**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**As of 1/7/22**

**OLA unit: Academic Division**

**Name:** Rachel Bridgewater

**Work or Primary Email:** rachel.bridgewater@pcc.edu

 **Division, RT, Committee Board Members**President: Rachel Bridgewater Vice President; President Elect: Emily Ford; Past President: Candise Branum; Private Colleges Representative: Heidi Senior; Legislative Representative: Michele Burke; State Library Representative: Tamara Ottum; Community Colleges Representative: Jane Littlefield; Public Universities Representative: Michael Brown; Member at Large: Sarah-Ruth Tasko; Member at Large: David Issak; Member at Large: Amy Stanforth; Member at Large: Ann Matsushima Chiu; Communications Coordinator: Kirsten Hostetler

**Overall Goals & Responsibilities**The Academic Division of OLA serves a dual role as the Oregon chapter of the Association of College and Research Libraries (ACRL). The Academic Division/ACRL-OR seeks to foster communication among academic library personnel; to promote the development of Oregon's academic libraries; to sponsor educational programs of interest to academic library personnel; to serve as liaison between academic personnel and various other academic and library constituencies; and to advocate for academic libraries and library personnel on the state level.
 **Stories -** stories highlighting annual member or committee successes and challenges.
Our Board brainstormed about stories but didn't really come to any ideas about what we wanted to share beyond the below. I will go ahead and use this space to share my story, as I reflect on the year. This was a tremendously challenging year in which to do this kind of work. Between the challenges of COVID, the racial justice reckoning of the summer, the wildfires which touched us all in some way, the election and January insurrection, it was challenging to find extra stores of time or energy for volunteer service to the profession. Given this, to me the most important "story" from this year is the incredible grace, commitment, and presence shown by all the members of our Board. It was really a gift to work with such caring people who showed up in difficult times to do this work and to support each other and others in the library field (whether or not they are members).

  **Successes -** highlights annual achievements to celebrate.
-We had to cancel our annual conference at Menucha and worked quickly to put together a summer webinar series in place of the conference.

-Website relaunch - Developing systematic approach for contacting new/expired/renewing/etc. members. Preparing templates to reach out to ACRL National members in Oregon who are not ACRL-Oregon members.

- Altering our scholarship offerings to fund smaller professional development opportunities and reduce barriers to application

-WHOVA Booth at OLA including a welcome video and handout

-Quarterly Zoom happy hours were popular and well-attended

-Had full slate of excellent webinars which were very well-attended

-Advocacy (letters, donations) in support of racial justice; AAPI community; HB 2919 on Course Cost Transparency and Timeliness, opposing Executive Order 13950

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Generally, our challenges this year were COVID-related. Recruiting people for board positions was challenging. We just didn’t get the number of volunteers we have in the past. Because of this we voted to allow the election to move forward with only one candidate for the VP/President Elect position. We are fortunate to have a strong board, but will need to pay attention to this going forward. The nominations committee will also need to pay attention to recruiting a range of diverse board members who represent a variety of perspectives, libraries, backgrounds, and geographic areas. Due to COVID, limited bandwidth of members to take on additional tasks or attend events. Recruiting people to write content to make the website attractive to visit frequently and post helpful materials

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**-In an effort to make Board service more accessible to more people, offered membership stipend to folks who might need it to run for office

-Continued membership on OLA EDI and Anti-racism special committee

-Hosted webinar discussing academic libraries survey results from the Special Committee’s survey

-Continuing work to recruit BIPOC individuals to serve on the ACRL-OR board

-Began seeking external consultants to review bylaws with an antiracist lens and suggest changes

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
-Hosted webinar about COVID related advocacy with a panel of academic library administrators
-Conducted a survey about COVID-related advocacy needs from membership
-Wrote a statement condemning Anti-Asian hate crimes and in solidarity with Asian American and Pacific Islander library workers
-Made donations to AAPI advocacy organizations
-Wrote an open letter condemning Executive Order 13950
-Submitted testimony to the legislature in favor of HB 2919 on Course Cost Transparency and Timeliness.
-We continue to look for opportunities to support our K-12 teacher-librarian colleagues. Via the LDLC, we work to include the perspective of academic librarians in articulating the importance of a strong information literacy continuum starting in K-12.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Children's Services Division**

**Name:** Bryce Kozla

**Work or Primary Email:** brycesa1@gmail.com

 **Division, RT, Committee Board Members**Bryce Kozla; Stephanie Goodwin: Co-chairs; Deborah VanDetta, Past Chair; Susan Cackler and Susan Davis (resigned June 2021), incoming Co-chairs; Tara Morrisette, Web editor; Nicole Newsom, CSLP/Summer Reading Chair; Karen Fischer, Performer's Showcase (resigned October 2020); Jane Corry, Lampman Chair; Greta Berquist, Youth State Consultant

**Overall Goals & Responsibilities**CSD champions children’s literacy and provides continuing education for Oregon library staff serving children and families. Our goals are to promote the joy of reading; participate in conversations with families, community organizations, and stakeholders to provide subject matter expertise; and to provide opportunities for peer collaboration and resource sharing.

**Stories -** stories highlighting annual member or committee successes and challenges.
In March 2020, youth services staff across the state had to do a quick pivot to virtual and/or take-and-make programming due to the pandemic. The CSD Board did, too. We reimagined the Performer’s Showcase (https://ola.memberclicks.net/csd-showcase-home) as a never-before-tried virtual event in about 3 months. Demonstration videos from the unlisted Youtube playlist (https://www.youtube.com/playlist?list=PLfJkm1rtEZppCjPfOF3M7o5ya2VuYuo-V) have been viewed up to 120 times each. Our members shared ideas from craft patterns to diversity audits on the CSD Blog (https://www.csdola.org/) and during the Spring Workshop series, which helped inspire staff around the state.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
The need for focused recruiting based on specific skills: each of the Board positions lend themselves to specific skills. Suggestion: Making sure job descriptions are up-to-date might help, as well as framing committee work as a service to the Oregon library community rather than an honorable appointment. It really helped this year to have co-chairs; we could split up the admin-oriented Chair work from the public-facing engagement work. This would require more recruiting. Performers Showcase after Karen’s resignation: Karen Fischer did a stellar job running the Performer’s Showcase for many years. With her recent resignation, we will need to recruit a new Chair--and hopefully committee-- to plan the future of the Showcase. Suggestion: reimagine the Performer’s Showcase to be less onerous on the committee tasked with planning it. Supporting library staff in the era of misinformation: Being some of the most trusted members of our communities, library staff throughout our state are increasingly confronted by members of the public who are targets of widespread misinformation on a variety of topics. It is important that CSD continues to support these staff members while also furthering the learning and action of all youth staff. Suggestion: regional chats/task forces for different projects/initiatives; de-escalation training and/or training in recognizing “dog whistles’” in order to prevent escalation; ways to share info or ask questions without a real or perceived fear of retaliation.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**Goals from the EDI Anti-Racism Toolkit:
-acknowledging and breaking down barriers to library access for children and families on individual and systemic levels.
-ensuring every child feels welcome with the library, including seeing themselves represented in our collections and staff in authentic ways.
-encouraging children to have a variety of reading and media experiences to learn about themselves and the world.
-supporting children with knowledgeable and understanding library staff who can provide them with resources as they navigate the complexities of humanity, our past, and possibilities for the future.

Ways that we have worked toward these goals: EDI at Spring Workshop: all Oregon library staff had the opportunity to engage with the Watch & Read and Meet & Share aspects of the Spring Workshop Series. The content included webinars and or articles on a variety of related topics. A resonant article, according to participants at our Meet & Share, was “You’re Gonna Screw Up” by April Hathcock. Practical Tips at IFC presentation: CSD members shared and learned practical tips for dealing with challenges and problematic media during “Dr. Seuss, Ook and Gluk, and Library Policies/Practices”. Tips included collection development and promotion. Providing all staff with learning opportunities: OLA/CSD is an institution, and it’s important that we grapple with the ways we have been complicit or active in oppression. One way we tackled this area this past year was providing all staff with CSD learning opportunities, whether they were OLA/CSD members or not. This was one way we worked toward “supporting children with knowledgeable and understanding library staff who can provide them with resources as they navigate the complexities of humanity, our past, and possibilities for the future.”

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
This year, CSD took a slightly different approach to advocacy and pivoted our professional development model to inviting staff to join and support learning for those all across the state. This seemed to resonate this year particularly, as was seen with the success of the auction. This allowed the work we are doing to have a higher visibility in general. Additionally, the CSD blog was refreshed this year to chronicle the successes of members across the state, making it ripe for advocacy for Ready to Read funding or other grant justifications.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.We were able this year to try out a virtual model for membership including professional development, membership meetings, and asynchronous communication via email. We saw an increase in activity particularly among those outside the I-5 corridor.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Oregon Association of School Libraries (OASL)**

**Name:** Grace Butler

**Work or Primary Email:** grc.btlr@gmail.com

 **Division, RT, Committee Board Members**

**Overall Goals & Responsibilities**Our mission is: To provide leadership to ensure that Oregon students and educators are effective users of ideas and information, and to pursue excellence in school library media programs. Our Purpose is: Empowering Oregon students by supporting school libraries.

**Stories -** stories highlighting annual member or committee successes and challenges.
We have switched from an in-person Fall Conference to a virtual one. The State Library is sponsoring conference registrations and tech support. Our advocacy committee has had some success with the Oregon Legislature. We are close to finalizing our Strong School Rubric. We are continuing EDI work, but our focus this year is advocacy and education about the role of school libraries.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
At the June meeting, it was mentioned that OASL support should be a focus for OLA this year. We would like to explore help with advocacy, and have brainstormed some ideas at both our Exec and Full Board meetings. At one time there was a joint OASL/OLA committee, but the focus was on the merger, and not much else has happened since. Our solution would entail further collaboration in promotion and advocacy work, through public and academic libraries and the legislature.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**We are going to be working on inserting EDI language into our by-laws. Both areas are a focus of our Fall and regional conferences.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
See challenges above.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Oregon Young Adult Network (OYAN)**

**Name:** Keli Yeats
**Work or Primary Email:** keliy@multcolib.org

 **Division, RT, Committee Board Members**Chair: Keli Yeats; Incoming Chair: Denise Auld; Outgoing Chair: Rachel Timmons; Secretary: Ian Duncanson; Publications Managers: Susan K. Davis, Katie Anderson; Web Editor: Sonja Somerville; Summer Reading Representative: Lisa Elliot
 **Overall Goals & Responsibilities**OYAN exists to provide a network for communications and growth among people who provide library services to teens, to increase awareness of teen library services in the state of Oregon, and to promote cooperation between school and public libraries.

**Stories -** stories highlighting annual member or committee successes and challenges.
The biggest highlight was when we presented the annual OYEA! Award to Violeta Garza. She suffered a traumatic brain injury several years ago. She had made the decision a few months earlier that she was unable to continue as a Youth Librarian. It was a very emotional and meaningful end to her career. She called it her mic drop.
 **Successes -** highlights annual achievements to celebrate.
Even though there has been a drop in active participation, the people who do attend have expressed that they especially appreciate the support that they’ve found with the group. Holding the Mock Printz virtually opened up a lot more opportunities for people to attend. A group of teens from Corvallis attended who said they would not have been able to come in person if it were in the Metro area.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
It continues to be a challenge to recruit new members and new board members. Personal invitations to staff around the state might help draw some people in.

