference in Bellevue will be a three-day conference, as approved previously by the board, to make room in funding so that there can be more one-off events.

- Brianna shared that WLA's successful pivot from in-person to online has put the organization on the national map as doing well for its conference, has elevated WLA/led to consulting opportunities
- Mark thought that the egalitarian structure of the conference helped; we were forced into the same platform and accessibility worked well
 - He wondered that if we're looking at hybrid approaches going forward, we should keep aware of not putting up barriers to access
 - He still prefers in-person and thinks it is very valuable
- Nic Figely had similar thoughts to Mark; they wondered how can we continue the high amount of value while balancing both in-person and virtual? Very intrigued by a hybrid approach.
 - Kate said that, logistically, both in-person and virtual at once would be difficult as they are very different animals; could be more doable if they were done at different times
- Rebecca Wynkoop shared that the ability to go back and watch presentations was very powerful (it's very different to watch a recorded presentation versus going through slides; She doesn't think hybrid needs to be simultaneous and would like to think broadly about what hybrid means
- Emily: wondered about profits, expenses, price-setting in the face of changing to virtual
 - Hannah said there was a lot of testing around costs to attend for members and a lot of advance math guesswork;
 - Kate said that it also helped that we got to negotiate with Spokane location and not get hurt financially by canceling/re-scheduling; the WLA Spokane contract was solid
 - Brianna agreed, thought that Spokane facility also wanted to keep a good relationship with WLA for future conferences
- Hillary mentioned ScLD awards; acknowledged that Brianna wants to do an awards overhaul; wants to carry over awards that were presented this year to next year
 - Emily responded that The Author Breakfast was so moving; she was glad she was able to attend; it was exemplary of the partnerships hoped for when WLMA merged with WLA. She thanked those in CAYAS and ScLD for their work.
- Emily thanked everyone for their help and work on the conference; looks forward to evaluations

ScLD LIFT Project Update

- Hillary Marshall gave update on the LIFT Project:
 - As background, the project is a resource center for WA state schools that don't have librarians (and for librarians in schools) and hopefully beyond. The project comprises 22 tools
 - The project team created a Google site for its content; Google sites was chosen as platform for its ease of use, to be able to transfer content, its analytics, and because many schools in state have Google Apps for Education
 - The team plans to transfer content to WLA Drive and ScLD website, state Open Education Resources
 - Teams have completed initial work and peer editing; original authors are currently looking over edits. Once finished, the Core Team will be able to place finalized content on Google Site
 - There will be landing pages and tool pages, as well as a table of contents for users to find their tools of choice easily

- Dec. 1, 2020 is goal for publication
- The team is asking for publicity help when site/content is launched
 - Joe asked if he could put Hillary in touch with education rep from WSL/share on Niche Academy
- The CORE Team is in the process of finalizing a name for the project

ALA Councilor - ALA Updates

- Steven Bailey gave ALA Updates:
 - The ALA Reorganization continues moving forward
 - It has been taking place for a couple of years after growing out of observations that membership / engagement has been declining in ALA
 - The Steering Committee for the reorganization is reviewing recommendations put forward to the ALA Council; they are looking at moving proposals forward while maintaining what people already love about ALA
 - *Forward Together* is the new name for the reorganization
 - Since the fall ALA annual meeting, Steven has been in various discussion sessions and one formal council session covering: role of board of directors and number, composition, process for election; role of committees (and similar criteria to board), core values, round tables, and bylaws that govern round tables
 - The Steering Committee is looking to vote in Spring 2021
 - There is a meeting on Friday, November 19, 2020 that will cover how the functions of the ALA council will look in the reorganization
 - ALA Council will effectively be dissolved
 - Other Topics that have come up in regards to reorganization:
 - Board of directors being proposed to be 17 elected members, 5 appointed members
 - Diversity of board; ensuring diverse representation
 - Round tables: proposed minimum threshold of membership, which could eliminate some round tables in place
 - Money aspect: ALA is fairly healthy financially, but its three revenue streams have been declining (Publishing, Conference, and Membership)
 - The question of how digital technologies can help increase the above revenue streams is a question that has been brought up.
 - Thursday December 3, 2020 ALA Council meeting
 - Will provide wrap-up report of recommendations that have been occurring
 - Will vote to have presentation of these recommendations at ALA Mid-Winter
 - State Ecosystem Initiative
 - Completed its work last month
 - Started as task force on ALA Advocacy Committee
 - There is now a State Ecosystem toolkit that is on their ALA website
 - Thinks that WLA is a great representation of this Ecosystem initiative
 - Craig Seasholes is AASL rep for team
- Steven opened up floor for questions
 - Brianna asked, "What is the relationship between WLA and ALA for those in the board meeting who may not know? How would *Forward Together* affect that relationship?"

