

OLA Board Meeting
December 3, 2021
Notes

Welcome/Intros

Attendance: Arlene Weible, Liisa Sjoblom, Stuart Levy, Denise Auld, Kate Lasky, Halsted Bernard, Emily Ford, Eduardo Arizaga, Elsa Loftis, Emily O'Neal, Nancy Hoover, Rinny Lakin, Sami Kerzel, Ericka Brunson-Rochette, Grace Butler, Perry Stokes, Kirsten Brodbeck-Kenny, Pia Allende

Guests: Denise Bradbury, Robert Kohl, Lisa Tattersall, Jerianne Thompson, Robin Doughty

Agenda Changes / Minutes

Emily Ford asked to go first on unit reports and Arlene moved the appointment of the Member at large approval to next on the agenda.

Eduardo Arizaga made the motion to accept minutes as presented, Rinny Lakin seconded. Motion passed. October 2, 2021 Board Meeting minutes have been approved.

Appointment of Sami Kerzel, Member-at-Large

Alma Plasencia resigned her Member-at-Large OLA Board. The replacement Member-at-Large nomination is Sami Kerzel, Deschutes Public Library. OLA Board voted and confirmed Sami Kerzel's appointment to the OLA executive board.

Treasurer's Report, action items on Investment and payment authorization

Stuart presented the Treasurer's report. OLA units and general operations are in good standing. [Written presentation available online on the website.](#)

Annual Finance/Investment Committee meet with investment advisors in early November. Stuart went over the recommendations. Stuart moved for the approval of these recommendations with a vote as a slate. [See online report within Treasurer's report.](#) Kate Lasky seconded. Slate of recommendations passed. Arlene thanked Stuart and the committee for the work of the committee.

Shirley brought to the board that there has been a request from one of the vendors doing work for OSLIS to pay monthly invoices electronically. At this time, Shirley will pay electronically if the line item appears in the budget, e.g. Memberclicks annual subscription, liability insurance payment, etc. Payment electronically negates the oversight of the treasurer for the second signature on any check over \$500. Discussion followed. The board recognizes, as time passes, it is expected that more vendors will request online payment. With that in mind, the board has approved for Shirley to work with Stuart to develop a process for those vendors/payments over \$500 that are requesting online payments.

Acting State Librarian Report – Nancy Hoover

Reopening

The official reopening date is January 1, 2022, for the library our first day back will be Monday January 3, 2022. Divisions have been working on a plan that embraces hybrid working but also meets the needs of our constituents.

National Register of Historic Places

The State Advisory Committee on Historic Preservation reviewed the State Library of Oregon for nomination to the National Register of Historic Places on December 1, 2021. The State Library was built during the Public Works Administration and was the first building erected on the mall after the Capitol. Some comments: “a building people love, it won’t take much convincing”; “quiet, elegant, understated”; “the library originally served the entire state and lent books to rural Oregonians”.

Public comment is officially open and will remain open until the National Park Service makes a final decision, which would roughly be February or March of next year, 2022.

Hiring the State Librarian

This week we had the final interviews with 4 candidates for the position of State Librarian. We will be gathering feedback from the interview groups: constituents (including OLA Executive Board), staff and Managers. We expect to get the feedback early next week in preparation for the Hiring Committee meeting on December 9. At this point we have no timeline for hiring or having a new librarian in place but the process is moving along as fast as possible.

Hiring Communication and Operations Analyst

Sadie Verville joined the library at the end of October in the capacity of Communication and Operations Analyst. Sadie Verville comes with a vast and diverse foundation of communication work in both education and experience. She has a Masters’ Degree in Publishing from Portland State University and a BA in English with a Writing Focus from Western Oregon University where she graduated Summa Cum Laude.

Interestingly her master’s thesis focused on the impact of young adult library programs on their surrounding communities. Specifically, she looked at the needs of different areas and how libraries assessed and addressed those needs. Her hope is to eventually take this research and use it in rural communities where there are little to no programs that target teens and youth and help them connect those populations to resources in a creative and cost-effective manner.