**General Updates -** include updates that do not fit in other categories**.

Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**We wrote an anti-racism statement. We have also explicitly stated that BIPOC individuals who apply for a scholarship would be prioritized and that any EDI training qualifies for a scholarship even if it isn’t directly related to youth. This has not yet turned into a goal or objective from a strategic plan.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.While engagement has decreased during COVID, active members have reported a richer and more meaningful experience. Many people shared resources and strategies for serving teens during this time verbally through meetings and through the blog. Others just really appreciated the emotional support and community during this time.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Public Library Division (PLD)**

**Name:** Laura Kimberly

**Work or Primary Email:** l.kimberly@newportlibrary.org

 **Division, RT, Committee Board Members**Chair Laura KimberlyNewport Public Library, l.kimberly@newportlibrary.org; Vice Chair/Chair Elect Halsted Bernard Tigard Public Library, HalstedB@tigard-or.gov; Past Chair Erin Wells Walla Walla Public Library, ewells@wallawallawa.gov; Secretary Chris Myers Lake Oswego Public Library, pldsecretary@olaweb.org; Position #1 - 2019-2021 (2-year term, elected in odd-numbered years) Haley Lagasse North Bend Public Library, hlagasse@coastlinelibrarynetwork.org; Position #2 - 2019-2021 (2-year term, elected in odd-numbered years) Glenn Ferdman Beaverton City Library, gferdman@beavertonoregon.gov; Position #3 - 2020-2022 (2-year term, elected in even-numbered years) Will O'Hearn Eugene Public Library, WO'hearn@eugene-or.gov; Position #4 - 2020-2022 (2-year term, elected in even-numbered years) Amanda Bressler Albany Public Library, Amanda.Bressler@cityofalbany.net

 **Overall Goals & Responsibilities**

The purpose of the Public Library Division is to promote public library service and development, to promote the potential for increasing cooperation among public libraries, to represent the interests and concerns of public libraries in relation to the Oregon Library Association and the Oregon State Library, and to develop legislative priorities for public libraries and other issues as may be pertinent to the Division.

 **Stories -** stories highlighting annual member or committee successes and challenges.
Shirley Roberts offered an introduction to the OLA, using the OLA’s webpage as a framework. Points of emphasis were the financials page, with reimbursement forms and the monthly statement of balances in the enterprise accounts of all of OLA’s divisions and units, including PLD; the resources page for board members, including video tutorials on OLA and Memberclicks: and the spreadsheet of new members of OLA. Shirley encouraged board members to spend some time looking around the OLA webpage. PLD Officer Duties Erin Wells and Laura Kimberly met (virtually) to discuss duties of PLD officers, with the idea of taking some responsibilities off the chair and vice-chair and help everyone on the board feel they have a role and some tasks. Some of the ideas they generated for responsibilities, with the board member who volunteered to be responsible for that: Public Library Standards: Haley Lagasse; Conference Liaison (Conference, PLD Dinner): Halsted Bernard; Pearl Award: Glenn Ferdman; Training (Fall/Spring Director's Meetings/other training): Laura Kimberly; Public Library Directors’ Notebook: Will O’Hearn; Budget: Erin Wells and Laura Kimberly; Communication: Amanda Bressler

 **Successes -** highlights annual achievements to celebrate.
Quarterly PLD Sponsored Training Sessions: October 23, 2020, 10 a.m.-noon: Directors’ training by Buzzy Nielsen on library advocacy; January 29, 2021, 10 am-1 pm. Topic was the OLA’s EDI Anti-Racism Toolkit. This training will be open to State Library staff, as well as academic and research library staff. The training will be recorded, and we are still trying to figure out how to post it. (The Q&A after the training will not be recorded.) PLD Virtual Training at 10 a.m-noon Friday, June 18: Our topic will be Working with Library Boards and will feature a panel of library directors from around the state. 2021 OLA Conference Follow Up: Pearl Award, Six applications total - Winner: Lanel Jackson, Multnomah County Library. Award presentation was recorded by Laura and delivered at OLA conferences’ Award (i.e., the plaque) was prepared and sent to the awardee); Virtual Unit Exhibitor Booth- Haley reported on our virtual booth at the OLA Conference. It included the Pearl Award video, contact information for board members. She said that if we are going to have a virtual conference next year we should investigate the various features of the hosting software, Happy Hour Game Night Event and Author Presentation (PLD co-sponsored the author event at the OLA Conference featuring Fonda Lee and Kim Johnson; PLD agreed to host a happy hour style event at 5:30 on Friday (Conference Closing Time online game night). Halsted said Game Night (we played Blather ‘Round) was fun, and technological piece was smooth. PLD had an Unit Exhibitor Booth: Haley said she has had some experience with this at a previous conference, and volunteered to edit the information in the Whova site. Public Library Standards Update: Darcy and Haley completed first round of revisions sent from Stover, and sent back for further revisions.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Getting people involved on the subcommittee with public library standards. PLD Executive Board has been working on getting more people involved, the board involved, as well as letting people know about different volunteer opportunities available.

**General Updates -** include updates that do not fit in other categories**.**Shirley helped the PLD Board set up a PLD list serve to send out information and communications with PLD membership. We also set up a google drive with all of the PLD documents, which include the library standards documents. Election is currently open for the open positions on the PLD Executive Board. The ballot closed on August 10. We have one candidate for the Vice Chair/Chair Elect position as well as the secretary position. The PLD Executive Board approved moving forward with just one candidate for these positions after pushing the date back several times for interested individuals for 2021-2022.

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**OLA EDI Task Force â€¢ Alma Plasencia and Marci Ramiro-Jenkins, co-chairs of the OLA EDI Anti-Racism Special Committee, introduced and gave an overview of a draft of the committee’s Equity Diversity Inclusion Anti-Racism Toolkit. The toolkit will be finalized in late January and then disseminated to public and academic libraries in February. PLD Virtual Library Directors’ Training: January 29, 2021, 10 am-1 pm. Topic was the OLA’s EDI Anti-Racism Toolkit. This training will be open to State Library staff, as well as academic and research library staff. The training will be recorded, and we are still trying to figure out how to post it. (The Q&A after the training will not be recorded.) Libros for Oregon: Hannah Bostrom of Salem Public Library, current chair of Libros for Oregon, gave an overview of the program. Hannah began with some self-exploration questions about whom our libraries serve, how they might benefit from Spanish-language materials, and where libraries might want to go to. Deborah Gitlitz of Wilsonville Public Library, one of the founders of Libros for Oregon, reviewed the background, history, and aims of Libros. Alma Plasencia of Salem Public Library, described the basics of the FIL (Feria Internacional de Libro de Guadalajara). Hannah emphasized the importance of outreach. Participating libraries are required to stage at least three programs intended to publicize the books from Libros. Libros for Oregon has applied for a new LSTA grant that would allow them to prioritize 10 libraries with at least 15% identified Latinx/Hispanic population. Would receive $1000 donations including shipping and $200 for cataloging assistance. Libros has a new website, which is a great place to direct people for more information. Librosfororegon.org

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
October 23, 2020, 10 a.m.-noon: Directors’ training by Buzzy Nielsen on library advocacy. Shirley provided training to the PLD Executive Board at the first PLD board meeting. The PLD Board has been sponsoring and organizing quarterly trainings on topics of interest to public libraries. We have held quarterly trainings on topics of interest and need for public libraries. Shirley helped with creating a training page for PLD Trainings. We also are making sure our webpage is updated.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
2021 OLA Conference Follow Up: Pearl Award – Six applications total – Winner: Lanel Jackson, Multnomah County Library. Award presentation was recorded by Laura and delivered at OLA conference–ª Award (i.e., the plaque) was prepared and sent to the awardee. Virtual Unit Exhibitor Booth- Haley reported on our virtual booth at the OLA Conference. It included the Pearl Award video, contact information for board members. She said that if we are going to have a virtual conference next year we should investigate the various features of the hosting software) Happy Hour Game Night Event and Author PresentationUnit Exhibit Booth at the OLA Conference. PLD Executive Board has a PLD list serve so we can send out information and communication to PLD membership.
 **Other comments**

PLD Fundraiser: We had a free-floating discussion of possible fundraising projects. Landed on possibly creating a T-shirt or sweatshirt, maybe using a vendor like Bonfire.b) Halsted and Chris will investigate possible graphic designers in public libraries who would provide services for free) Halsted will use this project as a pilot for finding free or low-cost project management software that the PLD board could use to track planning. Follow Up from Previous Meetings: Draft Budget--Laura still working on this) Timeline--Laura still working on this Webpage Updates (Chris and Halsted): Chris will review and update the PLD webpage before the next meeting and report back.

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**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: REFORMA Oregon**

**Name:** Eduardo Arizaga

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 **Division, RT, Committee Board Members**Co-Chair President Eduardo Arizaga, Multnomah County Work: eduardoa@multcolib.org, 503-988-5123 and Co-Chair PresidentBobbye Hernandez, Multnomah County, Work: bobbyeh@multcolib; Past President Star Khan, Lincoln City Work: skhan@lincolncity.org, 541-996-1255; Chair Vice President Brandace Rojo, Josephine Community Library District Work: brojo@josephinelibrary.org; Secretary Kristen CurÃ©, Springfield Library, kcure@springfield-or.gov; TreasurerSoraida Lopez, Oregon Trail Library District, Boardman branchslopez@otld.org

 **Overall Goals & Responsibilities**The main purpose of the REFORMA Oregon Chapter is to promote the advancement, growth, improvement, and implementation of library and information services to the Latino and the Spanish-speaking community in the State of Oregon. As an OLA Unit, REFORMA Oregon will provide a space for sharing information, continuing education opportunities, resources, networking, and supporting librarians around the state to better the quality of services and programs for the Latino and Spanish-speaking community.

 **Stories -** stories highlighting annual member or committee successes and challenges.
During the pandemic, and some members were working predominantly virtually, REFORMA Oregon meetings provided an opportunity for colleagues throughout the state to connect and share how they had transitioned from in person services to providing virtual services for the Latine population. As some libraries across the state started to transition from virtual services to in-person services late during the summer of 2020, REFORMISTAS were on the ground providing information services and connecting community members with material and much needed resources. These early adopters in the state provided frameworks and tools for how they pivoted to in person services that gave confidence and toolkits for organizations and colleagues that had not launched robust in person services.

 **Successes -** highlights annual achievements to celebrate.
The Mock Pura Belpre was held in an all virtual format. Rodrigo Gaspar-Barajas and Carly Garzon Vargas from Deschutes Public Library held a captivating and engaging session through Zoom that connected over 40 library staff members and educators from throughout the state for a few hours learning of new print material to share with their respective communities. We are extremely proud and grateful for the support that REFORMA Oregon garnered as it has transitioned from being a Round Table to becoming a Division. We hope that with this new status and voice at the table that colleagues across the state will learn more about the work that REFORMISTAS take part in throughout the state and will help support it both at their local institution and within OLA. We also hope that this new status will help in bringing in more individuals to join both REFORMA Oregon and OLA.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** includes updates that do not fit in other categories**.**REFORMA Oregon continued to support Libros for Oregon, which continued to support purchasing Spanish language material for libraries throughout the state even through the pandemic and the all-virtual format for the International Book Fair held in Guadalajara, Mexico. Libros for Oregon will once again this year support the acquisition of high-quality Spanish language print materials for libraries across the state that do not have the capacity to support purchasing Spanish language material from the book fair. REFORMA Oregon pivoted its meetings to an all virtual format, and while the in person networking is sorely missed by all attendees, the virtual format has provided additional opportunities for REFORMA Oregon to begin transitioning its meetings from a business format tied to Robert’s Rules of Order to a holistic community led meeting where library professionals provide space for listening, and support for challenges and opportunities that colleagues face throughout the region in leading and supporting work that seeks to connect library services to not only the Spanish speaking community, but community members with ties to other cultures and communities that are part of the Latin American diaspora that are living in the State of Oregon.

