



BOARD MEETING AGENDA

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

Read in Advance of Meeting: July 2020 Board Meeting Minutes, Leadership Reports, Draft PNLA MOU

Facilitator: Emily Keller & Brianna Hoffman

Notetaker: Lesley Bourne

TOPIC	LEAD	TIME
Call to order	Emily Keller	10:00
• Online meeting reminders	Brianna Hoffman	10:05
Approve minutes from July 2020 meeting (vote)	Emily	10:10
New Business		
• Leadership Reports: follow-up questions/updates	Emily, All	10:15
○ Action Item: PNLA MOU	Brianna, Jane López-Santillana	10:20
• 2020 WLA Conference Recap	Hannah Streetman	10:30
• Legislative Updates	Carolyn Logue	10:45
○ Library Legislative Day		
Old/Ongoing Business and Updates		
• ScLD LIFT Project Update	Hillary Marshall	11:00
• ALA Councilor - ALA Updates	Steven Bailey	11:10
WLA Leadership Retreat #2 - EDI Pre-Work		11:20
Closing questions or comments	Emily	11:30
Meeting adjourns	Emily	11:35

Future Board Meetings: 2021 Board Meeting Poll - Coming Up

2020 WLA Board, voting members:

Emily Keller, President 2020
Danielle Miller, Vice-President/President Elect 2020
Rhonda Gould, Past President 2020
Ahnwa Ferrari, Director/ALD Rep 2019-20
Lisa Vos, Director/PLD Rep 2020-2021
Rebecca Wynkoop, Director/ScLD 2020-2021
Joe Olayvar, Director/SpLD Rep 2019-20
Joy Neal, Treasurer 2020
Steven Bailey, ALA Councilor 2019-21

2020 WLA Board, non-voting:

Brianna Hoffman, WLA Executive Director
Kaitlyn Griffith, Student Rep 2020

Advisory leaders:

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



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 curbside
 - 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.



PREVIOUS BOARD MEETING MINUTES
July 23, 2020 • 1:00-3:00 pm • WLA online meeting room

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

Present Section, Division & Committee leadership: Suzanne Carlson-Prandini, Amy Thielen, JoLyn Reisdorf, Beth Bermari, Angi Anderson, Greg Bem, Nic Figley, Hillary Marshall, Mark Pond, Judy Pitchford

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

Notetaker: Hannah Streetman

Meeting called to order 1:02 pm.

Approve minutes from April 2020 meeting (vote)

- Lisa moved to approve the April 2020 minutes. Joe seconded. Minutes approved.

Leadership Reports: follow-up questions/updates

- Ahniwa updated the board on the ACRL-WA merge. Reed talked with Judy Andrews on the phone and sent the MOU, and now we're waiting to hear back. Next, the ACRL-WA Board will vote.
- No other updates about leadership reports.

Action Item: Reimbursement Policy

- The Finance Committee has spent several months working on member expense reimbursement policy, and they have presented this document as a recommendation to the board. • Kate and Joe questioned the 25 mile policy.
 - Kate suggested adding language like "if you are traveling around the greater Seattle Tacoma area."
- Hillary asked if it's first come, first served? Joy said that it is, at this point, but it can be revisited. ○ We can add language to clarify this.
- Joe asked if this policy would also be used for Division reimbursements.
 - Yes, if the reimbursements are for a general WLA purpose. If it's something specific to a Division or Section, they can use their own budgets to reimburse.
- Steven asked whether ALA Councilor expenses are included in this.
 - The ALA Councilor position, among others, already has a stipend. This policy is intended for members who don't have a stipend or a Division/Section budget to cover reimbursements.
- The board would like to make two changes:
 - add "first come, first served" language
 - add "greater Seattle-Tacoma area" language
- Joy moved to approve the reimbursement policy with these two edits. Danielle seconded. Policy approved with edits.

Action Item: Alki Reprint Policy

- When Alki goes out, WLA is sometimes contacted with requests for reprints. WLA has not had a formal policy. The Alki editorial committee presented a policy as a recommendation to the board.
 - The policy proposes that the authors retain the rights, and they have a conversation with the editor around where article is printed.
- Should there be a procedure to go with the policy? Joe asked if there should be documentation. Suzanne said they were leaning away from documentation because it adds logistics. • Rebecca asked if there's a rubric.
 - No, Suzanne said the committee determined to leave it up to the author in discussion with the editor.
- Greg said cross-publishing might drive more traffic to Alki. We might consider adding a requirement of citing Alki.
- Suzanne will add a citation requirement to the policy. The updated policy will be re-sent to the board for an online vote.