Sadie is working on a cross walk document mapping the activities of the State Library versus OLA as a visual description of what each organization does to try to eliminate the confusion for our members and constituents.

Library Services and Technology Act (LSTA)

Library Support has launched the process of evaluating the past 5-year plan to spend LSTA funds and the creation of a new 5-year plan for 2023-2027. The State Library is conducting virtual town hall meetings for library folks to discuss the needs and priorities of Oregon libraries and the people they serve. The surveys and town halls will help us prioritize how we spend Library Services and Technology Act (LSTA) funds over the next five years.

The town halls offer the opportunity to share thoughts with our evaluation team at [Constructive Disruption](#), discuss with your colleagues how the State Library can support you, and offer ideas for our work ahead. These town halls are open to all library staff, volunteers, board members, and supporters of all classifications in all kinds of libraries: school, public, academic, special, tribal, county law libraries, etc. All you need to participate is access to Zoom, whether on a computer or a phone; access to a webcam is helpful, but not required. We will be using the breakout group feature. The date for the remaining town hall is:

- Thursday, December 16, 8:30 to 10:30 am Pacific,
<https://us06web.zoom.us/j/88455328445?pwd=akdrZUlacjNVOTBMazNzZlZBbHZFdz09>
Meeting ID: 884 5532 8445 Passcode: 947021

State Library Board Recruitment

The State Library of Oregon is looking for a couple of new members to serve on the State Library Board. We have received several nominations for the public member on the west side of the Cascades but no nominations for the member of the public from the east side of the Cascades.

This opportunity is great one for a member of your board, Friends, Foundation, a student, a faculty member, or any other patron or library supporter who might be interested.

The State Library Board has legal and fiduciary responsibilities, evaluates the library director, sets policy, determines the library mission and vision, and is directly accountable to the public via the Governor and Legislature of the state of Oregon. There are five to six meetings a year, averaging out to about 3 hours a month. Travel expenses to meetings, when they happen in-person, are reimbursed.

If you are interested in applying for one of the positions or know someone who might be interested, the application can be found at this link: [Board & Commission Member Opportunities](#).

OLA/OIFC Statement on Materials Challenges

Presentation of motivation for creation of statement made by Emily O'Neal and Perry Stokes. There has been an epidemic of challenges to materials from across the nation, particularly school districts but also to public libraries. IFC has been watching and concerned with the environment we currently find ourselves in. IFC is looking for support from the OLA board to put out a statement. [Here is the link to the draft statement](#) (member access restricted).

Discussion followed:

1. Draft statement is in Google docs. Input from the board will be accepted through December 8. With this feedback the committee will compile the final statement and publish it during the week of Dec 13-17.
2. Joint statement with OEA was discussed. Discussion followed. With the hope of getting statement out in December it was decided to proceed with OLA's statement and then contact OEA and see if they will support and join in on the endorsement of this statement. Recommendation to contact OEA Publication section through OLA's lobbyist connection. If not possible with OEA maybe a joint statement with OLA and OASL presidents.
3. Arlene will reach out to the OLA's lobbyist to make contact with OEA after this meeting.

Arlene thanked all committee members for work on this statement.

Request for OLA statement on equity concern

Summary can be found on the board pages. OLA has not generally taken a stand within local policy and budgeting issues but with [OLA's strategic plan](#) makes a commitment to equity, diversity, inclusion, and antiracism and to provide support to library staff seeking to address systemic inequities it was important to respond to the request and felt input from the board is needed. Also, the OLA leadership reached out to the EDI Antiracism co-chairs for their input. Discussion followed.

Ericka Brunson-Rochette, co-chair EDI Antiracism Committee, spoke to best practices and ways to break down barriers regarding funding allocation in general and not create a statement related to a specific activity but one of general for all libraries.

Discussion followed:

It was acknowledged that the funding equity issue has been acknowledged at WCCLS and has been discussed. A plan forward about addressing it has been discussed. It was encouraged that OLA not to take a position that would disrupt an equity process that is already in progress. Especially since the county board of commissioners has approved an allocation of funding to examine the equity and funding for all of WCCLS not just one of the 13 member libraries.