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**While the Spanish language is a connector for some community members in the State of Oregon that have family roots in Latin America, REFORMA Oregon is seeking to broaden its support for colleagues that are in need of support in advocating and supporting community members with indigenous roots whose mother language is not Spanish. REFORMISTAS have supported information resources requests for community partners in need of connecting with Latin American community members whose primary language is not Spanish. REFORMA Oregon has discussed what a resource toolkit would look like for community partners and have supported one another in the search for print material in some of the indigenous languages spoken by community members in the State of Oregon. REFORMA Oregon recognizes that many of the cultural resources and celebrations centered for community members at their library institutions center around Mexican hegemony, and that while there are many members of the Spanish speaking and Latin American communities with ties to Mexico that other cultures are ignored and made invisible that are also part of our communities. Being aware of the communities in your service area plays a large part in how REFORMISTAS are looking to break outside of the current cycle of their programs, events and collection curation. This is an ongoing process and project that required further research and investigation in what a resource guide and toolkit looks like to support colleagues and organizations looking to branch out from their current service model.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
REFORMA Executive team members are investigating how to best support REFORMISTAS into participating in LIOLA and in the event that the structure of LIOLA does not support REFORMISTAS due to organizational commitments, REFORMA Oregon is looking at the interest level for the creation of REFORMA Oregon accountability and support sessions for colleagues that need a more consistent conversation and connection with fellow REFORMISTAS outside of the quarterly sessions. The hope is that library staff that have an interest or focus in supporting the Latine and/or Spanish speaking community of Oregon feel that they are acknowledged and supported in their work and endeavor to their community. This support system seeks to assist with the retention of library workers not only within the profession but specifically within the Pacific Northwest and the State of Oregon.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
REFORMA Oregon leadership is in discussion on how to increase active participation from our newer members and how to support those that are thinking about becoming members of REFORMA and OLA. Leadership is seeking to create more opportunities for professional development within the meeting structure and format in order for members to feel that their return on investment is something that they can take away with them after every one of our meetings or events. The restructuring of how meetings take place and the speed with which the business takes place is one way that the current leadership is looking to change how our meetings are structured not with the member in mind, but with business centered. The fiscal solvency of the organization is important, but we also realize that the take away from membership and how they share the importance of being a member is what will eventually garner new members and also spur new members to transition from passive to active members.

 **Other comments**

 **OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Support Staff Division (SSD)**

**Name:** Rinny Lakin

**Work or Primary Email:** rinnyl@multco.us

 **Division, RT, Committee Board Members**Chair/treasurer: Rinny Lakin; Secretary: Angela Parsons; Archivist: Deanna Koh; nMembers at large: Paula Jolly; Chelsey Comstock; Sarah Cunningham

 **Overall Goals & Responsibilities**The purpose of the Support Staff Division shall be to provide a framework for information sharing, continuing education and moral support for all library support staff. Specifically, the aims are to provide a forum to encourage new ideas, discuss concerns and solve problems; promote awareness of library issues; inspire and promote professional growth through networking, conferences, workshops and mentoring; exchange ideas on processes, systems, and policies; provide a medium for the exploration of new ideas and technologies; foster cooperation among all Oregon libraries in all the various public and technical areas throughout the library; and to increase awareness in the library community of the evolving roles played by support staff.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
Planned 2021 SSD Conference at Timberline Lodge but had to cancel/postpone (again) due to pandemic. Set up Whova booth for 2021 virtual OLA conference, created a video. I believe all of the active SSD board was able to attend OLA 2021!Chair was influential in cultivating Sonja Ervin as 2021 OLA keynote. Sponsored two successful 2021 virtual OLA proposals with Donna Cohen. Supported former SSD chair, Margaret Harmon-Myers' OLA session. Submitted 2 Donna Cohen, and 1 Sally Eck program proposals for PLA. Submitted PLA social event for Trivia hosted by Librarians of Jeopardy fame. Created SSD social media (IG) to engage community. Chair was a panelist at LIOLA presentation, Member at Large attended LIOLA. Updated our Bylaws from "recorder" to "secretary" in anticipation of elections.

We held our annual Board retreat at the historic Spindrift cottage (and virtually)
--Went through OLA's strategic plan and how our work aligns with the three focus areas
--Developed the 2021-2022 plans for SSD, including the 2022 SSD conference. Chair attended (virtually) the OLA Board retreat. Our Member at Large got a promotion! Our acting secretary got a promotion!

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Planned 2021 SSD Conference at Timberline Lodge but had to cancel/postpone due to pandemic. Many support staff across Oregon were laid off, demoted, some felt forced to leave libraries and Oregon.

-Our Chair left libraries and moved to Washington

-Our secretary was laid off from libraries and had to move back to Canada

-Promotions of core members drew some of the previous focus and energy away from SSD work.

-Interim chair's father and two cousins died.

-Interim chair did not work in libraries for a year and a half and had to piece together 4 jobs (and still has 4 jobs)

-Education chair/archivist became her mother's live-in caregiver.

-SSD contact lists were muddied as long-time supporters and people interested were unable to maintain membership, were forced out of libraries, and sometimes even forced out of state, but still wanted to be able to return to the Oregon Library community when opportunities presented themselves. The current process to address this is part of the 2021-2022 work we are doing.

**General Updates -** include updates that do not fit in other categories**.**We are slowly learning to fill the gaps left by our chair and secretary. Memberclicks is not easy!

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**Actively promoted REFORMA, LIOLA, the OLA conference and the EDI Toolkit to support staff.
--SSD core members spent some time engaging with the EDI toolkit and OLA conference content and sharing with our work groups
--We applied lessons from LIOLA to examine our own strengths and gaps
----We identified weaknesses in diversity in many areas in our team composition
-----After identifying who was missing from our table, we strategized for how to build a welcoming environment for new people to come in.
------We brought in 5-7 new people and worked to actively engage them in the work of SSD.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
Sponsoring OLA + PLA sessions that give tools on Advocacy, and it is going to be a big part of the 2022 SSD conference theme. Board created a survey for support staff to gather information about how they had been impacted by the pandemic.

--The intent was to see exactly how we could advocate for Support Staff

-- Unfortunately responses were lost when the chair left.

SSD's OLA Whova booth meeting turned into a listening session about what support staff are experiencing. Chair attended LINCC libraries' Oak Lodge and Gladstone new library planning sessions to ensure library and EDI perspectives were included in the designing phases. Chair was asked to speak to the Hillsboro library staff to help with their brand-new union contract writing. Chair engaged with MCL staff through layoffs, demotions and other systemwide changes over the entire year. Chair spoke out against the layoffs at OLA Board meetings, Local 88 meetings and at an Oregon State Library meeting.
--Requested a letter from OLA to recommend libraries across the State retain staff and innovate services instead of layoffs.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.We identified a need for support staff across the state to remain in contact even during this unstable period when they cannot be full members and are working on solutions. We recognized we needed to meet people where they are and went out of our way to engage on issues they cared about.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Awards Committee**

**Name:** Elsa Loftis

**Work or Primary Email:** eloftis@pdx.edu

 **Division, RT, Committee Board Members:** Elsa Loftis, Portland State University, Chair; Leah Griffith, Newberg Public Library, Retired, Past-Chair; Esther Moberg, Seaside Public Library; Sonja Somerville, Salem Public Library; Karen Muller, Hillsboro Public Library; Susan Stone, Portland Public Schools; Emily O’Neal, Deschutes Public Library

**Overall Goals & Responsibilities**The Awards Committee recognizes and honors outstanding individuals for their service to the Oregon library community.

 **Stories -** stories highlighting annual member or committee successes and challenges.
This was the first year that we were conferred the EDI Anti-Racism Recognition Award, which was awarded to Max Macias at the OLA Virtual Conference!

 **Successes -** highlights annual achievements to celebrate.
We made a successful pivot to the virtual space of the conference, thanks to support from the outstanding Conference Committee.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
We all wished that we could have been together in person this year, but we do report that there was some very wonderful things about using Zoom to prerecorded the awards conferral--including the ability to invite more people to speak and congratulate the award winners.

**General Updates -** include updates that do not fit in other categories**.**Oregon Librarian of the year: Librarians and Staff of the State Library of Oregon

Oregon Library Employee of the year: Lauren Calbreath: Library Media Assistant, Westbridge Elementary School

Oregon Library Supporter of the year: Barbara Wright, Friends of the Hillsboro Library

EDI Achievement Award: Max Macias

(not given by the Awards Committee, but the Presidents’ Award goes to Marci Ramiro-Jenkins, we will be printing, framing, and coordinating the presentation of the award).

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**As stated above, we worked with the EDI committee and the OLA Executive Board to create the EDI Achievement award, which honors work done in this area.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

We sent out drafts of press releases so that news of the awards could be disseminated more widely than our membership channels--this is great advocacy for the library community, as it raises awareness of the work being done in our field and within our organization specifically.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Communications Committee**

**Name:** Charles Wood

**Work or Primary Email:** wuchakewu@gmail.com **Division, RT, Committee Board Members**Charles Wood, wuchakewu@gmail.com, Chair; OLA Coordinator Susan Davis, sdavis@josephinelibrary.org; Twitter , Instagram, OLA Hotline, Kristin Williams, kjoywilliams@gmail.com ; OLAQ Editors, Bob Abbey, bob.abbey@comcast.net, Forest Grove, PCC, (Initials: RA), \*Jillian Coy, coy.jillian@gmail.com, Teen Librarian, Forest Grove, \*Barbara Fischer, bfischer002@gmail.com , Waldport Public Library, Katie Hart, Klamath County Library, khart@klamathlibrary.org, \*Erica Jensen, Lewis & Clark College, ejensen@lclark.edu, \*Jim Jatkevicius, WCCLS, jimj@wccls.org, Jennifer Kubus Wells jenniferkubus@gmail.com, Anne LaVallee, Beaverton City Library, alavallee@beavertonoregon.gov, Norma Leistiko, Beaverton City Library, normaleistiko@mac.com, Kathryn Rose McDonald, krm3@illinois.edu, April Spisak April.Spisak@cityofalbany.net \*Angela Parsons aparsons@uws.edu mrsajparsons@gmail.com, Ashley Wilsey ash.wilsey@gmail.com, \*Shirley Roberts, OLA Association Manager

 **Overall Goals & Responsibilities**The OLA Communications Committee is comprised of 18 library professionals working towards creating a civil society in Oregon and beyond through library service. We publish the OLA Quarterly professional journal, the OLA Hotline blog/newsletter, and the OLA Social Media channels. We assist the OLA Board and conference committee when they need help with promotional information.

**Stories -** stories highlighting annual member or committee successes and challenges.
The OLA Quarterly had a few very successful issues, culminating with an issue about the State Library of Oregon. Jennifer Patterson was very happy with our work, and happy with the opportunity to showcase the work of the State Library. The OLAQ is on hiatus until the baton is passed to the new chair. For the first few months of the pandemic, our anti-racist pandemic resource list was popular on our Facebook page. We posted links featuring pandemic new and resources for health and self-care. The OLA Hotline is still providing timely information. Please send Kristen any information you would like to share, through the OLA Hotline website.

