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## OLA Executive Board Meeting

February 17, 2023, 10:00 a.m. - 3:00 p.m.

Locations: Lane County Law Library, Eugene, OR & Zoom

Minutes approved April 19, 2023

### Present:

Star Khan (OLA President), Brittany Young (OLA VP), Arlene Weible (OLA Past President), Shirley Roberts (OLA Association Manager), Wendy Cornelisen (State Librarian), Stuart Levy (OLA Treasurer), Adrienne Doman Calkins (OLA Secretary), Ericka Brunson-Rochette (OLA Member-at-Large & EDIA Chair), Kirsten Brodbeck-Kenney (ALA Rep), Elsa Loftis (Awards Committee Co-Chair), Emily West (CSD Co-chair), Liisa Sjoblom (Conference Chair), Jeremy Skinner (Legislative Chair), Jessica Lorentz Smith (OASL Chair), John Repplinger (Oregon Authors Project), Caitlin McMahan (OYAN Chair), Chris Myers (PLD Secretary), Brandace Rojo (REFORMA), Rinny Lakin (SSD Chair), Laura Kimberly (guest, Director Newport Public Library), Julie Retherford (guest, Director at Chetco Community Library)

[ACTION ITEMS highlighted below] [ACTION ITEMS for everyone in yellow]

### Welcome & Icebreaker (Star Khan)

- Please read and keep in mind this [community agreement](#) during our meetings.
- Icebreaker question: What is your theme song?

### Agenda changes/minutes (Star Khan)

- No changes to agenda.
- Minutes from December 16, 2022, approved unanimously.

### President's Update (Star Khan)

- Attended PLD meeting and Joint Council of Librarians of Color (JLCL) conference.
- Made this statement to all attendees and to be shared with units and the membership, regarding prevalent white supremacy and racism in OLA.

*"I have been pretty busy with the Joint Council of Librarians of Color (JCLC) Conference presentation prep. Deborah Gitlitz and I presented on the Libros for Oregon program to a really receptive crowd that seemed eager to model our work in their States.*

*Got a nice little nod at JCLC for being the first person of color to serve as President in OLA's 83 year history. That was pretty cool.*

*I have also been navigating my way through issues regarding library neutrality, censorship, white supremacy and racism. All while having my integrity and decisions questioned at every step. While a certain level of scrutiny is expected as the President, I*

*can't imagine that any of the President's before me have had to deal with scrutiny based on their race. Being told that my race clouds my perspective and keeps me from seeing things fairly, is not ok. Telling me that I cannot be trusted, that I only care about my BIPOC colleagues is not ok. Being accused of purposely excluding my white colleagues is not ok. While we as an organization have chosen to elevate BIPOC voices, and I feel the need to state that this was a decision the Board made long before I was chosen to lead it, I am here to serve everyone. To insinuate otherwise is hurtful, disrespectful and quite frankly, racist.*

*I ask you all as our OLA leaders to please LISTEN to these words and reflect on how you can help.*

*If someone tells you they are being harmed, you do not get to decide that you aren't. Even if it wasn't your intention. If someone tells you that you are being harmful, you need to take a step back and LISTEN. A few months ago, someone politely pointed out that I had used some language that could be hurtful in the last Board video that Brittany and I made. At first, I was a little bent about being called out because there is no way that I meant to be harmful. But even though that wasn't my intent, I don't get to decide how others feel about it. So I took some time to educate myself and reflect. Now I make a conscious effort everyday not to use the same language because I truly do not want to cause any harm.*

*If someone tells you that you need to back off, please do. Don't continue aggressively pushing your point of view because you feel you are in the right. I am absolutely disheartened by the level of aggressiveness and bullying I have seen go down between OLA members.*

*When our white colleagues turn to each other for support, that's ok. When BIPOC do it, we are accused of holding secret meetings to conspire against our white colleagues. We BIPOC also deserve to reach out to people we feel are safe for support.*