Best practices of looking at district/library funding through an EDI lens will be very beneficial to all libraries across the state is the route to go.

Slippery slope for our organization to begin taking a side, getting embroiled in localized politics especially when it runs deeper than a quick decision that can be made by someone. Approach team is taking with best practices is a great approach. May want to highlight not just for this district but every library to really be looking at what you are currently doing and even after asking yourself questions asking yourself why haven't you done something different. Extra capital does not create capacity and increased capacity or staff does not mean extra capital. Thinking about what you want to do, the intentionality of what you are hoping to accomplish when you are trying to serve communities that are intentionally and unintentionally marginalized by the systems of oppression that are definitely showing through here in the way that funding structures are setup and in essence for library structure operating in the way they were constructed.

What advocacy can be done in the future to address this issue to support to all libraries for consideration.

Kate Lasky reminded us that the OLA strategic plan is to address our own organizational work of equity, diversity and inclusion.

There is not outside pressure to do something quickly yet Arlene wants to be responsive. So, goal is to pull together a draft response and then get board feedback. Focused on in the immediate future/current issue with awareness that more will come from the EDI Committee on best practices, etc.

Kate Lasky made a recommendation that Arlene do a direct response to the Director of Cornelius Library with understanding that more is to come on best practices in general. Arlene is in agreement with this process with a response to be crafted by the end of next week December 10, 2021.

PLA Conference Update

Contract has been signed with McMenamins, Kennedy School, for the OLA@PLA Social scheduled for Tuesday, March 22, 2022 from 6 – 9 pm. Programming for the social will look at meet and greet from 6 to 7, Oregon Jeopardy Librarians 7 to 8 (trivia game) and wind down 8 to 9.

There is a web page created to announce information for events that will be happening during PLA.

OLA will have a booth in the registration area of conference. Lacey Legel will be soliciting volunteers for that booth. Will have ribbons and other things to be determined available from the booth. Lacey will do some recommendation lists for things to do in Portland and possibly other meetup events and tours. Lacey is also working on transportation options.

OLA is hosting a pre-conference Fostering a Strong and More Inclusive.... Presented by Donna Cohen. There is a threshold for registration for this pre-conference to be offered. So will wait and see. Arlene will follow-up to determine when the decision will be made if the preconference will move forward or not.

Early bird registration deadline is January 7, 2022. Shirley will do an email blast next week.

CSD/OYAN looking at sharing a table at conference. OLA will not have the options for unit booths at the PLA conference. Best bet is to work with Lacey on scheduling maybe a time for your unit or including items for OLA booth display.

Do you need to be registered for the conference to volunteer at OLA's table. We will follow-up with PLA. Arlene will follow-up with PLA to determine options.

Just for clarification OLA will need to have an annual meeting to include awards, upcoming candidates, may have some other types of business. Looking at sometime in April. Arlene and Elsa has talked a bit with Elsa Loftis, chair of the Awards Committee, and will do more follow up with her to help determine a date

OLAQ Update – Kate

Winter Issue of the OLAQ is in process using the Beta Guidelines. They will be revised and then presented to the board. Ellie Avis and Kelly McElroy are guest editors of next issue and the theme is Privacy and Confidential. First drafts have been submitted. Currently in revision process. Finals are due Dec. 15. Anticipated publication date is Jan 17.

Issue kickoff implemented this time. Kate recommends a kickoff to the start of each issue is highly recommended.

Will be working on creating an editorial board. This board is to help govern the OLAQ. Need to clarify if it is a bylaw change or not. Arlene will work with Buzzy to identify process necessary to establish the OLAQ Editorial Board. More info to come on this. Will work mindful of diversity in the makeup on this board. Emily Ford has experience with editorial boards and offered to help out in this area.

Kate has secured a sponsor from NW Natural Gas of \$3,500. Seeking additional sponsorships from vendors during this conference off year.

Work on next issue planning for Summer. Carefully thinking through the theme. Being discussed with Arlene and Marci.

Issue/Problem to address: Lack of racial diversity with authors. Looking for a solution to that issue. Different guidelines

Kate is having a sense of urgency related to the Summer issue in thinking through the theme of the issues but how to recruit diverse authors.