 **Successes -** highlights annual achievements to celebrate.

The State Library of Oregon staff were named Oregon Library Employees of the year. Perhaps their issue in the OLAQ facilitated that award.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Publishing a quarterly professional journal is a difficult job that requires a lot of time and effort. Hopefully the board can find someone good. Perhaps incentives that the WLA and PNLA provide its editors could be provided by OLA, such as a stipend, discounts to conferences, and letters of recommendations from the board. I believe WLA provides a $3,000 stipend for an editor in chief for 2 years, and PNLA provides free admission to their conference. Charles is available for questions from the next chair to preserve institutional knowledge and ensure a smooth transition. But if I figured it out, so can they. It's important to keep this valued, 35-year institution going.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**We have been posting antiracist resources on social media, and have published antiracist OLAQ articles in the past. A project for the next team might be to do an Antiracist issue of the OLAQ to talk about what OLA and Oregon libraries have done in this field.

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**The Communications Committee can publicize the EDI Committee's work.

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
The OLA Communications Committee provides valuable volunteer opportunities for OLA members. Over the past 5 years, Charles has worked with 182 OLA members writing or editing the OLA Quarterly, publishing the OLA Hotline, or providing social media content for the community. Members have published articles that are indexed in academic databases. People have developed friendships and professional contacts.
 **Other comments**It’s been a tough year, but the communications committee will continue to be an important part of OLA. Sometimes there is conflict because the intense nature of the work, but I hope the board understands that it is small compared to the thousands of hours of hard work that hundreds of people have done over the years. Mostly, it's an amazing experience. We are lucky that OSU built us a beautiful new open-source database for the Quarterly. Many thanks are due to Elaine Hirsch working with Margaret Mellinger's team to get that done. Elaine has had her turn to make sure that the Quarterly is a thriving professional journal showcasing the work done in Oregon libraries, and didn't fold. Who's next? :)

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Conference Committee –** (no submission at final posting 1/6/22)

**Name:**

**Work or Primary Email:**

**Division, RT, Committee Board Members**

 **Overall Goals & Responsibilities**

To plan, coordinate, promote and execute the OLA Annual Conference a fiscally responsible conference around the theme of Equity, Diversity and Inclusion. The conference committee strives to provide an annual conference that offers relevant programs, speakers, and networking opportunities for the diverse library staff from around the state. The overall goal is that every attendee will find substantive programs and current information to benefit and enhance their library work and professional development, as well as provide networking opportunities to meet and connect with library staff from around the state.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: EDI Antiracism Committee**

**Name:** Marci Ramiro-Jenkins
**Work or Primary Email:** marci.jenkins@mcminnvilleoregon.gov

 **Division, RT, Committee Board Members**Marci Ramiro- Jenkins, MartÃ­n Blasco, Max Macias, Alma Plasencia, Kristen Cure, Scott Rick, Emily Ford, Melissa Anderson\*Toolkit Collaborators: Amanda Perron, Jean Peick, Emily O'Neil

**Overall Goals & Responsibilities**An Equity, Diversity, and Inclusion (EDI) Task Force was created at the August 2019 OLA Board meeting with the charge of developing an EDI Plan for the Association.  The purpose of the EDI Plan is to affirm OLA’s commitment to EDI and set direction for OLA by identifying EDI priorities and strategies to achieve them**.**In April 2021 this Task Force was made an OLA Standing Committee at the OLA Annual Business Meeting, held during the OLA 2021 Virtual Conference.

 **Stories -** stories highlighting annual member or committee successes and challenges.
In December 2019 a group of librarians involved and interested on EDI and Antiracism advocacy met for the first time to discuss the creation of EDI best practices for OLA. In January 2020 six librarians from different types of libraries were engaged on the creation of the OLA EDI Recommendations, based on the recommendations itself, the EDI Task Force adds Antiracism as the main focus of their EDI efforts and recommends to OLA the creation of the EDI Antiracism Committee. New library workers are recruited to participate on this new Special Committee.

 **Successes -** highlights annual achievements to celebrate.
EDI Task Force was the recipient of the 2020 ACRL-OR Award for Excellence, Equity, Diversity and Inclusion.
Task Force Recommendations: creation of OLA EDI Antiracism Special Committee Creation of the Mentorship Program for Library Staff of Color, creation of the EDI Antiracism Toolkit & Toolkit Training, creation of the OLA EDI Antiracism Committee's webpage, OLA EDI Antiracism Pre-Conference Session

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
1) Revision and implementation of Antiracist policies and practices at Oregon libraries
2) Work with the OLA Conference Committee to create formal guidelines and processes for soliciting and evaluating conference program proposals that use an equity lens and ensure programs on EDI topics are offered each year. Guidelines should encourage the recruitment of speakers of color.
3) Use OLA conference program or other hosted discussions or other events throughout year to market EDI/Anti-racist toolkit resources.

**General Updates -** include updates that do not fit in other categories**.**The EDI Antiracism Special Committee is now an OLA Standing Committee as per OLA Board vote. Effective August 30th 2021 the EDI Antiracism Standing Committee will welcome two incoming Co-Chairs Ericka Brunson-Rochette and Pia Alliende.

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**Project: OLA EDI Antiracism Toolkit- Status: COMPLETE (Digital copy available at OLA and SLO webpages, 500 hard copies distributed within Oregon libraries) Project: EDI Antiracism Training on Demand - Status: COMPLETE (available at the EDI Antiracism webpage)

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
Project Assessing Legacy- Status: COMPLETE. The EDI Antiracism Committee (EDIAC) led a conversation with the State Library of Oregon (SLO) about the "legacy" applied to the first State Librarian Cornelia Marvin Pierce. Pierce has been celebrated for years as a remarkable name in librarianship. However, many library workers and the general public are not aware of her advocacy in the horrific practices of eugenics and her husband's involvement with the Ku Klux Klan. The EDIAC and the SLO both agree Cornelia Marvin Pierce does not represent librarians and library staff, therefore celebrating her as an outstanding librarian and maintaining the honorable plaque donated by her sister at the State Library of Oregon's premises is unnecessary, unwanted, and unwelcome. (Outcome: plaque was removed by the State Library of Oregon)

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
Project: EDI Antiracism webpage- Status: COMPLETE. The OLA EDI Antiracism webpage provide OLA members with information about current EDI Antiracism initiatives/programs, communication, and training resources
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Finance / Investment Committee**

**Name: Lori Wamsley**
**Work or Primary Email:** lhwamsley1@gmail.com

 **Division, RT, Committee Board Members**Jen Mauer, OASL Treasurer; Sept 2019 - Aug 2021 Lorie Vik, Pete Barrell; Sept 2020 - August 2022: Sarah Cunningham, Mark Richardson

**Overall Goals & Responsibilities**Reviews all fiscal policies and procedures, responding to direction from the Executive Board. The Committee serves as the consulting body for the Treasurer, the Executive Board, and the Association Manager in such areas as Association investments, the budget, and other financial concerns of the Association.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
1) Based on the recommendation of the OLA F/I committee, OLA took its first distribution from its long-term investment account in the amount of $11,502.16. This money was distributed to the OLA General Fund to support ongoing OLA operations.
2) Based on the recommendation of the OLA F/I committee and OLA Revenue committee, OLA members approved a 2% increase every 2 years in membership dues.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
None at this time.

**General Updates -** include updates that do not fit in other categories**.**None at this time.

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**1) Annually review OLA financial portfolio holdings with our financial advisors to invest in ESG (environmental, social, governance) funds, as they align with OLA's investment philosophy (found in the OLA bylaws) and OLA's EDI values. Completed.

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**1) Recommend investment strategy changes (if any) to the OLA Board to ensure OLA's finances are able to support OLA's ongoing lobbying efforts and other advocacy-related goals. Completed.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
1) Meet yearly with financial advisors (Donivan & Connected Wealth) to evaluate investment performance (e.g. year-over-year) and strategies (e.g. allocation percentages) to ensure OLA's ongoing financial stability for its members. Completed.2) Recruit new finance/investment committee members, as needed. Completed.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Intellectual Freedom Committee**

**Name:** Kirsten Brodbeck-Kenney

**Work or Primary Email:** kbrodbeck-kenney@lincolncity.org

**Division, RT, Committee Board Members**Kirsten Brodbeck-Kenney, Ellie Avis, Miranda Doyle, Lori Moore, Emily O'Neal, Tamara Ottum, Steve Silver, Erin Sims, Perry Stokes, Kat Temple

 **Overall Goals & Responsibilities**\* To aid development of OLA's position on intellectual freedom, interpret it to the public, and act in support of this position.

\* To inform membership of pending legislation, present recommendations, and tender OLA's support of such legislation.

\* To promote development by libraries of policies related to intellectual freedom, including selection, privacy and electronic transmission.

\* To determine facts in cases of public controversy over censorship, develop a statement of OLA's position, and present OLA's position to all interested parties.

\* To develop liaison with other statewide organizations interested in intellectual freedom.

\* To respond to the OLA President's charge.

 **Stories -** stories highlighting annual member or committee successes and challenges.
Early in 2021, a retired librarian raised the issue of Donald Trump being barred from Twitter, and asked OLA to make a statement. The IFC members met with Kate Lasky (OLA President) in a special meeting to discuss this and other issues related to social media and the January 6th Insurrection. This meeting with the genesis of our three-part open forum to discuss intellectual freedom, "cancel culture," and how these intersect with Equity, Diversity, and Inclusion.

 **Successes -** highlights annual achievements to celebrate.
Our three-part issues discussion via Zoom on EDI and Intellectual Freedom issues was very well-attended and we received a lot of positive feedback. The IFC-sponsored OLA conference session "Hate Groups in the Library" presented by Nic Figley was also well-attended and highly rated. The IFC also continued with Tuesday Topics on a variety of timely issues. IFC members also consulted with individual librarians experiencing intellectual freedom challenges and provided support when needed.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
The biggest challenge met by the IFC this year was stress and disorganization brought on by the COVID-19 pandemic. At times it was difficult to keep IF issues at the forefront when so much else was going on. A contributing factor is that the use of multiple platforms -- Gmail, Google Drive, and Dropbox, to name the primary ones -- sometimes makes continuing discussion and collaboration difficult. Having a central platform for discussion and file sharing would be wonderful.

**General Updates -** include updates that do not fit in other categories**.**Kirsten Brodbeck-Kenney will be stepping down from her position as co-chair, and Perry Stokes and Emily O'Neal will be taking charge. Kirsten will remain on the committee for another year before cycling off.