- Steve answered that each division/state has seat on ALA Council; it is made up of 187 members
 - The representation of WLA would go away, but there'd be a seat in an advisory capacity in a state chapters assembly. The person in this seat would make recommendations to the ALA board but not be able to vote
 - The reorganization would bring changes to WLA bylaws and structure
 - Brianna responded that she has seen worries about representatives not having a voice
 - Steve also has seen worries about voices/representation being extremely diluted with ALA Council going away; He hopes this reorganization will help; current ALA President is very invested in chapter relations

Legislative Updates

- Carolyn Logue gave legislative updates:
 - COVID-19 Restrictions
 - She acknowledged the governor's new restrictions, released Sunday, November 15; she said there is no change to libraries; libraries were not specifically mentioned; restrictions seemed targeted at restaurant industries
 - Language in announcement said that certain industries were not mentioned, then to stay the course -- this applies to libraries
 - Worries about new restrictions collapsing economy further
 - Expects that employers will see taxes increase
 - Legislative Session:
 - Libraries can expect that there will be a lot of broadband work in the upcoming session
 - Library professionals need to be involved in discussions on expenditures; to make sure there are no cuts at state and district levels; to make sure they prepare anecdotal stories to share
 - Libraries need to watch K-12 education funding
 - The caseload reduction in schools might mean Legislature will try to capture savings
 - Again, recommends that anecdotal information is prepared about how there should be libraries in every school
 - Budget: Need to watch funding at Secretary of State's office and WSL
 - Carolyn is worried about losing the socialization aspect of Legislative Day
 - Shared that there may be a limit to the number of bills each legislator can introduce (to take pressure off of legislators, their staff, and committees)
 - Additionally, lobbyists won't be allowed in building
 - She encouraged that those who wish to need to figure out ahead of time who wants to meet with legislators, either in groups or individually; meetings do not need to happen on same day as Legislative Day
 - WLA is looking at Tuesday, February 9, 2021 as Library Legislative Day
 - Carolyn and Brianna like Kate's idea of a Legislative Week (have presentations on Tuesday; wrap-up on Friday)
 - Emily asked for other asynchronous ideas other than Zoom meetings

- Carolyn said emails will still be very viable way of getting ahold of legislators, as well as the hotline, which will be fully staffed; Another idea could be to have pre-recorded video of testifications to send to legislators
 - Carolyn acknowledged there will be ways to submit things and have it be part of the live record
- Leadership voiced current concerns from their own experiences
 - Carolyn reiterated that libraries are not meant to be childcare centers, they are meant as spaces where childcare providers can bring children to for activities, resources
 - Hope Yeats shared that her biggest concern that she wants Legislature to know was that enforcing mask requirements is impossible; it has become their job to enforce masks, social distancing, and cleaning; and her library isn't even open yet; there's no good way to enforce or monitor mask-wearing; worried that it will only increase people's chances of getting sick
 - Her library is struggling internally about how to protect staff and public while offering vital services and resources; equity is affected; doesn't have means to keep environment safe during pandemic
 - Nic works in same system as Hope and has similar concerns, as well as concerns for educators
 - They are wondering about how to support educators even if only performing curb-side
 - Carolyn acknowledged it's very hard for workers in public spaces
 - Carolyn mentioned that libraries should make sure they have access to the licenses they'll need for the coming year
 - Nic was concerned about broadband because individuals and families use internet outside of the library
 - Carolyn speculates that tech companies will be put under pressure to allow internet access in more places
 - Hope Yeats brought up that 50 percent of students in Tukwila School District still don't have access to devices; internet access
 - Carolyn mentioned that governor has a tech initiative to bring 64,000 devices to students in need
 - She encouraged librarians to visit commerce@wa.gov survey to map need in the state
- Carolyn brought up that lost materials may need to be brought to light at the legislative level so that funding can be requested
 - Carolyn encouraged library professionals to start collecting information and keeping track of those lost materials

Final Updates

- Emily shared that the next leadership meeting will be Wednesday, Nov. 18, 2020 for an EDI workshop
- Brianna asked attendees to be on the lookout for 2021 board meeting polls
 - Brianna recognized incoming WLA leaders in attendance of this meeting: Sarah Logan, Alycia Ensminger, Muriel Wheatley, as well as those cycling off
- Danielle thanked Emily for running meetings this year as President

Danielle moved to adjourn the meeting. Rhonda seconded. Meeting adjourned at 12:06 p.m.