*It really pains me to say that white supremacy and racism are thriving within OLA. And it hurts me that BIPOC are still the ones that are not only carrying the burden of doing this work, but are being beat down and silenced at every step. So many of our BIPOC colleagues suffer in silence. They do not feel safe in their workplaces. They do not feel safe amongst their colleagues. We cannot allow this to continue.*

*At the end of the day, BIPOC do not need more allies. We need accomplices. We need accomplices in actions, not in just words. Those that will stand with us and are prepared to take the repercussions of doing this work. Those that will stay with us when things get tough or are willing to reflect and learn when they are told that they are causing harm. We do not need people to be angry/upset/hurt for us, we need you to be those things with us. As the leaders of this organization I call on you all to confirm your commitment to equity, diversity, inclusivity and anti-racism by doing the following:*

- **Committing** to personally learning about racism, reconciliation, accessibility, equity and inclusion, and fostering a safe, positive environment where these conversations are encouraged throughout our profession and workplaces.

- **Combatting** all forms of racism, discrimination and other barriers to inclusion in our profession by taking action on what we have learned, empowering employees to speak up about bias and oppression.
- **Including** voices from diverse backgrounds in the identification of systemic racism, discrimination and barriers to inclusion, and creating a process of actions to take in order to address them.

*If our organization is truly committed to EDIA, then that needs to be reflected in our guidelines, our policies. And this work does not need to fall on BIPOC, we carry enough. We need to feel safe, respected and valued. We deserve no less. I am calling on all OLA leaders to take a clear, strong stance on where we stand. WE MUST DO BETTER. WE HAVE TO DO BETTER.”*

- Discussion and action items.
  - There is lack of language in our mission and values, and lack of policy, for how to handle such issues in OLA and in our libraries. ACTION ITEM: Brittany will continue that work in her year as president.
  - ACTION ITEMS: Liisa will do a Code of Conduct for Conferences language review.
  - Ericka: Thank you on a personal level and on behalf of those people receiving repressive and sometimes aggressive situations. To feel this in an organization where you are volunteering your time, the emotional labor is significant...to everyone—take to mind what Star shared and be really intentional and mindful of how you move forward.
  - Be aware of gaslighting, we can help by saying, “yes, it’s real”.
  - ACTION ITEMS: revise bylaws, mission, policies to have a strong EDI&A stance. OLA Board’s responsibility, Brittany to facilitate work outside of regular board meetings.
  - Consider what other structural changes can help. Not uncommon to have a 2nd Vice President. There could be a VP for anti-racism in OLA. Shouldn’t all be on EDIA Committee.
  - Look at other structures for the organization that are not embedded in white supremacy. Create a safe place when building new structure.
  - ACTION ITEM: If you hear of an issue, talk to Star & Brittany, especially if it’s coming from committees.
  - In SSD surveys and conversations for the last 5 years, BIPOC staff have shared they don’t feel welcome in OLA and at the library conferences. Requests for a decompression space, and a facilitated conversation as a session about BIPOC experiences in libraries for the full conference have been mentioned multiple times. ACTION ITEM: Rinny will share SSD surveys with Brittany.
  - ACTION ITEM: Brittany will coordinate the new Sub Committee to work on policies and bylaws: Arlene, Rinny, Brandace, Caitlin, Adrienne, Kirsten

#### **Treasurer’s Report** (Stuart Levy)

- Reports as of January 31, 2023.
- See detailed financials on the OLA [website](#). (Log in required).