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**A goal of the IFC in recent years has been helping Oregon librarians navigate intellectual freedom through an EDI and anti-racism lens, and in some measure changing the narrative that intellectual freedom and EDI are in opposition to each other. Through Tuesday Topics exploring these concepts, through our open forums this spring, and through the IFC-sponsored conference session on hate groups and meeting room use, we've furthered the conversation among Oregon librarians and, I think, helped foster understanding of how EDI and IF work in concert.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
The IFC has taken a leadership role in advising and advocating for libraries and individual librarians who are experiencing materials challenges at their libraries, and advising the Oregon library community as a whole on how to prepare for challenges to intellectual freedom.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.Through conference sessions, the Tuesday Topics, and our open forum discussions, the IFC has fostered engagement and two-way communication with Oregon library staff and in particular OLA members.
 **Other comments**

 **OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Leadership Committee**

**Name:**  Liisa Sjoblom

**Work or Primary Email:** liisas@dpls.lib.or.us

 **Division, RT, Committee Board Members**Jane Corry, Amy Honisett (LIOLA Chair), Laura Kimberly, Erin McCusker, Amy Miler, Suzanne Sagar, Liisa Sjoblom (Chair), Arwen Ungar, Lori Wamsley

 **Overall Goals & Responsibilities**The Leadership Committee oversees leadership development opportunities for the OLA membership, including creating and managing leadership trainings and programs, coordinating leadership mentors, and administering Leadership Development Scholarships. Purpose: To provide opportunities for the development of leadership abilities of all OLA members.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
\* Scholarships - developed a page for the website listing all OLA scholarship opportunities.
\* Scholarships - awarded two Leadership Scholarships to Marci Romero-Jenkins and Lillian Curanzy.
\*Mentor Match Program - expanded program to include those at any stage of their career.
\*LIOLA - moved entire program online and increased participant numbers from 20 to 24 with 10 mentors.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

\*Committee membership - need to increase membership by 2-3 more people and address lack of diversity on the committee. We are looking for assistance with recruitment from the Board.
\*LIOLA promotion - we had a challenge promoting participation this year, despite the much-reduced cost of the program. It would be great to have the Executive Board assist in championing the program during our application period. The next LIOLA will be in July 2023.
\*Mentor Match Program - very few takers this year. We need to focus on promoting the program in the coming year, including the changes we made this past year.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization.** **List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**\*Updated application materials for scholarships and LIOLA to include language about under-represented populations.
\*Focused scholarship distribution to EDI opportunities and under-represented populations.
\*Expanded the mentoring program to everyone at any stage of their career, up to and including retirement.

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**

\*LIOLA was conducted in July 2021 as an all-virtual event.

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**\*Scholarship page created that lists all OLA scholarship opportunities.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Library Legislation & Development Committee**

**Name:** Sue Ludington

**Work or Primary Email:** ldlcchair@olaweb.org

 **Division, RT, Committee Board Members**VOTING MEMBERS w/term duration identified: Chair: Sue Ludington, Lane County Law Library (2021-2022); Jeremy Skinner, Curry Public Library (2018-2021); Kathy Street, Oregon Trail Library District (2019-2022); Kim Olson-Charles, University of Western States (2019-2022); Margaret Alexander, University of Oregon (2019-2022); Star Khan, Driftwood Public Library (2019-2022); Jean Gritter, Greater Albany Public Schools (2020-2023); Jimmy Pearson, Astoria Public Library (2020-2023); Kristin Williams, Athena Public Library (2020-2023)
EX-OFFICIO MEMBERS (non-voting): OLA President: Kate Lasky, Josephine Community Library District; OLA Vice President/President Elect: Arlene Weible, State Library of Oregon; OLA Past President: Elaine Hirsch, Lewis & Clark College; OLA Lobbyists: Amanda Dalton, Nicole Mann; State Librarian: Jennifer Patterson; State Law Librarian: Cathryn Bowie; OASL representative: Kate Weber, Grants Pass School District; ACRL-OR representative: Michele Burke, Chemeketa Community College; IF Committee representatives: Ellie Avis, Josephine Community Library District; Kirsten Brodbeck-Kinney, Driftwood Public Library; State Library representatives: Buzzy Nielson (Library Support Manager), Darci Hanning (Public Library Consultant)
EMERITUS MEMBERS (non-voting); Diedre Conkling, Lincoln County Library District patron; Esther Moberg, Seaside Public Library; Sara Charlton, Tillamook County Library patron; Susan Westin, State Library of Oregon; Stephanie Lind, Washington County Cooperative Library Services

**Overall Goals & Responsibilities**LDLC is responsible for tracking federal, state, and local legislative and policymaking issues that may affect libraries.

**Stories -** stories highlighting annual member or committee successes and challenges.
With encouragement and contributions from ALA’s Public Policy and Advocacy office, LDLC helped coordinate the publication of an article in the Eugene Register-Guard newspaper regarding the Build America’s Libraries Act. The intent was to bring awareness to the pending federal legislation, and put pressure on Oregon’s Congressional leaders (notably Senator DeFazio) to sign on as co-sponsors of the bill. The opinion piece was ultimately authored by OLA President Kate Lasky and Springfield Public Library director Emily David, and was published in mid-April. “Libraries are a community's cornerstone” (4/15/2021) https://www.registerguard.com/story/opinion/columns/2021/04/15/guest-view-libraries-community-build-americas-libraries-act-emily-david-kate-lasky/7206299002/

 **Successes -** highlights annual achievements to celebrate.

 LDLC saw a number of achievements this year, despite an extraordinarily busy “long” legislative session that, for the first time in history, was held nearly entirely virtually. Like everyone else, the COVID-19 pandemic significantly impacted our traditional activities; however, LDLC was able to rise above and work as a team to realize several goals. Further, it’s hoped that some of these accomplishments will set the stage for even greater structural and administrative improvements to the committee in the next association year. 1. Committee recruitment methods expanded to encourage increased member participation; creation of subcommittees. Upon taking leadership as LDLC Chair in August 2020, I first gathered consensus on the existing roster of the 9 voting members (and also confirmed those listed as non-voting members did, in fact, want to remain on the committee). Three of the 9 voting positions were identified as vacant. In an effort to increase member involvement and diversify representation on LDLC, an “Application for Committee Membership” was created and a call was put out to all OLA members. Approximately 12 people followed up with interest, and 6 individuals ultimately submitted applications; after review by LDLC, 3 of the applicants were selected to fill the positions. The final roster for 2020-2021, then, was comprised of 9 voting members; 10 ex-officio members; and 5 emeritus members for a total of 24 members. Responding to OLA member interest in LDLC, I established two subcommittees to facilitate increased participation:• “Website/Engage” subcommittee, which is charged with evaluating/updating the OLA-LDLC website, and implementing the Engage platform (an ALA online legislative advocacy tool provided free of charge to all state library associations)• “Library Legislative Day(s)” subcommittee, which is charged with planning, organizing, and executing this biennial event. The other 3 applicants who were not appointed as voting members were given the opportunity to participate on these subcommittees; 2 chose to do so. It’s hoped these subcommittees will continue in some fashion, providing more avenues for LDLC involvement. 2. Google Drive account set-up. Like other OLA units, an "LDLC Chair" Google Account (email and Drive) was set up approximately 3 years ago. Granting permissions and coordinating access had always been a challenge, and I too struggled to make Drive contents easily accessible to all members. I met with PLD Chair to brainstorm best practices, including consideration of the “Shared Drive” option within OLA’s Google Workspace account. Ultimately, it was decided to create a single, top-level folder within the LDLC Chair’s account, named “LDLC (Library Development & Legislation Committee),” with all committee work organized in several clearly labeled sub-folders. The top-level folder was then shared with current members, who were all given "editor" permissions, enabling everyone the same access to all sub-folder content.3. Library Legislative Days. While I was regrettably slow to publicly announce LDLC’s revamped version of the traditional biennial Library Legislative Day (LLD) event and immediately generate wide interest among members, the event was nonetheless moderately successful. The LLD subcommittee initially came together in December 2020, comprised of 6 individuals (2 of whom are ‘unofficial’ LDLC members). We agreed to keep our goals modest (no extra video clips of legislators reading books or arranging for digital photo ops, for example!), and simply encourage OLA members to schedule a 15-minute appointment with their legislator to talk about libraries. We planned for the first week in March (later than our traditional LLDs, due to delays at the Capitol), but asked participants to be flexible in scheduling appointments anytime that month, to ensure convenience for legislators. I sent out messages to OLA membership on 2/12, 2/19, 2/23, 2/24, and 2/26 urging members to make appointments, and provided tools to educate and empower members’ advocacy efforts. Two LDLC participants created a video of a mock legislator visit, and on March 1 a live-streamed, 30-minute "LDLC Legislative Advocacy Training: Prepare to Talk to Your Legislator!" was presented, featuring OLA’s lobbyist, Nicole Mann. All told, at least 32 library workers (or supporters) held virtual appointments with 27 legislators. About a dozen other legislators were contacted via email or voice mail. Participants were able to rely on numerous “Issue Brief” statements regarding bills of interest, composed by OLA lobbyists and various LDLC members (depending on the issue), and the LDLC Website/Engage subcommittee worked hard to get these Issue Briefs and other updated content on the LDLC website. (Utilization of the Engage platform was an aspiration, but unfortunately insufficient time and skill limited our progress during the legislative session.)4. Legislative activity in general: Outcomes.• School library media standards: SB 5513 passed, which includes Budget Note directing Department of Education to conduct study of existing standards and present findings by December 31, 2021.• Transparency in higher education fees and course materials costs: HB 2542 and HB 2919 passed, requiring notice and publication of fees and costs.• State Library budget bill (Ready to Read): HB 5017 passed, maintaining current funding level for RTR grants and adding a Key Performance Measurement to track youth participation in RTR-funded projects.• Oregon Judicial Dept. budget bill (County law libraries): HB 5012 passed, maintaining roughly the same amount of dedicated funding for county law libraries that's been allocated for the past decade, approximately $7.5 million.• Telecommunications bill to create Connecting Oregon Libraries Fund: HB 3256 died in committee, but possibly back in 2022. Bill was put forth by Rep. Pam Marsh (District 5), who approached OLA for support.5. Presence at OLA Conference: booth and session.With the support of LDLC, OLA lobbyist Nicole Mann and I were presenters at the OLA Virtual Conference, held April 20-23, in a session focused on legislative advocacy. Titled “Legislatively Speaking: 2021 Issues and Calls to Action,” the hour-long program primarily discussed the various bills that OLA was tracking at the time, and left a little bit of time at the end for Q&A. Per the Whova platform data, it appears that 136 “attended” the session, however perhaps 40-50 of those were at the live session; there have also been 9 views of the recording on YouTube. LDLC is confident the program was well received, and believes a program on this topic should almost become perfunctory at conferences that occur during the long legislative sessions (odd-numbered years). LDLC also agreed to create a virtual ‘exhibitor booth’ where a handout highlighting legislative issues and LDLC information resources was made available to visitors. A few members staffed the booth during the 30-minute, live video timeslot reserved for exhibitors, but we only had one attendee drop by. Nevertheless we feel LDLC’s visible presence at the conference is valuable in keeping the OLA membership up to speed, and encourage the committee to pursue all ‘publicity’ opportunities.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
1. Size of committee potentially problematic; outdated Legislative Agenda and unit bylaws. The LDLC roster has grown significantly over the last 5 years, partly as a way to ensure diverse representation and get input on a wide range of bills, and partly to facilitate member participation in LDLC. There are currently 24 voting and non-voting members on LDLC. Adequately conveying information to the whole committee, and then synthesizing feedback/opinions from such a large group and coming to consensus can be confusing and exceedingly time-consuming for the Chair and lobbyists. Further, the most recent Legislative Agenda (2015/2017) was developed by past leadership and is not necessarily reflective of OLA’s contemporary goals. Lastly, LDLC bylaws are out of date, notably the “Members” section which references “the Network Coordinator,” a defunct OLA position. I had numerous conversations with OLA Board leaders the last several months regarding the urgent need for updates, and intentions are to make changes during the upcoming 2021-2022 year.2. Managing demands of legislative action in timely manner. Best approach for utilizing expertise of committee members. The LDLC is a very busy committee, particularly in the weeks leading up to the legislative session and the first and last 2 months of the January-July session. However, due to OLA’s increasing legislative advocacy demands as well as the large number of committee members, LDLC Chair responsibilities to corral and disseminate information to the “right” players are enormous. In conversations with OLA Board leadership, much has been discussed regarding the need to structure the work of the committee so it’s divvied up more evenly and work is sufficiently prepped in advance so that the committee can take action at a moment’s notice. With restructuring the LDLC member roster and revising bylaws to reflect recommended changes, it’s anticipated that improved methods to engage all committee members will emerge. Developing a calendar of critical dates and creating a project timeline are other strategies that will improve the flow of LDLC work.3. Lobbyist work load for OLA issues possibly surpassing current compensation to Dalton Advocacy.Early on in the association year, I heard from OLA’s lobbyists that our demands for their services and advocacy guidance may be outpacing our existing compensation agreement (revised approximately 2-3 years ago): In 2019, OLA had the “public library definition bill,” which was a monumental endeavor; in 2020, county law library funding was again threatened, requiring OLA to take action; and the 2021 session was seemingly the busiest one yet, with 5-8 bills of interest to OLA.OLA needs to determine if what the association is paying to Dalton Advocacy is commensurate to the work they do for us, or if the amount should be increased (and can be, based on statutory limitations). If OLA can’t pay more, there should be frank discussions about what our lobbyists can be expected do for us as opposed to what they can’t, and how LDLC members can potentially take on some of the lobbyists’ work.

