

**OLA Executive Board Meeting**  
**February 5, 2021 - DRAFT**  
**Virtual Meeting**  
**10 am – 3 pm**

**Present via Zoom:** Kate Lasky (President), Arlene Weible (Vice President/President-Elect), Elaine Hirsch (Past President), Lori Wamsley (Treasurer), Angela Parsons (Secretary), Kirsten Brodbeck-Kenney (ALA Chapter Councilor & IFC), Rachel Bridgewater (Academic/ACRL-OR), Jennifer Mauer for Kate Weber (OASL), Keli Yeats (OYAN), Laura Kimberly (PLD), Jennifer Patterson (State Librarian), Buzzy Nielsen (Parliamentarian), Shirley Roberts (Association Manager), Lisa Sjoblom (Leadership Committee), Sue Ludington (LDLC), Rebecca Stolz (Chair Membership), Lacey Legal (2021 Conference Chair), Bryce Kozla (co-chair CSD), Alma Plasencia (EDI Anti Racism co-chair), Marci Ramiro-Jenkins (EDI Anti Racism co-chair), Denise Auld (incoming Chair of OAYN), Rinny Lakin (interim Chair SSD), Emily O'Neal (Chair TSRT), Bobbye Hernandez, Elsa Loftis (Chair Awards Committee), Charles; Jane Schepke; Grace Butler (President elect AOSL)<sup>[L]</sup><sub>[SEP]</sub>

**Approval of Dec. 4, 2021 meeting minutes: Elaine Hirsch moved to approve Dec. 4 minutes; Kirsten Brodbeck-Kenney seconded. Motion carried.**

**State Librarian Report** (Jennifer Patterson)

- State Library 2021-23 biennial budget hearing will be Feb. 10, 2021
- State Board approved 2020-23 Anti-racism Library Statement & Goal
- meeting scheduled w/ special committee to discuss the Cornelia Marvin Pierce plaque
- will be hosting and supporting a survey that the committee developed
- advocating for library staff to get vaccinated, in communication with State Advisory Vaccine Committee
- OHA to work w/ Governor's office to finalize who front line workers are, looking at data
- asked to write a letter to support that statement
- meeting next week w/ policy adviser

**Virtual Conference** (Lacey Legal)

- registration launches today; 215 directors received advance notice of org. & group rates
- schedule mostly set; majority of speaker agreements in place
- poster session call for proposals open until March 1 (have 8)
- pre-conference April 6 (disabilities) & April 8 (anti-racism); free (register) - on YouTube
- 8 exhibits + 2 sponsorships (Emporia School & NorthWest Natural Gas)
- will be reaching out to BIPOC orgs. who may need funding
- exhibitors & speakers (next week) can start building virtual booths in Huva platform March

- offering virtual booth to all OLA units, divisions, and roundtables; no cost; does not have to be staffed; can have materials that attendees interact with
- creating scavenger hunt to encourage attendee interaction w/ booths; prizes.
- discussion/solution w/ stakeholders re: equitable accessible group & org. rates; application up
- building manuals/guides for speakers and training for tech moderators (18 volunteers)
- conference website is up; Huva (keyword search) schedule version posted
- building Huva platform; good portion already done
- promoting on social media
- keynote bios will be going up on website
- social activities - merging recommended reading list with independent book sellers
- daily opening encouraging remarks from Mosho Cat Rapper (musical artist)
- OLA President spotlight on Oregon artists; option to promote charities
- reward ceremony will have award recipient slide show to interact with
- big thanks to conference committee and State Library (scholarships & Moderator funding)
- entire conference will be recorded and available until Aug 31, 2021

#### **Treasurer's Report** (Lori Walmsley)

\*link to [Treasurer's Board Presentation](#)

- dues income \$19,000+ (down about 6% our \$1200); but still on track to make budget
- total income increase (added 11,000\$ distribution)
- total expenses \$39,000+ (money going out for conference and organizational expenses)
- transitioned funds fr. Whole Endowment to Investments (from last meeting)
- Budget Request from OLA EDI Taskforce; additional \$238.06 for Toolkit (14 new pages)
- discussion to use President's Discretionary Fund by increasing line item \$1 place holder in budget for EDI Taskforce

**Rachel Bridgewater motions to increase funding in EDI line to amount sufficient to cover costs, Arlene Weible seconds. Passes unanimously.**

#### **Financial Policy Revision** (Lori Walmsley/Kate Lasky)

Bylaw Discussion:

- concerns over bylaw 9.032 OLA unit officers (OLA office) around contractual agreements and incurring vendor expense for unit activities without the approval of the OLA office
- Board needs to know all contractual agreements OLA has & need a documentation process in place to support OLA's stewardship of funds; important in how this implemented
- option 1 requires approval, option 2 requires notification and acknowledgement; both open for editing, input). President asked Treasurer to put together 2 draft options.