WLA Dashboard Report, as of 1/13/2021

Membership

Membership Changes

Member Type	Jan-20	Jan-21	% Change
Business	11	10	➡ -9%
Frds, Fndns, NPs	95	70	⬇ -26%
Ind Employees	587	558	➡ -5%
Organization/Trustees	214	209	➡ -2%
Students	106	129	⬆ 22%
Unemployed/Retired	48	38	⬇ -21%
Total	1061	1014	➡ -4%

Association Membership Total, Monthly



Membership Renewals, Jan 2020 - Jan 2021

Member Type	Count
Business	8
Frds, Fndns, NPs	7
Ind Employees	472
Organization/Trustees	43
Students	14
Unemployed/Retired	34
Total	578

New Memberships, Jan 2020 - Jan 2021

Member Type	Count
Business	3
Frds, Fndns, NPs	7
Ind Employees	139
Organizations/Trustees	6
Students	84
Unemployed/Retired	6
Total	245

2021 Major Events

Feb 9-12	WLA Legislative Week
May 2021	WLA Career Lab
Sept 30-Oct 2	WLA 2021 Annual Conference

Days Until WLA Annual Conference: 244

Division Totals

Division	Jan-21	% of Membership
Academic	341	26
Public	514	39
School	362	27
Special	112	8

WLA Finances

Account	Dec-19	20-Dec	% Change
Checking	\$ 34,838.32	\$ 31,122.49	⬇ -11%
Savings	\$ 189,447.69	\$ 179,513.64	⬇ -5%
Investments	\$ 235,412.77	\$ 253,798.73	➡ 8%
Other*	\$ 60.00	\$ 3,404.00	
Total	\$ 459,758.78	\$ 467,838.86	➡ 2%
Liabilities	\$ 109,522.32	\$ 131,878.95	⬆ 17%
Equity	\$ 350,236.46	\$ 335,959.91	⬇ -4%

* Other (20-Dec): \$345 deposits in transit and \$2,999 prepaid Whova for 2021 Conference.

LEADERSHIP REPORTS

[View all reports](#)

Please select your position. (If you hold multiple positions, please submit a separate report for each one.)	Your name:	What is the Division/Section/Committee/Officer's mission?	What are the goals the Division/Section/Committee/Officer plans to accomplish in the next quarter?	In the last quarter, what activities has the Division/Section/Committee/Officer participated in to fulfill its goals?	In your position or group, what steps have you taken or are planning to take that contribute to WLA's prioritization of equity, diversity, and/or inclusion?	How does the Division/Section/Committee recruit new members and engage non-active members? (Officers may skip this question.)	In the last quarter, how has the work of the Division/Section/Committee/Officer fit in with its mission and goals?	Goals or activities to accomplish by the next Board meeting:
Marketing & Communications Committee Chair	Sam Wallin	The mission of the Marketing & Communications Committee is to expand WLA's presence & influence, as well as enhance its image & credibility inside & outside the organization.	Clarify what other actions, beyond posting to our own page, would support our social media presence (reposting others, liking / commenting on other org's posts, etc. Also, continue finding ways to make it easier for members of the committee to participate in creating and posting content in social media an other channels.	We've been meeting once/month, and discussing in general: what's been working, what we can do next, in social media. We've been posting somewhat regularly on facebook and twitter. Currently there are two members of the committee, as well as staff at the office, who participate in posting.	We look for events, stories, and other content that we can post that helps our readers explore these concepts.	Late last year, a call was put out by the office asking if people were interested in serving on a variety of committees, including this one. Several people responded, and two of those were recruited. Sometimes we have referrals from others in the committee, or other WLA leadership. We have a fairly small group of people, so if someone doesn't make it to the meeting, I try to send out a recap to the group.	By posting regularly on a wide range of topics, of interest to library folks representing our different divisions, we expand awareness of WLA to current and potential members.	A more consistent practice for daily posts to facebook.

WLA Board Member	Marissa Ryzewski	To support and advocate for library students' needs.	Continue to work with LISS section to help represent the needs of library students and to bring their concerns to the WLA board. To create a Student Representative handbook to pass down to the next Student Representative. I am also on the Career's Lab committee and we will be meeting later in January.	I attended all three leadership retreats, I've also attended the LISS meeting in January as a representative of the board.	As the Student rep, I plan to advocate for POC in library programs.		The past rep, spent most of her time devoted to advocating for POC in library schools.	Create the Student rep handbook and go to the first Career Labs meeting.
Academic Library Division Chair	Amy Thielen	To serve the needs of academic library faculty and staff through organizing and promoting programming/training, involvement/networking opportunities, and leadership opportunities. At our first steering committee meeting, we could develop a formal mission statement as part of creating our charter.	Ongoing goals: To represent the needs of ALD/ACRL-WA members as part of newly merged academic library division and to promote/organize professional development and involvement opportunities for members. Additional goals may be added after first steering committee meeting later this month.	1) N/A - first quarter as chair 2) Currently, three division steering committee members (may add additional members, as needed) 3) Attended WLA leadership retreats, WLA legislative update meeting, and WLA annual conference.	First quarter as chair - plan to prioritize equity, diversity, and inclusion when organizing virtual professional development trainings (speakers and/or content) and newsletter	First quarter as chair - plans to communicate training and involvement opportunities through the ALD listserv	First quarter as chair - last quarter, division promoted ALD member involvement/participation through ALD newsletter, annual conference involvement opportunities, and participation in surveys	Creating charter for ALD/ACRL-WA, continuing ALD/ACRL-WA newsletter, organizing virtual professional development training, and expanding steering committee (if needed). These are current goals that may change based on our first steering committee meeting later this month.