**General Updates -** include updates that do not fit in other categories**.**I accepted the role of Chair for 2020-2021, when former LDLC Chair Buzzy Nielsen accepted a job at the State Library prohibiting him from active LDLC participation and completing his term. This was the 2nd time the person holding the LDLC Chair position (a 2-year commitment) had to step out of the role mid-way through. The changing leadership has made continuity difficult, and progress on certain committee aspects that call for revision or updates has been slow. Unfortunately, I too will be separating from OLA this fall when I move to the east coast; to that end, the OLA Board has proposed creating two LDLC Co-Chair positions for the 2021-2022 association year. This will enable two people to share the workload; evaluate and revise the committee roster and bylaws; and, perhaps most importantly, develop a 2021-2023 calendar (with the help of OLA lobbyists) identifying target dates and deadlines for legislative activity. It's anticipated that subsequent decisions about LDLC leadership will be based on the success of this Co-Chair model, and the committee will revise or adapt the structure as seems prudent.

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
Certainly LDLC plays a large role with regards to OLA’s Strategic Plan focus on advocacy. Indeed, LDLC is well known for its advocacy work pertaining to all types of libraries, and sees Library Legislative Day (LLD) as a stupendous way for OLA members to be engaged. This past year saw multiple attempts to encourage LLD participation (see “Successes” section above); new this year were tools to help OLA members feel confident with their legislator appointments, including the creation of a mock legislator interview video, a live-streamed training presentation that offered tips and guidance on how to successfully communicate with legislators, and a template/checklist for members to customize in preparation for their legislator appointments. It’s suggested that baseline figures of LLD participation be established with 2021 calculations, in order to track the desired 10% increase going forward; documentation might reveal 2019 numbers instead, but there was greater participation that year as an in-person event so conclusions may be somewhat skewed. LDLC members shared numerous ideas to enhance these tools and create others, particularly around best practices for delivering virtual advocacy training that’s timely and inspiring. In addition to recurring OLA Conference programs, LDLC aspires to lead efforts surrounding advocacy training in all regional areas of the state for individual OLA members as well as for libraries, so they can implement similar programs aimed at the public. Perhaps LDLC can build off of Donna Cohen's successful civics-focused programs, and provide support to libraries that want to create complimentary programs on things like legislative advocacy at the local level, effectively using the Oregon Legislative Information System (OLIS), or other topic of interest to a particular community.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
Committee recruitment methods this year were enhanced by sending out an invitation to the entire OLA membership. With 3 open voting positions, current LDLC members were pleased to receive 6 applications (see “Successes” above). Past recruitment efforts had focused on geographic representation as well as by library type; even though the application process was broadened this year, it’s admittedly unclear whether or not the invitation to apply was seen as a viable opportunity for all library workers. It’s hoped that LDLC will continue to look at how members are appointed to the committee, perhaps consider the way other units ensure diverse representation (e.g. creating a “position” based on geography and/or library type and/or library employee classifications), and seek innovative ways to encourage increased participation on LDLC especially from under-represented groups.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Membership Committee**

**Name:** Rebecca Stoltz

**Work or Primary Email:** rstoltz@josephinelibrary.org

 **Division, RT, Committee Board Members**Kate Lasky, OLA President; Shirley Roberts, OLA Association Manager; Max Robinson; Jessica Nichols; Rebecca Stoltz, Chair. **Overall Goals & Responsibilities**Endeavors to secure new members for the Association by contacting librarians and others interested in library service in Oregon. Special effort should be made to contact those new to the state and the profession to express OLA's interest in them and to explain what the Association can offer them.  Membership Committee also actively communicates with non-renewing members for possible renewal, response to exit survey, etc.

 **Stories -** stories highlighting annual member or committee successes and challenges.
Two new committee members are also students with Emporia University's SLIM.

 **Successes -** highlights annual achievements to celebrate.
Reformed the committee with a new chair and four new committee members and represented membership at the annual conference!

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Not sure how best to approach EDI in membership -- looking for suggestions?

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
With the guidance of OLA Association Manager, the membership committee created a plan to increase membership and identified activities to achieve the goals. Volunteer recruitment: Sent requests and invites to join the membership committee through Memberclicks and added a call for volunteers to OLA website Resulting in reforming the committee with a new chair and four new members. Increase membership by ten percent annually: Contacted lapsed members to promote quarterly payment options, available scholarships, and encourage renewal. Reviewed and updated the member benefits listed on the website. In 2021, membership has decreased by 3%. In the coming year, the membership committee will promote institutional memberships and focus on opportunities to build value for membership to support the work of OLA. Annual membership survey: Developed the survey working with the OLA Strategic Planning working group, received input from the OLA Board, OLA Equity, Diversity, and Inclusion Task Force. The survey will help provide baseline data and inform OLA's strategic planning and future initiatives. The survey was launched after OLA’s Annual Conference, receiving 416 responses, doubling the participation from 2020. Some highlights of the responses include: Of all OLA services, respondents reported “Library advocacy at the local and state level” as the most essential OLA service, with annual conferences, divisions, and scholarships falling next. Perhaps surprisingly, the OLA Quarterly was not considered an essential service overall, although somewhat important in comparison to other services. An overwhelming 92 percent say the OLA services are important and relevant to their work, with comments such as, “I love OLA!” to “I learn things from the OLA Conference that I wouldn’t have had access to before, this helps me to do my job better” to “Keeps me connected to library issues in the state.” Conferences received the highest overall satisfaction rate with the website and welcoming new members coming in with low ratings. Of 405, 40% say they have an EDI committee at their library, with 46% reporting their libraries have reviewed policy through an EDI lens. Of 376, 94% of respondents said they considered OLA an organization committed to becoming more equitable. Nearly 36% of respondents state the reason they are not members is primarily that the cost is a barrier, their employer will not pay for membership, with the highest percentage saying they work at a library, but they are not a librarian. Of 197, 91% of those who volunteer reported feeling appreciated or extremely appreciated. A copy of the survey summary is included in the board packet and is available upon request. Recommendation: To increase engagement, the membership chair recommends launching the membership survey after the annual conference. Membership chair will replicate the process for the 2022 survey.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Nominating Committee**

**Name:** Elaine Hirsch

**Work or Primary Email:** elaineghirsch@lclark.edu

**Division, RT, Committee Board Members**Officially none, although the OLA Board made candidate suggestions that I followed up on.

 **Overall Goals & Responsibilities**

Recruit and secure candidates for OLA board positions

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
Recruited two BIPOC candidates, both of whom were elected to office.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Identifying candidates to run for positions. Sending out blanket recruitment emails to Libs-OR/OLA lists brought very limited success. Reaching out directly to possible candidates over email and offering to set up a meeting to talk about the open positions was most effective overall.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**Recruited two BIPOC candidates for leadership positions, both of whom were elected to office. President-elect has a strong background in EDI and Anti-racism.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
President-elect is a relatively recent member of OLA and the new Treasurer is from OASL, bringing additional OASL representation to the Board.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
Candidates represented a variety of units and backgrounds: EDI Antiracism Committee, PLD, OASL, REFORMA, ESU SLIM student.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Oregon Authors Committee**

**Name:**  Ann-Marie Anderson

**Work or Primary Email:** annmarie@tigard-or.gov

 **Division, RT, Committee Board Members**
Crystal Garcia, Co-Chair, Sherwood Public Library; Ann Marie Anderson, Co-Chair, Tigard Public Library; Teresa Lucas, North Bend Library; Jessica Otto, Newberg Public Library; Holly Wheeler, Mt Hood Community College; Cheryl Hill, West Linn Public Library, Matthew Baiocchi, Driftwood Public Library; Angela Arena, Tillamook County Library; Deidra Menser, Tigard Public Library.

 **Overall Goals & Responsibilities**The goal of the Oregon Authors Committee is to provide access to information and resources about authors living in Oregon by collecting and preserving bibliographic data on Oregon authors. Since 2008, the Oregon Authors Committee has added current Oregon authors and their publications to the Oregon Authors Website. Entries in the website are determined by criteria established by the Oregon Authors Committee, and include full bibliographic data, awards, audience, genre, subject headings and other information as appropriate. The Oregon Authors Committee maintains a partnership with the Book Publishing Department at Portland State University who host our website.

**Stories -** stories highlighting annual member or committee successes and challenges.
Covid-19 brought challenges to our committee this year as members experienced library closures, employment changes, personal challenges, and frequent workplace changes. This was a "hold the line" year for our committee as a result. It was a tough year in the library world, though full of innovations, but the next year brings fresh new possibilities!

 **Successes -** highlights annual achievements to celebrate.
We continued to work on adding new authors and bibliographic information on the Oregon Authors website for the audience of librarians, libraries, authors, publishers, and readers. We brought one member onto the committee to replace an outgoing member. We will be on-boarding new chairs who have stepped up to replace outgoing co-chairs Crystal Garcia and Ann-Marie Anderson for the 2021-2022 year. Our partner, the Book Publishing Department at Portland State University, continued to add helpful and interesting new original articles about relevant topics to our website.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

Changes to local newspapers and clippings services have brought challenges to sourcing new Oregon authors and books in order to add them to the website. We moved to have committee members individually use local resources to find new authors and publications for the website, and this procedure may need refinement as lower numbers are being added to the website than in previous years. This may also be due to many workplace challenges in this pandemic year causing members to have less time to focus on the committee work. The current systems of sourcing the information and/or notifying members of new clippings/articles can be examined for possible improvements.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**We continue to work on researching and identifying marketing opportunities to promote the Oregon Authors website to authors, librarians, readers, and publishers. We want to identify avenues to reach out to Oregon BIPOC authors specifically. Examine opportunities to use bibliographic information on the website to further this goal.