- Dues down. New expenses/increases. Retreat expenses are being paid earlier than usual.
- **Balance Sheet (September 1, 2022 - January 31, 2023):**
  - Checking: \$177,434.17
  - Total assets: \$1,064,539.81
- **Profits and Losses (September 1, 2022 - January 31, 2023):**
  - a. Dues income: \$24,159.00 which is a 22.5% decrease from this time last year (i.e. we are down \$7,011.50 in dues income compared to this time last year). We have budgeted \$60,000 for dues income for the 2022-23 fiscal year.
  - b. Total income: \$45,773.91 which is a 1.5% decrease from this time last year (i.e. we are down \$676.35 in total income compared to this time last year). This includes the \$4700 distribution we took from our investments. We have budgeted \$258,622.00 for total income for the 2022-23 fiscal year.
  - c. Total expenses: \$56,225.27 which is a 21.9% increase from this time last year (i.e. we have spent \$10,102.66 more than we did last year at this time). Some of the highlights are \$2000 in conference workshop expenses, \$2600 for the retreat, and \$2180 for Quarterly copy editing, which are new this year. We have budgeted \$258,622.00 for total expenses for the 2022-23 fiscal year.
  - d. Net income: -\$10,451.36 which is a 3290% increase from this time last year (i.e. we are down \$10,779.01 in net income compared to this time last year). We have budgeted \$0 for net income for the 2022-23 fiscal year.
- **Investments Update (September 1, 2022 - January 31, 2023):**
  - a. Connected Wealth Solutions (short to medium term investments)
    - OLA General Account: an increase of \$6,303.65 since September 1, 2022. Account value: \$152,109.21 and Original Investment: \$100,000.
    - OASL General Account: an increase of \$6,391.87 since September 1, 2022. Account Value: \$161,563.01 and Original Investment: \$125,000.
  - b. Donivan Wealth Management (long term investments)
    - OLA Reserve: an increase of \$2,222.28 since September 1, 2022. (increase includes the removal of \$4700 for our distribution) Account value: \$326,876.32 and Original Investment: \$233,916.80
    - Hull Endowment: an increase of \$2,728.26 since September 1, 2022. Account value: \$137,499.25 and Original Investment: \$155,000.
    - Hull Earnings: a decrease of \$2,253.19 since September 1, 2022 (decrease includes annual \$3000 transfer to OASL checking) Account value: \$82,448.40 and Original Investment: \$25,351.85

#### **Association Report (Shirley Roberts)**

- Conference support, getting speaker agreements, grant report with NW Natural Gas. OBOB, scheduling all regional competitions. Certificates of insurance. Normal deposits, checks. SSD Conference picks up right after OLA Conference. Sit in on recruitment for OLAQ editor. Help with EDIA podcasts and temporary OLA Hotline editor duties.

- LIOLA for Leadership Institute, have a signed contract with Christina Gregory-Fuller. Participating onsite. July 23-25, with follow-up virtually.

### **State Librarian Report (Wendy Cornelisen)**

- See the [State Librarian Board Report for February, 2023](#).
- Strategic planning update.
  - Current plan expires June 30, 2023. Next plan will be for July 1, 2023-June 30, 2026. Staggers budget and strategic planning.
  - EDI woven throughout. Future focused.
  - Update to vision/mission. For the people of Oregon, instead of “all Oregonians”.
  - Values chart—reaffirm, with one change. Replaced “future-focused” with “adaptability”.
  - Focus areas—1) provide excellent service, 2) expand reach, 3) empower staff
  - Work continues on gathering initiatives and reporting options. Thank you to the team who helped.
- Budget Hearing—thank you to those who spoke. Great Legislative Day! There were no explicit concerns stated during the hearing.
- EDIA consultant was included in the Governor’s Budget, next to make the case for it being in the legislative budget. Listed as 0.75 FTE to indicate it would start mid-year, then continue full-time. Won’t know until the end of the budget process. If it is not approved, could possibly add a position as a “limited duration” position, then request to become permanent later.
- Budget process, presented to sub-committee, needs to go to the main committee, etc. Expected to be through the process at the end of June.