CATS Chair	Karen Schendlinger	From CATS section website: The object of CATS shall be the promotion of collection development and technical services in libraries throughout the State of Washington, and to promote and expedite the interests of its membership.	As a new Chair, my goal for the first quarter of my mandate will be to connect with section members and determine what they would like to see from me, and from the section, as well as to review the history of the section and its role in WLA.	It seems the section has been quiet for quite some time.	I hope to attend some general sessions about EDI, to get an idea of the existing state of things in the section, and what we can do to create greater equity, diversity, and inclusion in the section and in the CATS community.	I don't know yet, but I plan to work on it.	As far as I can tell, the section has not engaged in any work in the last quarter.	Connect with section members and review section history.
WLA/PNLA Representative	Jane López-Santillana	Act as a liaison between WLA and PNLA	Continue to support communication between WLA and PNLA. Support Young Readers Choice Awards as a committee member, assisting with contacting educators and librarians to encourage student participation in voting for 2021 titles.	PNLA continues to pursue the signing of MOU statements for each of the included regional states. WA and MT have approved and agreed to sign their MOU statements. Though in favor at the beginning, concerns over some wording has led OR to make a decision not to sign at this time. ID is on board and in the process of signing. Alberta is not currently making active organizational decisions due to staff and		PNLA has scheduled a number of online social gatherings to promote the ability of PNLA members to interact and share ideas and experiences. The social meetings are on the following dates: Mondays at 12pm: Jan 25, March 22, May 24 Fridays at 3pm: February 26, April 23, June 25		WLA is in the process of hiring a bookkeeper to take over the treasurer duties.

				<p>funding challenges. British Columbia is considering the MOU. PNLA will approach the pending organizations again in the spring and will revisit conversations with OR at that time.</p>				
--	--	--	--	---	--	--	--	--

CLAWS Chair	Katie Hart	<p>CLAWS has a goals statement in lieu of a mission statement.</p> <p>The goals of CLAWS include: Increasing quality of library services, as well as information literacy development and practices in instruction; Promoting inter-library cooperation, idea sharing, professional development opportunities, and best practices directly benefiting student success; Amplifying system-wide concerns to Library Leadership Council (LLC) and promoting integration and cooperation of library services into college programs; Advocating for equity in higher education and the workforce while emphasizing the diverse and ever-evolving needs of our campus communities; Seeking out innovative and sustainable initiatives that are open and equitable in developing quality library services, collection development, and user experience.</p>	<p>Continue partnership with LLC for professional development sessions Offer at least one professional development session Offer one membership meeting per quarter Set up monthly meetings with CLAWS Steering Committee Continue updating CLAWS website Finalize CLAWS charter</p>	<p>Partnership and increased communication with LLC Began updating CLAWS website Updating steering committee and transferring document access Joint LLC/CLAWS meeting - on topic of professional development CLAWS Holiday meeting</p>	<p>EDI work is being made a primary focus of CLAWS. We have suggested a speaker to WLA that would benefit all of WLA membership. We are actively planning sessions with not just faculty librarians but library staff in mind (who are often not as included in academic library organizations). We are working to provide an anonymous feedback option to our members as we engage in EDI work.</p>	<p>We have begun discussing this. CLAWS is moving forward with member-created affinity groups. We also now have a vice chair with marketing experience-- she is already bringing valuable insight into how to market our section.</p>	<p>Much of CLAWS goals are built upon uniting college libraries across the state through communication and shared knowledge. One year into our joining WLA, we are beginning to see engagement of membership in our messages and meetings. It is my hope that this continues to grow.</p>	<p>Membership meeting (in January) Steering committee meeting (in January) Introduce new steering committee through meeting and email Finalize charter Finish editing website</p>
-------------	------------	---	---	--	--	---	---	---

WLA Board Member	Rebecca Wynkoop	ScLD to promote our school libraries, increase WLA ScLD membership (focused on BIPOC) and support continued work of school library professionals across the state.	Support the transition of leadership in the ScLD & contribute to Social Media presence on multiple platforms.	I have been attending board retreats and meetings as well as ScLD meetings that are now held every 2 weeks. I meet with a member of Marcomm and ScLD monthly to discuss Social Media presence and planning.	In the ScLD we are currently working on 1) membership scholarships for ScLD BIPOC professionals as well as 2) working with WEA to recruit new members.			Collaboratively writing a statement to show support for teacher librarians across the state. In order to become more visible as a support network - especially during the pandemic and as schools transition into hybrid and in-person learning.
Awards Committee Chair	Jay Peters	Select best children's nonfiction title of the year.						