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**Increase communication with committee members and continue to work on adding new authors and bibliographic information to the Oregon Authors website. There may be opportunities to sponsor conference workshops and promote the committee's work at the annual OLA conference.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Oregon Reader’s Choice Award (ORCA) –** no submission as of final posting 1/6/22

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

**Overall Goals & Responsibilities**Read books published two years prior to the announcement of the annual ORCA lists and the committee members of each division (upper elementary, middle school, high school) decide on the final 8 titles for each list. The lists are normally announced at the OLA Annual Conference along with the winners from the previous year.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Resource Sharing Committee** – no activity for 20-21 other than maintaining directory

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

**Overall Goals & Responsibilities**

Maintain Passport program participant list

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: DIGOR Round Table -** (no submission at final posting 1/6/22)

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

**Overall Goals & Responsibilities**

The objectives of DIGOR are to provide opportunities for communication, education and cooperation among the government information library community, and to improve access to government information by all.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: International Relations Round Table -** (no submission as of final posting 1/6/22)

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

 **Overall Goals & Responsibilities**IRRT's objective is to provide a framework for information sharing among librarians, library staff and library supporters interested in international librarianship activities at all types of libraries. The IRRT aims to increase communication among OLA members about international visits, exchanges and programs in which OLA members are involved.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Legal Reference Round Table**

**Name:** Lee Van Duzer

**Work or Primary Email:** lee\_van\_duzer@co.washington.or.us

 **Division, RT, Committee Board Members**Lee Van Duzer, chair

 **Overall Goals & Responsibilities**To improve the quality of legal reference service in all types of Oregon public libraries, by opening up lines of communication and increasing professional interaction between Oregon public law library and non-law public library reference staff.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
Joined with the Reference Round Table in sponsoring an OLA Annual Meeting session, "Zen and the Art of Legal Reference: Answering the Question Without Answering the Question." Also jointly hosted a virtual booth with the RRT during the OLA Annual Meeting.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

Our small size continues to present a challenge in gathering interest and support for more active efforts. Also, this last year was atypical, like everyone else the LRRT was impacted by the pandemic.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
Members of the LRRT were involved in legislative efforts related to county law libraries.

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**We are working on a role for the LRRT in managing the Oregon Legal Research website and blog. We hope that might generate interest. At this point that is still in the conceptual stage.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Library Assessment Round Table**

**Name:** Rick Stoddart

**Work or Primary Email:** stoddartrick@yahoo.com

 **Division, RT, Committee Board Members**This is an open roundtable with no formal membership role that I am aware of.

 **Overall Goals & Responsibilities**Provides a practical framework for information sharing, continuing education opportunities, professional interactions, and a support system to those library workers engaged in library assessment in all types of Oregon libraries. This organization shall aim to share ideas, plan, and improve library assessment activities in and among libraries and foster fellowship, cooperation, and professionalism among its members

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
LART has met three times which is a highlight because it has remained dormant for awhile. We have had robust discussion during our meetings and solicited topics from those that have attended. Topics discussed have included culturally responsive evaluation and ethical research in diverse communities and "practical steps for community development/engagement with assessment data".

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

Getting up to speed on OLA resources. Things have changed and as chair I haven't received any orientation about resources or expectations. Not sure if this is something I need to figure out or there is a specific time it happens.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**Unsure what these focus areas are and how they are intended to intersect with LART -- there has been no discussion about LART's role in advancing these areas.

**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
Unsure what these focus areas are and how they are intended to intersect with LART -- there has been no discussion about LART's role in advancing these areas.

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**
Unsure what these focus areas are and how they are intended to intersect with LART -- there has been no discussion about LART's role in advancing these areas.
 **Other comments**

So far so good.

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Library Instruction Round Table**

**Name:** Kim Olson-Charles

**Work or Primary Email:** kolson@uws.edu

 **Division, RT, Committee Board Members**Kim Olson-Charles -Chair; Michele Burke - In-coming Chair

 **Overall Goals & Responsibilities**The Library Instruction Round Table is formed to promote library instruction as a means to empower library users to become life-long learners; to provide a forum for the exchange of ideas and materials; to foster continuing educational opportunities; and to promote cooperation and fellowship among OLA members engaged in library instruction.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
LIRT co-sponsored the ILAGO virtual Happy Hour this year and had 9 attendees. The LIRT annual membership meeting was held virtually and had 6 attendees, this felt like a success because in the past only one or two people would show up for the in-person membership meetings. Provided on-going support for ILAGO.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Lack of engagement - develop and promote well established objectives for the round-table that members can identify with and support.

**General Updates -** include updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.
 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Library Technology Round Table - Dissolved 10/2/20 by vote of OLA Board.**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Library Preservation Round Table - Dissolved 10/2/20 by vote of OLA Board.**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: New Member Round Table –** no chair, inactive for 20-21

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

 **Overall Goals & Responsibilities**The New Member Round Table will engage and encourage information professionals within OLA who wish to discover more about the organization.  The New Member Round Table will enrich the existing OLA ranks, while inspiring emerging information professionals.  Our objectives are to 1) help association members become more actively involved and integrated within OLA and 2) advance the overall professional development of 21st century librarians, library staff, and information professionals.

**Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** includes updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Other comments**

Kelly Stormking, 20-21 chair, moved early fall and was not replaced, thus inactive.

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Northwest Central Round Table – dissolved 10/2/20 by vote of OLA Board**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Outreach Round Table -** (no submission at final posting 1/6/22)

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members

Overall Goals & Responsibilities**The ORT provides a framework for:
 - Information sharing Continuing education
 - Moral support for library workers currently providing outreach services
 - Opportunities for networking
 - Encouragement to libraries wishing to expand or develop library outreach services
 - Areas of interest include but are not limited to:

Library service to people of all ages who can no longer use a library facility due to either a physical or mental impairment
People who live in rural or remote area without a library
Non-English speakers
Incarcerated individuals
Homeless individuals
Low-literacy adults

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** includes updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Other comments**

 **OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Reference Round Table**

**Name:** Joanna Milner, Chair

**Work or Primary Email:** joannamilner808@gmail.co

 **Division, RT, Committee Board Members**Joanna Milner, Chair

**Overall Goals & Responsibilities**The objectives of this round table shall be to provide a practical framework for information sharing, continuing education opportunities, professional interactions, and a support system to those library workers engaged in reference services in all types of Oregon libraries. This organization shall aim to share ideas, plan, and improve reference services in and among libraries and foster fellowship, cooperation, and professionalism among its members.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
Reference Round Table supported the Oregon Reference Summit in presenting six virtual programs.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
Our biggest challenge is continuing low attendance and engagement. We are working to change that this year by strengthening synchronous and asynchronous communications to not only RRT members, but also other people working in reference who aren't members of OLA.

**General Updates -** includes updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**Our highest priority is creating resources that are readily available to all library staff, and encouraging engagement from non-OLA members as well as dues-payers. We acknowledge that there are many reasons people might not be OLA members (lack of finances, not feeling supported, not aware of the benefits, etc.).

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.See Focus 1. We believe that encouraging participation from non-OLA members will introduce people to the work of OLA and lead to more membership and engagement.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: REFORMA Oregon Round Table –** OLA Membership approved REFORMA Oregon as a Division in April 2021. See report above under Divisions

**Name:**

**Work or Primary Email:**

 **Division, RT, Committee Board Members**

 **Overall Goals & Responsibilities**The main purpose of the REFORMA Oregon Chapter is to promote the advancement, growth, improvement, and implementation of library and information services to the Latino and the Spanish-speaking community in the State of Oregon. As an OLA Unit, REFORMA Oregon will provide a space for sharing information, continuing education opportunities, resources, networking, and supporting librarians around the state to better the quality of services and programs for the Latino and Spanish-speaking community.

 **Stories -** stories highlighting annual member or committee successes and challenges.

 **Successes -** highlights annual achievements to celebrate.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

**General Updates -** includes updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Social Responsibilities Round Table - dissolved 10/2/20 by vote of OLA Board**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit: Staff Training Round Table**

**Name:** Roberta Richards

**Work or Primary Email:** rrichard@pcc.edu

 **Division, RT, Committee Board Members**Roberta Richards, chair; Holly Freewynn, chair-elect; Rebecca Gabert, secretary

**Overall Goals & Responsibilities**The Staff Training Round Table (STRT) is a resource for any library staff member who is involved with staff training at their library. Membership in this group will allow libraries across the state to discuss current training issues and best practices, share resources, and collaborate on building future training to meet the needs of an ever-evolving profession. Our goals are to provide opportunities for members to come together in support of staff training at libraries, to share best practices, and to learn skills and techniques to conduct training with their staff. We will do this through

 **Stories -** stories highlighting annual member or committee successes and challenges.
The Staff Training Round Table provides an opportunity for library staff from public libraries, academic libraries and the State Library of Oregon to connect and share ideas. While our monthly meetings have an agenda, the greatest value may come from our casual conversations, as we learn from and are inspired by each other.

 **Successes -** highlights annual achievements to celebrate.

As a relatively new round table (completing its third full year), we continued to grow and develop practices to help us achieve our mission: to “allow libraries across the state to discuss current training issues and best practices, share resources, and collaborate on building future training to meet the needs of an ever-evolving profession.” We celebrate these activities:
\* Solid attendance by a core group at our monthly Zoom meetings
\* Survey of members to learn of staff training interests and needs
\* Provided three, hour-long content sessions open to the Oregon library community:
\*\* Practical Training Resources for your Staff (Dec. 8, 2020)
\*\* Curated with Care: Engaging Volunteers, presented by Eliza Dyer and Carol Alrich (Jan. 28, 2021)
\*\* Slow Librarianship and Staff Development (July 13, 2021)

\* Provided a session at the OLA Conference: Building Staff EDI Competence
\* Expanded the content available on our page on the OLA website, including recordings of some content sessions
\* Had a lot of fun networking and exchanging staff training tips!

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.

We have an active core group of about seven members, and a few beyond that who engage occasionally with a question or idea, or by attending a content session. Most of the listed members of our round table do not attend meetings or respond to emails, so it’s hard to know if the work of the round table is meeting their needs. We did not set explicit goals for the round table for the year, which makes it harder to measure our success. This is something we will prioritize for the upcoming year.

**General Updates -** includes updates that do not fit in other categories**.**In a year in which library staff were challenged with changing roles and adapting to virtual learning, STRT was able to offer relevant content to benefit Oregon libraries. We look forward to collaboratively creating opportunities for library staff to build greater competencies.

 **Focus Areas
Focus 1 EDI and Antiracism:** Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable**.**STRT provided a well-attended session on EDI staff training at the OLA conference. In preparation for the session, the core members held deep discussions about the topic, sharing what we have learned and acknowledging how much we have yet to learn. We strengthened each other’s resolve to continue this important work.

**Focus 2 Advocacy:** Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Focus 3 Membership:** Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.

 **Other comments**

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

 **OLA unit:** Technical Services Round Table

**Name:** Emily O’Neal

**Work or Primary Email:** emilyo@deschuteslibrary.org

 **Division, RT, Committee Board Members**2020-2021 Board: Emily O’Neal (Chair); KT Austin (Vice Chair/Chair Elect 2021-2022); Damon Campbell (Secretary) Steering Committee: Amy Mihelich (Past Chair), Emily O'Neal (Chair), KT Austin (Vice Chair/Chair Elect 2021-2022), Damon Campbell (Secretary), Rachel Aronowitz, Ellie Avis, Kate Cleland-Sipfle, Jane Cothron, Mary Grenci, Kristynn Johnson, Robert Kohl, Jean Peick, Heather Pitts, Lori Robare, Suzanne Sager, Ross Betzer, Lillian Curanzy, Mariko Kershaw.

 **Overall Goals & Responsibilities**TSRT's general objective is to provide a framework for information sharing, continuing education, and support for library workers currently engaged in technical services activities, with the specific aims: -To provide for the exchange of ideas on technical services and automation processes, systems, and policies; -To provide a medium for the exploration of new ideas and technologies; -To foster cooperation among all Oregon libraries in the areas of technical services and automation and to increase an awareness in the library community of the roles of technical and automation services. The organization proposes and fulfills presentation of successful preconference and program proposals for the annual conferences of OLA or OLA/WLA. Professional development activities apart from the annual conference are also organized, promoted and presented at various locations in Oregon.