### **OLAQ Managing Editor Recruitment (Arlene Weible)**

- Very pleased to announce on behalf of the OLAQ special committee that has been serving as an interim board of the OLAQ and helping with the recruitment: Melissa Anderson from SOU has accepted our offer to become Editor. Anderson has a background in professional publishing. Very exciting.
- Have been working on orientation and working within the process in the guidelines, putting out calls to guest editors and issue themes. Reach out to Arlene if want to get involved in OLAQ.
- ACTION ITEM FOR OLAQ—will include the call to action discussed earlier regarding racism.
- FUTURE ACTION ITEM FOR EXEC BD— Stipend for Editor, \$1k / issue definitely helped with recruitment. Think about this model for other work in OLA if we want to be successful.
- ACTION ITEM: Will need to establish the editorial board in the bylaws.
- ACTION ITEM: Past President’s job is also to seek nominations for the next year. Trying to recruit before Conference. VP/Pres Elect, Secretary, Treasurer. Help recruit!

### **2023 Conference Update (Liisa Sjoblom)**

- Shared Conference Budget.

[https://docs.google.com/spreadsheets/d/1axv0j1EBASIdEI7DMbSFbNWp9dpBtfd\\_/edit#gid=1926326606](https://docs.google.com/spreadsheets/d/1axv0j1EBASIdEI7DMbSFbNWp9dpBtfd_/edit#gid=1926326606)

- Review of preconference, keynotes, virtual programming, technical considerations for live streaming, and speaker contracts. Program schedule is nearly complete. Had some session speaker cancellations, five empty slots. Four of those will turn into facilitated conversations for public, academic, school, BIPOC and will have starting questions as prompts if needed. Waiting on a few speaker contracts to be completed.
- Posters sessions will be in-person and virtual, deadline coming up and have openings.
- Virtual programming—one pre-conference on inviting indigenous voices in libraries. Virtual bingo. Twenty-two virtual offerings.
- ACTION ITEM: Decide whether to live stream the awards ceremony. Discussion of pros and cons and use of pre-recorded speeches. No decision made yet.
- ACTION ITEM for Liisa & Star: Set agenda for the meetings at Conf.
- Early bird ends March 17. Online registration ends April 1.

#### Awards (Elsa Loftis)

- We have not gotten very many nominations yet. Keep posting to Libs-or, hotline, emails to committee chairs and co-chairs.
- ACTION ITEMS—Nominate colleagues. We know there is wonderful work happening in the library world. Nomination letters are due Friday, March 17.
- See awards at <https://www.olaweb.org/awards>.
- Awards will be presented to recipients at the Conference Luncheon on Friday, April 21.

[Lunch break]

#### Bylaws (Star Khan, Brittany Young)

- See <https://docs.google.com/document/d/15JQXVOca5Yzvsxekm9nbKF50rropxnC2/edit>
- Eliminate the Nominations Committee—no concerns.
- Allow for one candidate for Board positions in extenuating circumstances—ACTION ITEM check that Divisions bylaws match, with communication to the Exec Board for Exec Board positions, not to the whole org.
- Enable divisions to appoint someone other than chair as Executive Board representative, support. Rep should be continuous and has a responsibility to share with any alternate. That rep becomes the person to vote at Exec Board. ACTION ITEM: Ask Buzzy whether the idea of an alternate should live in the bylaws here or with the divisions.
- EDIA—should this be a division instead of a standing committee? Doesn't fit there. ACTION ITEM: Research on best practices for EDIA structure in similar organizations. ALA Chapter Relations Office may have some data on how other States incorporate votes/power for EDIA at Exec level.
- Various updates to OLA's ongoing committees, see doc.
  - Communications Committee not listed. Board needs to have more discussion. ACTION ITEM—Star will facilitate a drop-in topic on communication.