LISS Chair	Stephanie Hartford	To promote the interest of library and information science students by assisting them through networking, WLA membership, career and scholarship resources, expansion of informational knowledge and perspectives growth, mentorship, and social awareness. We also strive to help students foster professional relationships with the WLA community.	LISS has three pillars for 2021: Fundraising (by this we mean promoting scholarships so that students can finance their educations, including establishing the LISS scholarship); Mentorship (providing students with connections to information professionals so as to prepare them for careers); and Community (creating a place where students can come together and create relationships).	LISS held a holiday/end of term event via Zoom in December and multiple Board meetings in the last quarter.	Last fall LISS officers created an EDI that outlines our approach, including concrete steps, to furthering EDI. "The Library and Information Student Section (LISS) of the Washington Library Association (WLA) is committed to the growth of and investment in both our community and the profession. We believe this cannot be done without the inclusion of minorities or People of Color (POC). This inclusion starts with making information sciences degrees accessible to all by providing funding, guidance, and resources. It is not enough to simply allow those with different perspectives, cultures, and upbringings into	We use social media, tap into library and information setting co-worker connections, use existing institutional resources through the University of Washington and Simmons University, and host events.	Under Marissa's leadership, LISS grew and laid solid foundations for future work. Jake and Steph are committed to continuing her vision using the methods stated above.	Prison librarian Q and A session event; establish preliminary LISS scholarship guidelines and submit to WLA leadership for consideration.
------------	--------------------	---	--	---	---	---	---	---

					<p>an information sciences program. It is also necessary for those administering these programs to incorporate diverse viewpoints, experiences, and outlooks into their pedagogical practices. This can be accomplished by providing topical reading material, facilitating honest and difficult class discussions, and hiring professors that incorporate and reflect the viewpoints of groups who have had limited voices in the information sciences profession.</p> <p>LISS has a responsibility to provide access, services, and support to these groups before, during, and after their programs. We strive to provide resources that focus on job</p>			
--	--	--	--	--	--	--	--	--

					<p>applications, support candidates with interviews and give first-time job advice to assist students in navigating this complex (and sometimes terrifying) aspect of being an information sciences student. The LISS Leadership Board is dedicated to our profession's diversity, equity, and inclusion by continually updating our resources, changing library program culture to better reflect underrepresented groups or peoples, being open to suggestions, working on our own personal biases, and assisting our members through their program experiences."</p>			
--	--	--	--	--	---	--	--	--

Awards Committee Chair	Monica Hodges	Co-chair of OTTER Award Committee	We will be meeting to select our new nominees in April.	We have been collecting suggestions for nominees, reading, and recording our opinions in a shared spreadsheet. All 6 committee members have been involved in this activity. One committee member created the spreadsheet, and all are currently adding to the living document. We will not meet until April.	Our committee is dedicated to nominating high quality books that represent students of all races and religions, as characters in the books, but also as authors and illustrators.	We only have 6 people on our committee, and we are all active and dedicated to the award.	We each commit a significant portion of our time to seeking out, reading, and reviewing new literature that fits our award criteria.	Select our new list of nominees for 2022 by May 2021.
Awards Committee Chair	Beth Bermani	The Sasquatch Award Committee's mission is: -to develop student interest in reading for pleasure for 9 to 13-year-olds -to present a list selected by school and public librarians representing high quality, enjoyable literature -to allow students to choose a state-wide favorite	-We will be reading the nominees in preparation for selecting the next slate of final nominee titles at our April meeting -We will hold 2-3 mini Zoom meetings prior to April to meet new members and talk about the books we have been reading	-We recruited four new members, bringing our total to 13. We know one member is leaving in the spring, so we'll be at 12. -Nominations for titles have now closed. -Some committee members and I presented at WLA -I attended the WLA session planning meetings with ScLD for our Awards event	It's written in to our selection criteria: Considerations will include reading enjoyment; reading level; interest level; genre representation; gender representation; racial diversity; diversity of social, political, economic, or religious viewpoints; Washington State interest; effectiveness of expression; and imagination.	-We have one committee member's whose main job is recruitment. We just finished a successful recruitment push. -We use social media and email to engage people	-We use the mission to guide selection of titles to make sure we are choosing diverse titles	-By the next meeting we will have our list of nominees, or be close to choosing them.