Action Item: LIFT Proposal

- The School Library Division presented a proposal for their LIFT program.
- If everybody accepts, it will be about \$12,000 for the School Library Division, but the costs are unknown at this time. The ScLD has this money and doesn't necessarily want to spend all of it, but these are unprecedented times.
- Rebecca Wynkoop thinks that we might have a larger number of people interested than we have spots for. She thinks we need to have a transparent selection process.
- The next steps will be to find additional funding and sponsors. WEA is first place to look for additional funding.
- The hope is to host a web portal on the ScLD website. The website will likely be a static, not requiring much maintenance.
- Kaitlyn Griffith asked about special education support. Hillary says it should definitely be a part of the planning and processing. The ScLD also plans to prioritize students of color and those with limited or no access to wifi.
- Ahniwa asked if we can partner with WebJunction to help with web hosting and maintenance. • Rebecca asked if we could start by voting on the Core Team section of the proposal at this point, rather than the whole thing. With so many unknowns, it's difficult to vote on the stages beyond Core Team.
 - The board agreed to get things started with the Core Team section (no vote required), then come back for a vote after the funding questions are answered. Joy agrees. 2020 WLA Conference Update
- Mark gave an update on the status of the 2020 WLA Conference.
 - Moved entirely online, decoded on Whova as online platform.
 - Offering organizational registration rates to encourage all staff levels to attend. • Ahniwa asked if attendees will be able to download programs. Attendees will only have access to recordings through December 31, 2020. The committee is still deciding on the best way to archive and store recordings.
- Preconferences have been separated from the regular conference and will instead be held as a webinar series leading up to the conference.

2020 Strategic focus: EDI

- Emily had hoped to have in-person workshops in the spring and that would drive the EDI work going forward. That has gotten pushed back into the fall, and they will now be online.

- Emily crashed the last LISS meeting, and that group demonstrated passion for equity work.

WLA Elections and Awards

- Elections can be self-nominated, or you can nominate your colleagues. Nominations are due August 19.
- Ahniwa wants to set up Q&A sessions for folks interested in getting involved in the Academic Library Division. He asked if it would be worth expanding to the rest of WLA. Ahniwa will coordinate with the office to set these up.
- Board encouraged to think about who to nominate for awards.

Legislative Updates

- Carolyn Logue called in to give updates on library-related legislation.
 - They are currently in the interim, keeping up with proclamations. They don't anticipate a special session, unless they make that decision after the special elections. Figuring out logistics of virtual meetings and testimony. Tax structure work group.
 - If any members have employees laid off, make sure to fill out an unemployment form for any layoffs related to COVID-19.
 - Going forward, our work will be focused on protecting capital budget dollars. There's discussion about requiring a majority instead of a supermajority to pass levies.
 - Working with the governor's office for Phase 3 instructions specific to libraries. Encouraged WLA to show support for Sen. Murray's CCCERA. WLA is sending a letter of support.
 - Ahniwa asked about HB 2513, which will allow colleges to hold transcripts if a student has unpaid library fines.

ALA Councilor - ALA Updates

- Stephen Bailey gave an update on ALA.
 - ALA had its first ever virtual conference in July, with 7,000 people and 600 exhibitors. That's a lot fewer attendees than an in-person event.
- ALA voted to dissolve three separate divisions and merge into a new group. • The final SCOE report was delivered to Council. Find it at Forwardtogether.ala.org. • There will be a Council special session this fall, and what is being billed as a "constitutional convention" in January. At that point more details will be finalized and voted on. Additional votes in April, June.

Member Needs Assessment

- The board has seen the full report and is encouraged to give feedback. Division Chairs will get it soon, then a report to the full membership.

Stephen moved to adjourn the meeting. Joe seconded. Meeting adjourned at 2:50 pm.