- Allow people who are not OLA members to serve on committees. Discussed examples and pros and cons. ACTION ITEM—Consider granting a membership to volunteers, instead of requiring membership in order to serve as a volunteer on a committee. Also important to encourage participation without barriers at the policy level.
- Language updates, supported.
- Replace the bylaws numbering schema with an outline format more typical to such documents, supported.
- ACTION ITEM—Star & Brittany will go back to Buzzy with the above questions/concerns. Buzzy will be considering the voting process/ how to split up/group items.

### **Library Development and Legislative Committee (Jeremy Skinner)**

- Legislative Day happened this week. Tess, our lobbyist did great. Capitol under remodeling. Had some new ideas for this year—some worked out great, some to adjust for next time. Tess really willing to listen to our needs at OLA and shape her strategy to meet our needs. More than 30 librarians came. Met with a lot of legislators.
- Feel good with SLO Budget, no indication of issues.
- Broadband is an interesting one, feel pretty good and also probably some budgetary realities to be prepared for and come up with some strategies in the immediate future. Made the case well that it's important to have the consultant. Wondering how much money we will have to support them in that work. A lot of broadband initiatives statewide.
- Not sure about the ODE School Librarian consultant. A lot of bills in the works about education.
- Tess shared that staff and legislators were overwhelmed (in a good way) by so many librarians.
- Will compile notes of where each individual stands.
- Great job testifying to Jeremy, Kim, and others.
- CSD chose books for legislators to donate to a library in their district. Really positive experience. Over 30 came to SLO to get their book.
- Great job to Arlene for helping behind the scenes and in front. SLO allowed us to do that, Wendy allowed that, which was new..
- Still watching Dolly Parton Library legislation.
- Municipal audits legislation, put OLA logo on, lowers budgetary threshold for what type of audit you have to have. Theoretically will help libraries because there is a shortage of auditors.
- Number of broadband bills we are considering whether to put our name on.
- Law libraries—proposal to increase funding for Co Law Libraries.
- Kim and I get updates weekly from Tess.

### **EDI & Antiracism Committee report (Ericka Brunson-Rochette)**

- JCLC—handed out the podcast cards. Had multiple shout outs to Oregon for the EDIA Toolkit, including by Exec Director of ALA.
- Meredith Farkas had to step down as co-chair. Matthew Baiocchi had to step down.
- Former member, Kristin Neff, who had to step down last year burnt out, coming back to join us.

- Looking at our structure—conversations about how to not let White Supremacy enter our committee. Working on a proposal for a flat/linear structure. Max Macias taking charge on reimagining what structure could look like. A suggestion to use the Take 5 CRT decision making model. Challenges claims of neutrality, meritocracy, and more. Looking at rotating facilitators. Will have more of an update.
- Podcast, just had 2nd part of a two-part episode on the Librarians with Spines book series.
- Another podcast coming, writing black history into Wikipedia project, and futures, and how libraries are collaborating with other people.
- Empathy installation for OLA conference. Sub-committee working on how the installation will be in the space and how people will interact with in.
- Remaining printed toolkits, approx 40 left. Printing a new run. Had conversations with Marci and others who helped with the first one. Hoping the next toolkit can be based on policies. Hiring, procedures, taking actions to improve them.
- Melissa Anderson, the new OLAQ Editor, is also on the EDIA committee.

#### **Unit EDIA sharing (All)**

- CSD, Emily—Purpose statement—read. Great starting point. Taking the time to look at that with an EDIA lens. Talked with Star about next year’s Strat Plan, CSD’s strat plan for the future, workshops for this year, making sure we are using that lens.
- OYAN, Caitlin—Not as far along as CSD. OYAN page has an EDIA statement from Nov 2020, not current. Looking at that. OYAN will have a large physical presence at OLA.
- Kirsten—working with the Western States Center on conference session on the gender-affirming closet. They recently released a toolkit on Confronting White Nationalism [www.westernstatescenter.org/toolkits-resources](http://www.westernstatescenter.org/toolkits-resources).
- “Call to Action” format used at JCLC daily.