WLA Board Member	Alycia Ensminger		The Special Libraries Division leaders will be holding their first meeting on January 28th to discuss their plans to accomplish in the next quarter.					I'll be attending both the Special Library Division meeting and the Marketing & Communications Committee to introduce myself, learn more about the participants as well as their mission, goals and activities.
WALE Chair	JoLyn Reisdorf	Listen to the needs of WALE members	Create a communication plan to reach members	N/A	I want to work with the section to diversify membership		N/A	Meet with steering committee to brainstorm how to best communicate with members. Hold at least one meeting with for membership.

<p>Special Library Division Chair</p>	<p>Laura Edmonston</p>	<p>The Special Libraries Division unites and strengthens membership by promoting continuous learning, partnerships, and sharing common skills and expertise utilized in specialized library and information settings.</p>	<p>Goals for the next quarter include regular meetings, planning at least one social/networking activity, implementing a journal article club and increasing membership.</p>	<p>SLD leadership met to design a survey for members and prospective members in order to help develop goals and expectations for the division for 2021 and beyond. The survey was distributed by former chair and current secretary Judy Pitchford and received a good response. Judy developed a survey report from responses and from there, we scheduled a planning and brainstorming meeting for January 28th. As an officer, I have attended all of the orientation and training sessions provided by WLA for new officers.</p>	<p>By giving our members a voice in planning for the future of the Division and continuing to find ways to build membership and promote diversity of ideas and activities, we feel that we are taking key steps in prioritizing equity, diversity and inclusion.</p>	<p>We are currently developing ways to recruit new members and engage non-active members. Ideas include starting a journal article club, having a presence at the WLA conference, developing professional training sessions and a virtual tour of special libraries around the state. We would also like to utilize the web tools provided by WLA to recruit new members.</p>	<p>The survey sent to members and prospective members was a key step in accomplishing our goals and mission. The feedback received will be extremely helpful for future programming and activities.</p>	<p>By the next Board meeting, we will have a comprehensive plan and calendar for 2021 and we hope to have implemented the journal article club.</p>
---------------------------------------	------------------------	---	--	--	--	---	---	---

Awards Committee Chair	Paula Wittmann	<p>WCCPBA Award Committee</p> <p>To organize the Washington State award program for K-3, read-aloud, picture books. This program includes:</p> <ul style="list-style-type: none"> • Creating and vetting a nomination list of high-quality picture books to be shared as read-alouds that include a variety of subjects to educate and foster a love of books and reading among K-3 students. • Creating teaching and learning tools for librarians and educators to assist in the sharing of the books. • Promoting the award throughout the state including making posters, and presenting at the WLA conference. • Collecting votes and awarding the winning author and/or illustrator with an award from the students of Washington 	<p>Read prepare nominees for possible inclusion on the list.</p> <p>Meet in March to determine next year's list and create a list of member duties during the next year.</p>	<ul style="list-style-type: none"> • Presented at WLA conference • Researched, read and Nominated possible books for inclusion on next years list • Checked in meeting at the end of Nov. on timeline and title/book access during this year. 	<p>Prioritize looking for books that fit this mission while still looking for balance of other texts on the on the list.</p>	<p>New member, from an unrepresented area of the state, was added to the role after expressing interest at WLA and filling out an application which was reviewed by the committee.</p>	<ul style="list-style-type: none"> • Creating a possible nomination list of high-quality picture books • Presented teaching and learning tools for librarians and educators at WLA presentation • Awarded the winning author and/or illustrator with an award from the students of Washington and invited his participation at the WLA brunch 	<p>Welcoming and on-boarding new committee member during the choosing of next years list. Choosing and vetting a new list for 21/22.</p>
------------------------	----------------	---	--	--	--	--	--	--

WLA Board Member	Steven Bailey	The ALA Councilor acts as representative and liaison between WLA and ALA; promotes membership and interest in ALA and its activities; and supports WLA strategic planning process and special projects.	I plan to attend the upcoming ALA Virtual Midwinter Meeting and participate in ALA Council sessions, as well as Chapter Relations Committee meetings, Chapter Councilor Forums, and in February, the Chapter Leaders Forum. ALA Council plans to discuss and vote on the next stages of the "Forward Together" proposal to reorganize the structure and governance of the ALA. I also plan to report back to WLA on the Midwinter Meeting in an article in Alki.	I participated in several "Forward Together" planning sessions, an ALA Virtual Council session on Dec 2nd, and the WLA Board retreat sessions.	ALA discussion of a structural reorganization is grounded in discussions of increased equity, access, inclusion, and representation for all ALA members. Engaging in this work means prioritizing equity issues throughout the profession.		As Chapter Councilor, I continue to expand my knowledge and understanding of ALA, including current issues, initiatives, and strategic planning; and I am exploring new ways to effectively communicate information about ALA to the WLA Board and membership.	Attend Midwinter, participate in Council sessions, report back to WLA, write an article for Alki, and continue to stay engaged in issues related to the strength and success of the Washington Library Association.
------------------	---------------	---	--	--	--	--	--	---