LEADERSHIP 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? How many Division/Section/Committee members are active in each activity? If you are an Officer, what meetings or other events have you attended?	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:
WALE Chair	Warren Chin	To fulfill and lead the WALE Section: •To build a communication network among library employees •To encourage continuing education for	Connect with the new incoming WALE Chair & WALE Secretary by the end of the year	I participated in this year's WLA Virtual Conference, and set up a Meet Up meeting for WALE members to meet during the conference. In addition I set up several Virtual WALE meetings monthly, and a few after-hours for WALE members to	Connect more with WALE members via email, online to discuss more about EDI engagements and opportunities in the future. This would be a goal for WALE 2021 to look further into.	Encourage WALE members to recruit new members to join and help with WALE steering committee	Finalized the Scholarship winners for 2020. We received no entries for Outstanding WALE Member, but hopefully the can resume next year will active promotion and	Have the new WALE Chair & Secretary lead the Section in 2021.

		<p>library personnel</p> <ul style="list-style-type: none"> •To improve library service through skill development 		connect and network.			engagements with members.	
WLA Board Member	Rebecca Wynkoop	To increase and diversify members to best represent the schools and students we serve across Washington State.	Working with ScLD and MarComm to outline a monthly social media calendar. We are working on both Twitter and Facebook and looking to streamline use of Instagram. We will also be working as a ScLD to review feedback from the	I meet regularly with ScLD leads as well as a small subcommittee of 1 ScLD and 1 MarComm members. We have a draft social media calendar for the year and will be working to recruit new members to help with this soon. We'd like to be sure we have representation from all sizes of school libraries and regions around the state. In addition, I attended a joint Public/School	We are working to use our social media platforms with the ScLD to build a diverse team of librarians to promote our work and strengthen our WLA ScLD community.			Finalize the draft of the social media calendar and open avenues for building a larger ScLD social media team.

			WLA Fall Conference.	Libraries roundtable, intended to strengthen School/Public Library partnerships.				
Academic Library Division Chair	Steve Overfelt	To be as inclusive as possible and to welcome the 2021 ALD leadership team.	We will publish the fourth quarterly 2020 ALD newsletter on December 28. The following quarter's (Jan-Mar 2021) newsletter will be published by the new ALD Chair, Amy Thielen.	Served on the 2020 Annual WLA Conference Committee, attended the conference, and published the September ALD Newsletter (created for calendar 2020 and beyond).				publishing the quarterly newsletter for ALD in late December 2020.

CLAWS Chair	Greg Bem	See our goals here: https://www.wla.org/claws	I am working with the Section leadership and the Library Leadership Council to kickstart some new trainings to support CTC library worker PD. I will be transitioning out of CLAWS after this quarter and am supporting the incoming new leadership.	We have started the PD conversations. We have gone through Elections. We have continued to utilize the email listserv to communicate to members generally. I have attended countless meetings and trainings that directly connect to the goals.	We are beginning to have conversations on how BIPOC library workers can feel supported by the structure of CLAWS, and where there can be safe spaces within CLAWS that don't exist already.	We rely on LLC and members to reach out to non-members to consider joining.	See above.	Transition new leadership. Begin PD series.
WLA Board Member	Joe Olayvar	Board Director - SpLD Rep	N/A - will not be returning	Participated in WLA Conference as presenter, co-presenter, and attendee	None specifically	Have not evangelized	Maintained vigil as best as possible on Special Library needs	N/A - will not be returning

WLA Board Member	Danielle Miller	Support the Board President, represent WLA, participate in planning with Board and WLA Executive team, participate in financial planning and advocacy	Prepare for leadership transition, plan for 2021 goals and initiatives, participate in Board retreats	Attended committee meetings, attended WLA conference, co-presented sessions at WLA conference	Co-presented EDI session at WLA conference with CiKeithia Pugh and Board President Emily Keller			Participate in Board retreat, discuss continuation of EDI initiative in 2021 with Board President and Executive Director
Alki Journal Editorial Committee Chair	Suzanne Carlson-Prandini	Alki's purpose is to communicate philosophical and substantive analyses of current and enduring issues for and about Washington libraries, personnel and advocates and to facilitate the exchange of research,	Publish the Nov/Dec Alki Conference Edition; recruit new committee members; recruit new Chair	We've welcomed 2 new committee members, established a new EDI column, written up descriptions of the Editor and Chair roles, resubmitted the reprint permission process and guidelines	Authors continue to consider topics through an EDI lens as well as there is an EDI column. We continue to recruit new members with a range of professional and life experience in various types of libraries and library work.	advertising through WLA Wednesday announcements, the WLA website, networking		Recruit new members and a new Chair