 **Stories -** stories highlighting annual member or committee successes and challenges.
See below in successes and challenges.

 **Successes -** highlights annual achievements to celebrate.
In summer of 2020, the TSRT and Emily O’Neal facilitated two discussion sessions with the focus of EDI/DEI within Technical Services. These sessions were very well attended and received, and were timely to the efforts to increase awareness of how Technical Services can help support EDI efforts. These recordings and notes were also uploaded to the TSRT resources page for future use and discovery. In fall of 2020, Lori Robar put on a digital presentation on Exploring the Use of Wikidata: Highlights of a Sabbatical Project where she discussed to ongoing efforts of Wikidata as it applies to Technical Services. In November of 2020, Jean Peick, Kristen Cure and Emily O’Neal helped support the creation of the EDI/Anti-Racism Toolkit by writing the sections pertaining to cataloging, collection development and Diversity Audit tools. In April of 2021, the TSRT sponsored the following activities at OLA:
•Hot Spot Lending presentation – well attended (80-100 people), good engagement
•TSRT Booth – built by Amy Mihelich
•OCLC Reclamation – relatively well attended, thoughtful questions were asked
•What’s in a Name – vocabularies and thinking about changing/updating problematic terms
•Diversity Audits – Tools and methods
•Diversity of Children’s Graphic Works
•Restructured, Redesigned – status update on the new RDA Toolkit, how catalogers will use application profiles in policy statements
Finally, in summer of 2021 the TSRT began an initiative expanding of the OLA Session “What’s in a Name?” to host an online repository of Subject Headings identified by Oregon libraries for which either new subject headings have been implemented to replace problematic terms, or subject headings have been added to increase discovery of important, under heard voices. This repository is expected to be completed by early fall 2021.We also active recruited a number of new members and encouraged all technical services personnel to submit proposals or participate in sessions for the 2021 OLA Conference.

**Challenges -** lists ongoing challenges open for discussion — suggest solutions.
In 2019-2020, we successful implemented and award of the first annual TSRT scholarship for professional development to support attendance to OLA conferences by technical services personnel in rural and underserved libraries. In 2020-2021, we attempted to award our second annual scholarship but did not receive any applicants. We will continue with this effort into 2021-2022.

**General Updates -** includes updates that do not fit in other categories**.**

 **Focus Areas
Focus 1 EDI and Antiracism: Actively commit to being an equitable, diverse, inclusive, and anti-racist organization. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**In summer of 2020, the TSRT and Emily O’Neal facilitated two discussion sessions with the focus of EDI/DEI within Technical Services. These sessions were very well attended and received, and were timely to the efforts to increase awareness of how Technical Services can help support EDI efforts. These recordings and notes were also uploaded to the TSRT resources page for future use and discovery. In November of 2020, Jean Peick, Kristen Cure and Emily O’Neal helped support the creation of the EDI/Anti-Racism Toolkit by writing the sections pertaining to cataloging, collection development and Diversity Audit tools. In April of 2021, the TSRT sponsored the following activities at OLA:
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•Diversity of Children’s Graphic Works
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**Focus 2 Advocacy: Strengthen OLA’s leadership and advocacy role across the state. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**Through our EDI and Technical Services Discussion sessions in summer of 2020, we successfully showed the importance of technical services in EDI efforts. These discussions created a renewed interest in cataloging and the importance of our roles in libraries, as well as the roles of libraries in supported the larger public. It is through our education efforts that we have been able to advocate for library services.

 **Focus 3 Membership: Increase engagement in OLA and enrich the membership experience. List project status in this area. Include progress toward goals and objectives from the strategic plan if applicable.**We actively recruited a number of new members through our online discussions and the interest in the creation of the Subject Heading Repository. Through these efforts, our incoming Chair, KT Austin, as well as our Chair-Elect of 2021-2022, Lillian Curanzy, are new members to the TSRT. We are encouraged to see the new interest in our round table and are excited to see the new leadership direction for 2021-2022. We also actively recruit via our scholarship, where activity participation with the TSRT for the year following is part of the scholarship award. Finally, we have consistent and openly encouraged all technical services personnel to submit proposals or participate in sessions for the 2021 OLA Conference.
 **Other comments**

We did also provide an important educational session this year, which was in fall of 2020, Lori Robar put on a digital presentation on Exploring the Use of Wikidata: Highlights of a Sabbatical Project where she discussed to ongoing efforts of Wikidata as it applies to Technical Services.

OLA Annual Reports 2020-21

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Oregon Library Association**

**Name:** Kate Lasky, OLA President

**Work or Primary Email:**  olapresident@olaweb.org

**Resources**

[OLA Strategic Plan](https://www.olaweb.org/assets/StrategicPlan/2020-23/2020-23_OLA-Strategic-Plan.pdf)

[OLA Strategic Work Plan](https://docs.google.com/spreadsheets/d/12ETDcagJshROQYgBiRMV73bC40XLWAsLfrThE04uS-s/edit#gid=0)

OLA Unit Annual Activity Reports

**Background**

In August 2020, the OLA board adopted a new three-year strategic plan. The year-long process to update the plan included input from OLA units, board members, the Equity, Diversity, and Inclusion (EDI) Task Force, and the OLA membership through a survey distributed in February 2020.The plan guides the direction and management of funds for the association and endeavors to align all OLA unit activities to the accomplishment of association-wide goals and objectives.

**Annual Report**

OLA has three main focus areas in its strategic plan:

* Focus 1. Actively commit to being an equitable, diverse, inclusive, and anti-racist organization
* Focus 2. Strengthen OLA’s leadership and advocacy role across the state
* Focus 3. Increase engagement in OLA and enrich the membership experience

**Focus 1.** In fiscal year 2020-21, OLA achieved most of the objectives in Focus 1 due to the work and support from the EDI and Anti-racism Task Force. Through this work, OLA affirmed it to EDI and anti-racism, improved the diversity within OLA with recruitment, retention, and support of BIPOC librarians, and supported anti-racist libraries and library workers with education resources.

During this time, the committee developed and published the Anti-racism Toolkit for libraries and offered trainings through the Public Library Division and the OLA Conference.

Of note, the board voted to make the [EDI Anti-racism Task Force](https://www.olaweb.org/ola-edi-antiracism-committee---HOME) a standing committee and REFORMA a permanent division of OLA. While there is much work to be done in Focus 1, OLA built strong infrastructure to ensure its values are met in the coming years by supporting BIPOC leadership at the board and committee level. It is recommended the board review and update the objectives as most, if not all, have been accomplished.
Objectives achieved included:

* Establishment of EDI Committee
* EDI added as a standing agenda for all OLA board meetings
* Board adopted and published an anti-racism statement
* Awards Committee established an award for individuals or libraries who have demonstrated success in building environments and/or programs that foster diversity and inclusiveness

**Focus 2.** Library Legislative Day was held during the Oregon 2021 Legislative Session from March 1–5, 2021 as a weeklong advocacy focus, while ongoing library advocacy occurred throughout the entire session from January 21 through June 28. Because this session was held during the COVID pandemic as a virtual session, overall participation by individual OLA members decreased. However, advocacy activity was sustained by the heroic efforts of OLA’s [Library Development and Legislative Committee](https://www.olaweb.org/index.php?option=com_content&view=article&id=199) as well as the OAL board through development and publication of Issue Briefs, Testimonies, and Statements. For more detailed information on these activities, the “OLA\_EndofSession2021” report from Dalton Advocacy is available upon request.Through this work, OLA provided ongoing advocacy training for the local, state, and national level, advocated for Oregon libraries, worked to improve inter-regional networks to support and develop emerging leaders. Of note, the committee to implement the Leadership Institute of OLA (LIOLA) offered a virtual session for 24 participants.

Objectives achieved included:

* Continued to offer Leadership Institute of OLA (LIOLA) on a recurring basis
* Developed and implemented virtual advocacy training through the OLA Conference

**Focus 3.** The most challenging focus area during fiscal year 20-21 was Focus 3 and membership engagement due to the pandemic, not only because of the inability for library professionals to meet in person, but also because library workers were focused on pivoting and shifting library services while managing great uncertainty in the industry. During this year, OLA membership decreased by 3%. However, registrations to online events, especially the OLA annual conference, increased by 83%, demonstrating virtual engagement. In fact, more library workers were able to register for the OLA Conference because the workshops were recorded and viewing extending beyond the standard four days of conference. Of note, the annual conference netted more revenue than any conference in the previous six years.

Objectives achieved included:

* Conducted annual membership survey to measure membership satisfaction and compared results to baseline established in previous fiscal year. A summary of survey results is available upon request.
* Continued to promote scholarship opportunities and increase the number of recipients, particularly through State Library of Oregon scholarship grant and OLA unit support.
* Built OLA community through online discussion forums, notably the Intellectual Freedom Committee offered trainings including “Current Events and Their Impacts on Intellectual Freedom” open to all members.

The board continued to work toward restructure the communications committee to increase volunteer engagement. Development of OLAQ guidelines, roles, and responsibilities is underway with the next publication planned in fall.

**OLA Annual Reports 2020-21**

**Divisions, Committees, Round Tables, Special Assignments**

**OLA unit: Oregon Library Association**

**Name:** Shirley Roberts, OLA Association Manager

**Work or Primary Email:** sroberts.ola@gmail.com

**Identified Statistics**

1. **Membership** (as of 8/31/21)

Total: 937
General: 803

Students: 67

Business/Institutions Partners Basic: 13

Business Partners Sustaining: 3

Institutions Sustaining: 14

 Lifetime: 37
 **Prospects**: 3155

 Unit Membership Breakdown (first recorded 2015-16 report):

 Academic Division (ACRL\_OR) 113

 Children’s Services Division 104

Oregon Assn of School Libraries. 235
Oregon Young Adult Program. 106

 Public Library Division. 150

 REFORMA Oregon 69

 Support Staff Division 58

 Documents Interest Group of Oregon. 13

 International Relations Round Table. 19

 Legal Reference Round Table. 14

 Library Assessment Round Table 25

 Library Instruction Round Table 35

 Library Preservation Round Table Dissolved 10/21

 Library Technology Round Table Dissolved 10/21

 New Member Round Table 77

 Outreach Round Table 31

 Past President’s Round Table. 21

 Reference Round Table. 32 Social Responsibility Round Table Dissolved 10/21

 Staff Training Round Table. 45

 Technical Services Round Table. 49

2. **Finance**

 General Fund - OLA
 - Income: $148,816

 - Expenditures: $98,475

 - OLA Investments
 DWM. $ 64,474

 Connected Wealth: $21,053

 OASL Investments
 DWM Hull Endowment $1,564 (Earnings transferred from Endowment to Earnings)
 DWM Hull Earnings $27,636

 Connected Wealth. $19,596

It was determined in December 2014 that certain statistics need to be included in the annual report.

It was requested that participation of OLA unit events be established and reported here in the Annual Report. Here are the events where participants registered through forms via Memberclicks.

SSD Conference (July 2020): Cancelled

OASL Fall Conference (October 2020 - Virtual): 122

Oregon Battle of the Books (OBOB – no live competitions but books and questions provided for in-school efforts): 367

OLA Pre-conferences: 264
OLA Annual Conference (2021 – Virtual): 1161

LIOLA Leadership Institute (July 2021): 24 attendees & 10 mentors

Final 1/6/22 posted to webpage