Association report

Work continues for the association. Shirley has worked on the following during the month of October and November:

- OBOB registrations, payments, extending registration deadline, etc.
- Set-up automatic annual renewal process
- Added OLA unit budgets for profit and loss statements to be created by Quickbooks.
- OLA@PLA site contracting, programming, etc.
- RNC Exhibitor Booth for OLA created and maintained. Finishing follow-up with promotional fulfillment.
- Assisted Finance/Investment Committee with annual advisor reviews and preparation of recommendations for investment revisions for OLA Board approval.
- Participated in first OLA Board Drop-in Meeting in November.
- Completed September and October financial reports and daily monitoring of mail.
Created deposits and cut checks as necessary
- Daily monitoring of email with appropriate responses.

Strategic plan update

Goal was to revise a bit with specificity about particular activities going on and follow-up with unit heads. Work did not get done. Arlene believes work is being done on the strategic plan by the units and that it is just not being captured in the document.

Arlene encourages unit heads when meeting with units, to keep those strategic plan focus areas in mind. Feel free to reach out to Arlene if you have questions, etc.

Communications planning update

Work planned but not able to convene a meeting former communication members and other

interested folks and talk through ideas that are in the communications working document. Arlene welcomes any board member who is interested in working with her to pull together establish a plan.

Charles Wood offered to answer any questions of what has been done in the past. Kate recommended to maybe assign some of the tasks in the communications document to make things happen and to provide more insight as to what the task may entail, etc. Arlene reinforced the idea of envisioning a new infrastructure for the Communications Committee so a bit more difficult to make specific assignments. Arlene will look at putting together a set of specific questions that are more targeted and get feedback asynchronous instead of pulling together a meeting.

EDI Antiracism Committee report

Erica Brunson-Rochette reported on the work the committee is currently working on:

- 1) Small group spearheading best practices in librarianship and antiracism
- 2) Large group developed a proposal to start an anti-racism podcast titled "Overdue: Weeding Out Oppression in Libraries." Erica presented a powerpoint presentation on the podcast concept, development, funding needs, and timeframe.

Anticipating highest annual cost \$3,000 (may need additional to be sure that transcription is available in Spanish. The committee has yet to firm up how to access success, they will accept offers of help in this effort.

Kate offered to fund-raise and Arlene suggested State Library of Oregon might be interested in support of the podcast, as well, since the podcast the first year is focusing on the EDI Toolkit topics.

Concern expressed on honorariums in relation to past practice of honorariums to OLA annual conference speakers. Within OLA bylaws it does not allow honorariums for association members receiving honorariums presenting at conferences and workshops. Erica will follow-up on that language and potential impact. Emily Ford reported that honorariums may also impact ACRL_OR as they have budgeted for honorariums for webinar presentations. Arlene will check with OLA Parliamentarian on the honorarium consideration.

Sponsorships might be consideration for the support of this podcast. There may be of interest specific groups that may be interested in this effort. Kate is willing to work with Erica on sponsorships at a later time.

Arlene Weible made the following motion: OLA board supports EDI Antiracism Committee financially for their proposal for the Overdue podcast. OLA will commit funding to the \$3,000 that is requested and the source of money will be determined after more investigation. Kirsten Brodbeck-Kenny seconded. Motion passed.

Arlene will also touch bases with Buzzy at the State Library regarding this project.

Library Development and Legislative Committee report

Kim not able to attend and Jeremy not present. Arlene did update. 2022 will see a short legislative session so the committee has narrowed focus as to what will be worked on. Committee has decided to specifically work on bill presented last year by Representative Marsh. It creates a structure for public libraries to get state matching funding broadband e-rate federal funding. The bill establishes the infrastructure for the fund only, will need to work separately getting the funding. The State Library of Oregon would be the administrator of the fund.

Senator Wyden is doing some work on e-book licensing and the committee is reaching out to thank him and offer further support, if needed.

School Media Standards Report required in last year's budget for the Department of Education is to be completed. There was a call for ODE to survey the status of school libraries and enforcement of school library media standards. Report due out in December. Expecting that report to provide direction for OASL and OLA Leg Committee on next steps regarding advocacy around supporting school libraries.