		opinion and information.						
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<p>LISS Chair</p>	<p>Marissa Rydzewski</p>	<p>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 a professional relationship with the WLA community.</p>	<p>To finalize our mission, vision, values, and EDI statements. To host a holiday social event in December. To review and analyze our data from our LISS member survey we sent out in September.</p>	<p>LISS hosted a virtual social event in August & we also sent out a LISS membership survey to gain feedback from current members. We had six members show up and it was a great time! LISS also hosted a library student chat session during WLA Conference, we had five members show up and it was a productive coffee chat. The LISS Leadership members have hosted a LISS meeting every month this past quarter, we have had a few members show up.</p>	<p>Finalizing our EDI statement and adding EDI resources for library students on our webpage. We are also planning a holiday trivia social event that will recognize different types of religion.</p>	<p>We are hosting more social events to engage non-active members and sent out invites to our leadership meetings and sent out a survey to ask for feedback. To recruit new members we have been talking to students in our library programs to promote WLA and LISS.</p>	<p>We have hosted a variety of events to help with networking and mentorship goals. We are also adding more resources in various topics (careers, professional development, POC in the librarianship field) to accomplish our mission to help library students feel supported and have more resources for the different phases during their librarianship program careers.</p>	<p>Our Nov. meeting to discuss our end of the year plans.</p>
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<p>Awards Committee Chair</p>	<p>Beth Bermani</p>	<p>-to develop student interest in reading for pleasure for 9 to13-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</p>	<p>This is the time when nominations are open and reading begins for the next set of potential nominees. We are still trying to recruit one more member, preferably a public Librarian to even things between school/public .</p>	<p>We presented at WLA in a session and for the Author Award Breakfast.</p>	<p>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.</p>	<p>We have one committee member's whose main job is recruitment. we talked about it at our WLA session.</p>	<p>Our mission and goals drive our continuing work.</p>	<p>Continue nominating and reading titles. Update website as needed.</p>
<p>CAYAS Chair</p>	<p>Beth Bermani</p>	<p>Promoting excellence in library service to children and young adults Participating in outstanding continuing education opportunities</p>	<p>We will be turning over leadership and some of the Board positions and will formulate our goals for the new year.</p>	<p>We co-hosted the Author Awards Breakfast at WLA that went really well. Two members presented, and our Communications Officer has been keeping Facebook current.</p>	<p>We take that into account for workshops we hold when choosing topics. We held a webinar about working with transgender teens.</p>	<p>WLA website, Facebook, WLA Wednesdays</p>	<p>We promoted CAYAS with our participation at WLA and used that opportunity to expand networking.</p>	<p>Formulating a plan for the new year with the new leadership.</p>