SRRT Chair	Alexa Andrews	The Washington Library Association Social Responsibilities Round Table is a forum for individuals/groups who are concerned with issues/problems of social responsibilities of libraries and librarians. SRRT adopts an action-oriented stance to look at such issues as participatory decision making, services to minorities and the disenfranchised, and diverse collections and staff.	Establish a regular quarterly meeting schedule for members to discuss issues of social responsibilities in our field.	Our last action was the book discussion at the WLA virtual conference of "An Indigenous Peoples' History of the United States for Young People" by Roxanne Dunbar-Ortiz and adapted by Jean Mendoza & Debbie Reese	I would like to establish a regular forum for discussion of these issues by library staff around the state.	Just getting started... not sure yet!	We highlighted the experiences of indigenous peoples in our work.	First goal is just to attend!
Legislative Planning Committee Chair	Traci Chun	Our mission is to monitor and communicate support or opposition for various legislative bills in WA state that concern WLA and libraries.	Goals: To continue to work to get library legislation passed that supports all levels of libraries in WA state (public, academic, school, special) or work to oppose legislation that may have negative effects on libraries, and work to communicate with WLA members the work we are doing and how they can support	During the legislative session (January through April, usually), our committee meets weekly to discuss bills, action items, and communicate WLA members positions to our WLA lobbyist. There are usually 13-15 in attendance weekly.	With all levels of libraries represented, we try to be sure we look at legislation through the lens of all levels. When we are unsure about the WLA position, our members encourage surveys and communication to be sure we are communicating the needs/wants of WLA members with our lobbyist. We	The WLA office helps with recruitment emails and messaging. We reach out to those who are interested in joining and share what the work looks like.	We have an experienced group who is helping younger members learn more about how the legislative committee works. We are working on communication and continuing to advocate for libraries across WA state.	Hopefully one or two solid library bills will be passed into legislation, the capital budget will support libraries, the broadband legislation moves forward, and we can communicate that to our members.

			legislative work.		carefully discuss each appropriate bill to question, analyze, and determine how it will effect libraries and library programs.			
WLA Board Member	Muriel Wheatley	To participate in Board activities and communications, chair the WLA Finance Committee, and maintain knowledge of WLA financial procedures, with all work focused toward fulfilling the WLA's overarching Mission and Vision.	Hold monthly meetings with the Finance Committee, revise the WLA Financial policy for a board vote in April.	As preparation for my role beginning in January 2021, I attended the three WLA Leadership Retreat trainings, the 11/16 WLA Board meeting (as a guest), and the 11/24 WLA Finance Committee meeting (as a guest). I attended the WLA 2020 Virtual Conference and gave a lightning talk presentation on	I participated in our WLA Leadership Retreat on EDI, lead by CiKeithia Pugh.		While I was not in an official capacity for the last quarter, all the activities listed have helped educate me on what the WLA is currently doing to fulfill its mission, and how my officer position fits within that.	Revise the WLA Financial policy, continue work to explore different investments strategies for the WLA, examine membership fee structure.

				a diversity-focused system for selecting library display materials.				
WLA Board Member	Erica Coe	Still being developed	Still being developed	unknown	unknown	Still being developed	Mission and goals still being developed	None
WLA Board Member, Awards Committee Chair	Emily Keller	As Past President I support the work of the current President and Vice President in steering the direction of the board.	Participate on the Career Lab Planning Committee, attend monthly tri-president check-ins.	Facilitated the December WLA Board meeting; participated in the WLA Board retreat facilitated by CiKeithia Pugh; participated in the WLA Board retreat focused on strategic planning; participated in the WLA Annual Conference in various capacities; participated in the December Legislative Committee on	Co-facilitated EDI keynote at annual conference and attended a number of sessions focused on EDI (in fact, it was a theme running through so many conference programs that it would have been hard to miss!)			

				our legislative agenda.				
Conference Planning Committee Chair	Elena I. Maans-Lorincz	To help guide a collaborative planning committee for the WLA annual conference.	To start meeting and planing as a committee.	We have reviewed feedback data from the fall 2020 conference. No numbers at this point of who has done this work.	Keep equity, diversity and inclusion in mind when choosing our theme, presentations (and our call out for presentations) and focus of the conference as whole. It would also mean taking into consideration when we can things like pricing, accessibility, and access.			Start meeting with the new planning committee for 2021 annual conference and work on theme and focus.