ALA Councilor report – Kirsten Brodbeck-Kenny

Not a whole lot to report. Next ALA council meetings coming the end of January. Kirsten has shared out the changes in the Library of Congress subject headings for illegal aliens and the efforts the ALA executive board addressing EDI and challenges to critical race theory..

Unit reports

ACRL_OR – Emily Ford

Member meeting and small social hour held in early October. Menucha was the primary topic. October 2022 will be the next Oregon hosted gathering for ACRL OR & ACRL WA. Theme being developed. Menucha prices have increased and discussion is taking place regarding the future of onsite conferences and what they may look like. Emily also noted that academic libraries are having academic freedom challenges, also. ACRL_OR board meeting next week will have two guest speakers from Portland State with discussion revolving around what it means for academic freedom in academic libraries. Created budget and delivered to Shirley. The budget included honorariums for webinars and memberships to national organization where ACRL_OR Board President, Vice President are required to be members with national organization to participate as a result of their positions with ACRL_OR. Every effort considered regarding what might be seen as a barrier and an equity lense.

PLD – Halsted Bernard

Last PLD meeting to orient new PLD board members, Halsted asked board members to come to the meeting with one thing that PLD does well and one thing that we must improve on in the next year. It was identified that one thing done well is the quarterly training on topics relevant to all public libraries. On Oct 29 PLD hosted a training on Intellectual Freedom presented by Emily O'Neal and Perry Stokes with over 30 participants with overwhelming positive feedback on presentation. One lesson learned is that the marketing of the quarterly training did not go as well as hoped. Presentation will be shared with PLD members, on website and eventually on Libs_Or. Next quarterly training will be planned in January with focus on EDI Antiracism Toolkit

topics and the OLA strategic plan. Halsted will seek input from Ericka and Pia on which of the topics of the toolkit may be most relevant to public library workers.

One other item to focus on improving is relevancy overall of the division for all public library staff. Get away from the prevailing perception of being the director's club. All agreed that working will be explicit in invitation to trainings and inviting individual people to participate who are not part of the management level in public libraries. All public library directors will be asked to specifically invite individuals that are not in management level positions and to make time/space for those folks to attend. Looking at how to build into bylaws and make one of the PLD board members a support staff position. Halsted will reach out to Rinny Lakin, SSD Chair, to work together regarding supporting Support Staff participation.

Question also raised regarding libraries payment of dues for library staff for to professional organization memberships. Response learned is that some do, some don't. So, the PLD Standards were reviewed. Will query EDI Antiracism Committee about maybe looking at some equity-based funding improvements to standards language to support more people being involved in professional organizations and to make it a priority for libraries to fund these types of efforts with dues support, conference attendance, etc.

PLD Standards Committee will be working at the beginning of the year to review the entire PLD Standards with a competency lense and EDI Toolkit principals and make adjustments to the toolkit-

OASL – Grace Butler

Fall conference in October. Good feedback. Virtual format well received but revenue generation not as good. Discussion of structure of Fall conference 2022 is underway. Jessica Lorenzen-Smith, incoming President, really interested in an in-person conference in Bend next October 2022. May look at doing some hybrid option. More to come on that.

Attended ASLA conference in Salt Lake City in October. Jean Gritter, OASL advocacy chair, also able to attend. A lot of information gleaned from sessions and attendees on advocacy and will be working on pulling together all that was learned. Regional Reps having conferences throughout the year, next one is 12/8 from 12-1 and it's the best books of 2021 put on by high school librarians from Region 7, which is central Oregon.

CSD – Susan Cackler

- The CSD and OYAN had a joint event in November with a conversation around slow librarianship. It was well-attended and inspired some lively conversations. Estimate around 40 attended
- The Mock Caldecott event will be held virtually on two afternoons: December 9 and January 6.
- The list of books to review was recently publicized and the event looks like they will be fun and educational.
- Work continues on transitioning the Performer's Showcase into some sort of continued web presence instead of an in-person event. This work is still in the planning stages.
- Next Board meeting is December 20.
- The Spring Workshop will be April 16. Content and format have not been determined yet.