		Networking with other library staff serving youth						
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<p>School Library Division Chair</p>	<p>Hillary M. Marshall</p>	<p>The WLA School Library Division provides networking opportunities and professional support for teacher-librarians and library paraprofessionals, administrators, teachers and parents. Together we work to ensure that Washington's students are effective users and producers of ideas and information by providing:</p> <p>support for information and technology literacy instruction</p>	<p>Finish up all the projects we've started! ScLD Core/Resource Team work & Present at WSSDA & train up our new Steering Committee.</p>	<p>Wowza! Alot! We've had various Roundtables - just ScLD and then some combined with Public Library Division or CAYAS. The WLA Office has the specific numbers of participants. I attended most.</p> <p>We hosted several sessions in the amazing WLA Virtual Conference. We hosted a combined Book Award event on Saturday morning with CAYAS that was a real highlight of the conference. Again, the WLA Office has the numbers information. Yes, I attended either in person or via webinar recordings.</p> <p>We had our presentation for the WSSDA conference approved. 4 ScLD</p>	<p>During the WLA Conference, we had several diversity sessions that were so helpful!</p> <p>We are working alongside Carolyn Logue and the Governor's task force with 2 ScLD members to utilize new funding to reach our rural districts without access to technology.</p> <p>Our Core Team/Resource Team website of resources we hope to launch by December 2020.</p>	<p>We've been using the ListServ and directly reaching out to members who might be a good fit. I've reached out to make sure all the ScLD Steering Committee positions were filled. I've reached out to make sure we have representation on the Aliki Editorial Committee. ScLD is doing well with engagement. And, in terms of increasing membership, we've had members join to participate in some of these specialized projects and on Saturday,</p>	<p>Aligns completed.</p>	<p>New leadership takes over! Core/Resource team work published and marketed! WSSDA conference presentation completed!</p>
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		reading advocacy for lifelong learning and enrichment equitable access to information resources and services		members will present on Nov. 20. Our social media platforms (Twitter, Facebook, and Instagram) are all up and running and frequently being posted to via Loomly. Yay! Our ScLD Core Team/Resource Team is continuing our work. We are working with a Core Team of 4 members. We have a Resource Team of 8 members who are curating 22 resources into a concise website that has a 1 stop shop feel for: How to Use a particular tool, To best teaching practices with that tool, Example lesson plans, and Various ways to pivot with that tool in a hybrid teaching model. Our intention is to reach all of our WA		Nov. 7 I am going on a National Future Ready Librarians webinar to encourage others to join their state library organizations . Recruitment has been tough this year.		
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				<p>state schools and students who may not have a certified Teacher Librarian. We are in the final editing stages of this project and hope to launch it by the end of this year.</p>				
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Member Services Committee Chair	Hope Yeats		Dissemination of WLA member survey information, settle committee membership, start thinking about goals for 2021	We analyzed and discussed the member survey results, and held an open info session during the annual conference				
WLA/PNLA Representative	Jane Lopez-Santillana	Act as liaison between WLA and PNLA	Continue to support PNLA/WLA sharing of communication. Support Young Readers Choice Awards as a committee member, assisting with contacting educators and librarians, encouraging participation in title nominations for 2022 and voting for	PNLA 2020 Virtual Poster Sessions in August went well. Thirty-three poster sessions were presented. PNLA held Board meetings in August and October. PNLA contributed a Bronze sponsorship and 4 WLA conference registration fees, as well as gifting PNLA memberships to several 2020 WLA Conference attendees. PNLA also hosted a virtual vendor's booth and all attending PNLA board members "staffed" the booth	PNLA is considering creating a position for a diversity officer to help maintain a focus on EDI practices and ensure that all projects and proposals include discussion and consideration of EDI.	Nicole Thode has been elected as the new PNLA President Elect. PNLA is working to negotiate MOU agreements with each of the affiliated state libraries. There is ongoing discussion of future conference plans - virtual vs. in-person and whether to partner		Attend December PNLA Board Meeting on 12/8/20; continue to assist with Young Readers Choice Awards nomination and selection process.