- clarification re: not so much an approval process but a need for knowledge and awareness of upcoming bills; each Division has buckets of money who are responsible for but technically it belongs to OLA Association.
- Options for bylaws will be tabled so people can think about it and provide input

### **Anti-Racism Toolkit Presentation** (Marci Ramiro-Jenkins)

- data from how toolkit was received from library directors \*shares screen
- Confidence using Toolkit: extremely 40.9%; somewhat 4.5%; confident 15.9%; very 38.6%
- Toolkit training useful? average 4.5; useful 27.3; very 31.8; extremely 36.4
- training suggestions? collection development & cataloging; antiracism themes
- shares entire Toolkit w/ Board, focusing on highlights
- shares negative comment received from Director's presentation (that content was based on personal experience rather than academic fact)
- Board President validates Marci's (and Committees) expertise. Board wants to support challenging communication that the Taskforce has to deal with
- reminder to register for pre-conference on Anti Racism Toolkit

### **Annual Membership Survey** (Kate Lasky/Elaine Hirsch)

- suggestion to move to a biannual survey to not interfere with EDI survey
- will revisit Strategic Plan initiative (measuring satisfaction rates) and implementation
- suggestion to look closer at survey. Historically, data informed Strategic Plan. What do we want to gather and why, for the future of our organization?

### **Restructuring Communications and OLAQ Guidelines** (Elaine Hirsch/Arlene Weible)

- Jane Scheppke leading efforts to reconfigure the guidelines
- talking OLA members, librarians, and publishers (Oregon Humanities magazine)
- started on guidelines and tools; EDI suggests publishing checklist from EDI Antiracist perspective; will share documentation soon
- questions for Board re: editor-in-chief model (person responsible for the content of the Quarterly); issue of accountability - how is editor in chief accountable to board? Would Board implement a term? What's the relationship of the EIC with the Board? How do Guidelines fit with structure of Board?
- guest editor role is still being defined. Discussion around guest editor vs. EIC. Guest editors from a EDI lens, bring in a different perspective.

### **Strategic Plan** (Kate Lasky)

\*link to [Strategic Work Plan](#)

- How can we manage Strategic Plan as a group and communicate back to membership

- General Updates - State Library's budget posted on OLIS, NW Natural Gas contributing \$3500; Success - EDI work in leadership; Challenges - annual membership being postponed, keeping doc and most current statues with all-volunteer executive board and unit chairs
- Focus Areas: process to establish the EDI Antiracism special committee, REFORMA as a division and awards committee
- What format does Board want for Antiracism statement? The toolkit meets some of these goals for these statements, but value in another statement (mission and values).

### **Association Manager's Report** (Shirley Roberts)

- Conference planning, ongoing work
- working w/ membership committee re: lapsed members
- encourages ongoing use of DocuSign (speaker contracts and Personal Agreement Contracts)
- Every Library Institute shared portion of conference earnings w/ OLA (check for \$483)

### **ALA Council Report** (Kirsten Brodbeck-Kenney)

- Midwinter council meeting, resolutions passed: "Resolution to condemn white supremacy and fascism as antithetical to library work"; "Resolution and support for broadband as a human right"; "Resolution in Opposition to facial recognition software in libraries"; "Resolution to classify library workers as frontline workers to be listed as a priority workforce in receiving COVID-19 Vaccine"
- ALA Annual Conference will be held virtually
- attended PLA meeting; reviewing operating agreement w/ ALA; committed to financially supporting ALA

### **Conference Conduct Policy** (Kate/Lacey)

- importance of adjusting conduct policy to the virtual world in anticipation of difficult and emotional conversations facilitated at upcoming conference \*Statement of Appropriate Conduct at OLA Conferences
- statement recognizes behaviors that will not be tolerated; online environments included
- will work w/ Conference Committee; language doesn't reflect nature of conversations
- Note re: changes - if there are any punitive aspects, Statement should reference original document and get Board approval

### **Awards Committee Bylaws Revision** (Elsa Loftis/Buzzy Nielsen)

- proposed changes to Chapter 32 Bylaws (Achievement Award Procedures) to recognize people who are committed to antiracism in libraries
- change number of achievement awards to 5 (from 4) to include OLA EDI Antiracism Recognition Award

- a rep from the committee should be on the awards committee; current awards committee has 6 committee members and wants to add one committee member
- importance of putting all awards together in one place, even if not presented by the Awards Committee.