WLFFTA Chair	Shawn Schollmeyer	The Washington Library Friends, Foundations, Trustees, and Advocates (WLFFTA) is an Section of the Washington Library Association (WLA). Its mission is to advance community and statewide support for libraries, encourage library Friends, trustees and foundation associates to share ideas and enthusiasm, assist in their training, and link library supporters across Washington to address effectively issues impacting libraries.	There are four goals I plan to accomplish for this section which has been relatively quiet since 2014. Through virtual and listserv outreach to members I would like to share resources based on the topics of 1) Stronger Advocating In Your Community, 2) Recruiting New Advocates to Support Equity and Inclusion, 3) Understanding Issues of Intellectual Freedom in Your Library and 4) Utilizing the Resources of WLA.	N/A - new to position	N/A	TBD	N/A	Begin research of resources, review of charter, introduction to WLFFTA members.
--------------	-------------------	---	--	-----------------------	-----	-----	-----	---

<p>Conference Planning Committee Chair</p>	<p>Becky Huss</p>	<p>The library community needs opportunities to learn, build connections, and tackle the new challenges we're facing. By reflecting on our collective past and remembering that libraries have always faced change head on, the WLA conference gives library staff an opportunity for professional development, networking, and reflect on current library practices.</p>	<p>Create, plan and prepare a successful WLA Conference in Bellevue</p>	<p>Reviewing data from October's Conference. Future plans include meeting monthly.</p>	<p>By complying with the Code of Conduct Policy: The Washington Library Association (WLA) is committed to providing positive, safe, and harassment-free communication, meeting, and event experiences for everyone, both in person and online. All participants in WLA meetings, events, and activities – including attendees, speakers, vendors, sponsors, and volunteers – are required to comply with the following code of conduct.</p>			
--	-------------------	---	---	--	---	--	--	--

CAYAS Chair	Nic Figley	Promote excellence in library service to children and young adults, participate in outstanding continuing education opportunities, and network with other library staff serving youth.	Meet in February for our first quarterly meeting of 2021. Establish the topic of our next workshop and the point person for it. Collaborate with ScLD to plan the first roundtable for 2021. Outline our long-term goals for 2021 (EDI, Accessibility, and Digital content). Set up goals for our ischool representatives and work on the mentorship program for future library professionals in youth services.	CAYAS collaborated with ScLD to hold a second joint roundtable. Our ischool representatives met with committee member Amanda Hua to discuss details of the mentorship program. Michelle Massero has continued to build our social media presence and began learning Loomy. Typically, a single committee member has been working on different activities with the addition of myself (Nic Figley). In this past quarter I attended the CAYAS/ScLD roundtable and the WLA Conference (and spoke at that conference). Outside of WLA I watched Fobazi Ettarh speak on Vocational Awe.	In Spring of 2020 CAYAS sent out a survey and one question took note of ethnicity of members. Using this data to compare to the diverse population of Washington, CAYAS can identify what communities we are failing to serve. The next step would be to connect with other organizations within Washington and evaluate what CAYAS could further offer of value to these communities. As well we need to identify how we could better communicate to our members (and prospective members) better. The committee is also planning to discuss how to better make our workshops accessible virtually; members have also requested	This is something CAYAS is going to work on in the near future. Our member survey in 2020 showed our communication could use much improvement in order to better involve members. Michelle Massero has also increased our Facebook content this past year.	We have discussed with our ischool liaisons how to better involve students to promote excellence. We have worked to find how we can keep members as active participants (via survey and communication s efforts). We have worked with ScLD to do two roundtables and sponsor a WLA Conference author talk in order to create cooperation with our fellow youth librarians.	Update our website, create a more robust social media plan, finish our efforts to create a CAYAS logo, further develop the ischool mentorship project, start to make an effort to better our visionary award participation, and start planning for our Spring workshop.
-------------	------------	--	--	---	--	--	--	---

					we offer more online workshops.			
--	--	--	--	--	---------------------------------------	--	--	--

Professional Development Committee	Summer Hayes	Mission is in process of being updated!	Meet with new committee members, establish committee work outcomes for 2021, create marketing plan to increase scholarship applicant recruitment, revive the mentoring program that just got started before shutdown.	This committee is in a state of transition. The previous Chair unexpectedly stepped down in August and most committee members either left or have been unresponsive. Last quarter was mostly spent recruiting new members and understanding the parameters and expectations of this committee.	We will be focusing on centering BIPOC folks for the mentoring program and revising the scholarship applications (current iterations favor those already in the field and/or with privilege).	We have a new member who will be working with CAYAS on recruiting students for the mentoring program.	In process! Thanks for your patience.	Establish new mission statement and goals.
------------------------------------	--------------	---	---	--	---	---	---------------------------------------	--