			2021 selections. PNLA will be posting a paid position for a treasurer/accountant.	during the WLA conference.		with state library conferences if planning in-person conferences in the future.		
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<p>SRRT Chair</p>	<p>Samantha Hines</p>	<p>The purposes of SRRT shall be to:</p> <p>uphold and maintain the social responsibilities of libraries within the library community of Washington State;</p> <p>encourage continuing education of library personnel and library supporters on topics related to social responsibilities of libraries;</p> <p>advocate for improved library services for all residents of Washington State;</p>	<p>continue activities for WLA members</p>	<p>We had a successful book talk at the online conference which got the RT some interest.</p>	<p>continue to invite guest speakers/consultants of color for our events</p>	<p>through delivering activities and content that's relevant and engaging</p>	<p>The conference session was targeted at giving librarians in WA a chance to discuss inclusion of native american populations</p>	<p>Develop another activity or inclusive event</p>
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		provide a forum for discussion of issues related to the social responsibilities of libraries.						
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<p>Advocacy Committee Chair</p>	<p>Diane Froelich</p>	<p>The WLA Advocacy Committee's charge is to develop and promote library advocacy initiatives, and to advise the WLA Board, staff, and members, to ensure that the interests of libraries, staff, and volunteers are represented.</p>	<p>Continue monthly articles in WLA Wednesdays; add tab to committee website; decide as a group about additional goals for 2021.</p>	<p>The committee continues to submit WLA Wednesday articles. Additionally, we have created a form to gather library advocacy stories, and have gathered resources to be posted on our web page in early December. The committee has monthly meetings with 5-6 people in attendance. I will be attending the WLA quarterly board meeting on 11/16/10.</p>	<p>We have discussed issues of access during the pandemic which disproportionately and negatively impact communities of color, and poor and rural areas. EDI work is an area for the Advocacy Committee to focus on more in a more in depth manner during the coming year.</p>		<p>WLA Wednesdays submissions.</p>	<p>In recent months the committee's membership has shifted, and it would be beneficial for our relatively new group to re-evaluate our goals and corresponding direction for 2021. this can be accomplished before the next quarterly board meeting.</p>
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<p>WLA Board Member</p>	<p>Emily Keller</p>	<p>To set directions for WLA in conjunction with the board; participate in financial planning, advocacy, and communicate with relevant stakeholders (ALA, other state and regional organizations , partners)</p>	<p>Participate in the WLA Board Retreat EDI session; facilitate November board meeting; work with Primary Source and Danielle Miller to consider the 2021 budget and possible evaluation of Primary Source.</p>	<p>Facilitated July board meeting; participated in a WLA elections Q&A open house event; attended WLA annual conference, including co-facilitating the keynote address with Danielle Miller, featuring CiKeithia Pugh, and conferring the President's award to the ACRL-WA Board for their work on facilitating the decision making process that led to merging with WLA; participated in Legislative and Finance Committee activities; reached out to members who might be interested in future committee positions.</p>	<p>Worked with Danielle Miller to facilitate an EDI-focused keynote discussion at the WLA conference featuring consultant CiKethia Pugh.</p>			
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<p>WLA Board Member</p>	<p>Steven Bailey</p>	<p>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.</p>	<p>Continue to monitor ALA's "Forward Together" reorganization initiative, as well as ongoing discussions of ALA's financial status. Participate in ongoing discussions of ALA chapter responses to the COVID-19 pandemic, and share relevant information and best practices with WLA. Attend Virtual ALA Midwinter Conference in January.</p>	<p>Since the ALA Annual Conference (Virtual) in June, ALA Council has met five times via zoom for information and discussion sessions related to the "Forward Together" reorganization framework, and once as a formal council session. Two more working group sessions and one additional council session are planned in 2020, leading up to a planned council vote at Midwinter in January.</p>	<p>I have participated in ongoing trainings and professional development to increase my knowledge of EDI, and I continue to incorporate these principles into my professional and personal life. Attended the informative session with CiKeithia Pugh during the WLA Virtual Conference. Both ALA and my current employer are also pursuing EDI initiatives, with similar goals of increasing representation and engagement.</p>		<p>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.</p>	<p>Continue to participate in ALA Council meetings and sessions to further refine the Forward Together process; bring relevant information back to WLA for review and discussion. Attend ALA Midwinter.</p>
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<p>Special Library Division Chair</p>	<p>Judy Pitchford</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>The SLD plans to send out a survey to SLD members to help with goals and planning in the upcoming year.</p>	<p>The SLD chair and vice chair organized and participated in a panel presentation comprised of librarians working in various types of special libraries. As far as I know, the entire panel was made up of SLD members.</p>		<p>The SLD is still working on what strategies to take. This survey will be a first step.</p>	<p>I think the presentation at WLA was a good fit for our mission to "promoting continuous learning, partnerships, and sharing common skills and expertise".</p>	<p>The above mentioned survey.</p>
<p>WLA Board Member, Legislative Committee Co-Chair</p>	<p>Rhonda Gould</p>	<p>provide leadership/guidance/committee relief as past president; track legislative issues, etc. as Legislative committee co-chair</p>	<p>Past president term ends January 1; Legislative committee will begin discussion once committee members are finalized and legislature is back in session, will track potential</p>	<p>Past president - attended several WLA sessions during virtual conference, worked with Awards committee; Legislative - participated in a panel discussion session during the virtual conference</p>	<p>will work to ensure that the legislative committee represents membership</p>			

			issues, bills, etc.					
LIFE Chair	Katy McLaughlin	TBD	Fill section leadership and begin regular meetings; learn more about WLA structure.	Submitted a survey to the membership; confirmed that Rachelle Martin is willing to be Vice Chair for 2021.	TBD		Mission and goals TBD	Interpret and share survey results with membership; recruit a Secretary for 2021.