SSD _ Rinny Lakin

New treasurer, Jordan Popoff. Slower on Conference planning as a lot has already been planned. Started going to Staff Training RT meetings and excited about it.

OYAN – Denise Auld

2021 Graphic Rave just released, available from their division webpage. Taking nominations for the Book Rave for 2022. Mock Printz, scheduled for 1/22, virtual. Found that virtual attendance last year was much higher than in-person. Looking for hybrid model in the future. Joint meeting was with CSD was great.

Leadership Committee – Liisa Sjoblom

- Three new committee members:

- Courtney Gill, Hillsboro P.L., serving as 2023 LIOLA chair
- Bo Erickson, Hillsboro P.L.
- Jessica Otto, Newberg Public Library

All are LIOLA grads – Courtney has served as a mentor the past two LIOLAs

- Scholarships awarded to two applicants:

- Magdianamy Carrillo-Sotamayor, WCCLS, to attend PLA
- April Spisak, Albany Public Library, to attend the Liberatory Design for Equity course from the National Equity Project

- Leadership workshop for early May:

- On mentoring – about how one can be a mentor at any level
- \$10 for members, \$25 for non-members – all proceeds go to LIOLA scholarships

Intellectual Freedom – Emily O’Neal

Presented at the PLD quarterly training event. Plans are to put that powerpoint out on Libs_Or Recognized the need to have more of a concerted effort coming from IF with information..... A blog has been started. Perry is working on a survey to go out on Libs-Or to figure out what barriers people may have to reporting challenges to the State. IF is realizing that not everyone is reporting the challenges that are happening. Wanting more accurate reporting to the State Library on these challenges that are occurring.

From this it was recognized that the IF Toolkit on the committee’s website is out of date and it is not necessarily user-friendly for the multi-purpose reasons why someone may go to a toolkit. Committee recognized there is more likely three reasons why a toolkit is needed 1) needing immediate response, 2) brand new, need overview and 3) policies needed..... Toolkit will be totally revamped by March.

Membership Committee – Rebecca

Meet in late October. Email sent to lapsed members reaffirming benefit of being an OLA member promoting the PLA discount with OLA membership.

Action Item Review

1. Shirley Roberts and Stuart Levy to develop a process for vendors/payments over \$500 that are requesting online payments.

OLA IFC Statement on Material Challenges

2. OLA Board to provide input on IFC draft statement on material challenges by December 8
3. IFC will finalize statement and publish during the week of Dec. 13-17.
4. Arlene Weible will reach out to OLA's lobbyist to make contact with OEA for statement of support of the OLA IFC Statement on Material Challenges

Request for OLA statement on equity concern

5. Arlene Weible will develop a response to the request from OLA on a statement of equity from the Director of Cornelius Library to include that more is to come on best practices in general with an equity lens.

OLA @ PLA Conference

6. Shirley Roberts will send an email blast to OLA members reminding of PLA discount to OLA members for early bird registration to the PLA 2020 Conference the week of Dec.6-10. [Done]
7. Arlene Weible will continue to work with Elsa Loftis to plan for the OLA Annual Meeting in April for the necessary OLA annual business to be conducted and the annual presentation of OLA awards.
8. Arlene will clarify with Buzzy Nielsen, OLA Parliamentar in if a bylaw change is necessary to establish the OLAQ Editorial Board.

Communications Planning

9. Arlene Weible will put together a set of specific questions that are more targeted for asynchronous feedback for Communications Committee restructuring.

EDI Antiracism Committee report

10. Arlene Weible will check with Buzzy Nielsen on the payment of honorariums for podcast presenters in relation to OLA Conference past practice with honorariums for association members.
11. Arlene Weible will contact Buzzy Nielsen at the State Library of Oregon for possible funding of the EDI Antiracism proposed "Overdue" podcast.

January Drop-in Meeting

12. January drop in meeting maybe focus on the topic of the Communications Plan and the OLAQ Editorial Board.

Adjournment – Meeting adjourned 2:50 pm