**Kate Lasky requests a motion. Elsa Loftis moves to add an EDI Antiracism award and increase the membership participation range to 5-10. Seconded by Kirsten Brodbeck-Kenney. Passes unanimously.**

**Statements from OLA** (vaccines, free speech, digital literacy)

- (Kirsten) IFCommittee re: Parlor and insurrection: Powells and Amazon selling Q-anon books - private businesses, not a first amendment issue; libraries might get requests or challenges to similar material
- rather than a statement, have a series of discussions to help facilitate discussions
- (Sue) Digital Literacy: fielded request for letter to governor to prevent misinformation. Legislative Committee decided not to send a letter; does not support advocacy efforts

**Vaccine** (guest - Glen Ferdman)

- (Glen) asks Board to consider writing strong statement urging CDC to prioritize library workers to be scheduled as phase 1b (front-line workers); put library workers on the radar.
- State Librarian has been in consistent communication w/ Governor's office & is requesting similar action (\*see State Librarian report).
- (Kirsten) Discussion at ALA Council meeting re: complexities of essential workers debate b/c essential workers could then be potentially asked to work in dangerous situations.

*Board discussion:*

- local vs. county vs. state decisions
- aligning library workers in the continuum between seniors and teachers by aligning with language used in Governor's documents
- providing outbreak data to back up statement
- creating tools for advocacy talking points for local libraries
- need to use affective talking points that reflect existing language Governor is using
- making a statement for prioritizing staff who work directly with public
- effective if OLA advocates directly with our own statement
- complexity around prioritizing library works and personal choices of BIPOC workers.
- concerns of having vaccinated library staff who will be pushed to open more library services, sooner.

**Kate Lasky requests a motion. Kirsten Broadbeck-Kenney moves to issue a statement that advocates for library workers safety in regards to vaccine. Elaine Weible seconds. Passes unanimously.**

**Leadership Committee** (Lisa Sjoblom)

- LIOLA July 2021 virtual; dates not yet finalized; adapting curriculum to online environment
- recruiting subject matter specialists and mentors (mentors need to be members of OLA)
- Mentor Match Program - work in progress - broadening of scope
- finished a scholarship page on OLA (from all OLA Units)
- leadership development scholarship - application deadline end of Feb.; decisions March
- looking for committee members interested in leadership activities

**Membership Committee** (Rebecca Stolz)

- working on filling loss we heard about on Treasurers report
- have established 5 members on committee
- have reached out to lapsed members (309) and reaching out to new members

**ACRL** (Rachel Bridgewater)

- launched new website
- survey results = necessary work is being done around COVID-19 advocacy, directing people to State Library; found a need for academic librarians to get together for discussions
- working on membership
- nominations open; subsidy for people who need financial assistance (leadership roles)
- want to hire outside consultants to help decenter whiteness in bylaws
- had a great social hour, will do it again around conference

**OLYAN** (Keli Yeats)

- will hold online raffle
- not soliciting donations during pandemic; will buy 2 nights at Sylvia Beach Hotel
- newsletter moved online, from annually to quarterly; works well online - reaches more people
- will have double OYA Award (last years + this year)

**OASL** (Grace Butler)

- working on EDI statement
- advocacy - Kate Weber featured on Think Out Loud (radio)
- co-signed AASL sent to Biden admin re: importance of school libraries
- conference to hopefully be liven Oct.

### **Awards Committee** (Elsa Loftis)

- put out first call for nominations
- please spread the word re: call for nominations
- awards will be done remotely to be shown at conference

### **Children's Division** (Bryce Kozla)

- board meeting
- Spring workshop is part of bylaws (need to have one); will be a virtual opportunity
- possibility of having summer reading mentor opportunity, will use booth at OLA to advertise

### **Support Staff Division** (Rinny Lakin)

- big Board turnover; need to recruit Chair Elect, Treasurer, Recorder (Secretary)
- want to do something for members in place of in-person conference (Timberline contract moved out one year); may go virtual; current date overlaps with LIOLA

### **Legislative Committee** (Sue Luddington)

- 16 Bills of interest to libraries (i.e., Text book affordability, school media library programs)
- hearing Wed. 1pm.; speaking - State Librarian, lobbyists, and testimonies from 2 librarians
- will message membership re: providing written testimony for future hearings
- LLD will be virtual over the course of a week (1st week of March)
- sub-committee now has MemberClicks volunteers to help update website

### **PLD** (Laura Kimberly)

- Pearl Ward nominations are now open
- PLD training held last week
- working on outline a budget and timeline for due dates
- Shirley helped create PLD ListServ
- Standards docs - trying to get that all into one Google Drive
- Next meeting March 2

***Shirley - Candidate statements need to be prepared for OLA Conference***

***Elaine - will begin recruiting***

### **OLA Board Meetings 2020-21**

**April 2, 2021 (Friday) - Virtual Meeting for all (10 am - 3 pm)**

June 4, 2021 (Friday) - Virtual Meeting for all (10 am - 3 pm)

August 16 - 17, 2021 (Mon. 1:30 pm - Tues. 2:30 pm). OLA Leadership Retreat Menucha Conference Center - Corbett OR

August 27, 2021 (Friday) - State Library of Oregon (10 am - 3 pm) [Transition Meeting]