#### **ALA Councilor report—(Kirsten Brodbeck-Kenney)**

- LibLearnX—attended virtually. Plan to attend in-person in June. ALA Council met in Exec Session, granted an honorary ALA membership to Dolly Parton.
- ALA Governance—composition of Council going forward. Happy to report that chapter councilors will continue to be part of ALA Council, meaning reps from every State and Territory. Similar housekeeping—standardizing dues, making simpler. Accepted a proposal to standardize dues, can offer coupon codes for new members, students.
- ALA Budget in good shape, contingency back up.
- Committee on Diversity has established a working group to condemn white supremacy.
- Literacy Nation Incorporated is now an affiliate of ALA. <http://www.literacynation.com/>

#### **Leadership report (Liisa)**

- LIOLA will be in person this July, focus on leadership through an EDI lens, have a call for mentors. **ACTION ITEM: Let Jane know if you are interested in being a mentor.**
- Need 8 mentors, 2 for each group. July dates. Mentors—help facilitate onsite during the event, attend at no charge. 3 sessions following up, virtual. Be available to members of the cohort for about a year for any follow-ups.



## **SSD report (Rinny Lakin)**

- We meet on the 3rd Wednesday of the month, 5-7pm. Conference planning continues.
- Volunteers needed for potential tasks, don't need to be a member: casting for sponsorship, creating our conference program, assisting with social media, planning/serving as host of the Welcome Social, table and other decorations, organizing and managing the raffle, working on the Personify App, virtual conference experience, networking with Southern Oregon Libraries to ensure libraries are aware of the SSD conference.
- We are seeking nominations for our May election
  - Chair: This is a two year commitment. First as Chair, then as Past Chair. The SSD Chair is a voting member on the OLA board, but can send a representative in their absence.
  - Secretary: This is a one year commitment to capture minutes, participate in SSD meetings and other activities.
- Sponsoring a Book Repair pre-conference at OLA.
- Sponsoring presenter Donna Cohen to present "Empower your inner activist". It will be live and not recorded.
- We will have a breakfast meet and greet at McKay's Cottage Friday, April 21st, 7:00 am – 8:00 am.
- What we know so far for our July 2023 conference:
  - SSD Conference website is being developed. [olassd.org](http://olassd.org)
  - Ashland Hills Hotel & Suites and Convention Center on July 21, 2023
  - We want to have a Welcome Social on Thursday July 20th, 2023
  - We want to take advantage of access to the Personify conference app and be able to offer a virtual experience
  - The SLO has arranged a grant to support our conference up to \$10,000, so we anticipate scholarships will be available again.
  - There will be an option to tour Blackstone Audio after the conference.
  - Sessions in development:
    - All day: Basic Book Repair for Libraries, Carolee Harrison (Special Collections and Conservation Technician at Portland State University). Attendees get hands-on practice and a mending kit.
    - Topic TBD: Haylie Courtney, JCLS social worker
    - Pros/cons of pursuing MLIS – Kate Lasky (hoping for a panel discussion, NO MLIS SCHOOLS ALLOWED)
    - Telling your story – Mark Yaconelli (local author) [session + keynote]
    - Lightning Talks: Call for presenters
- Draft of our Bylaws changes done, thank you to Buzzy for his guidance!
- Our SLO Liaison, Max Robinson, is transitioning to a new position at SLO. Buzzy will be our new Liaison.

## **REFORMA (Brandace Rojo)**

- REFORMA OR has a hybrid meeting next Saturday, February 25 @10 am. In-person is at Albany Public Library. Join us!
- We are still looking to recruit a Vice President to serve the remainder of this term.

Thank you to those of you who have shared ideas. I have reached out to those people.

### **CSD (Emily West)**

- CSD Winter Workshop: Book Buzz, January 25, 2023. Shared new and noteworthy books from the past year with a diversity lens. Had 20 participants. Book lists shared on the blog at <https://www.csdola.org/blog/csd-winter-virtual-workshop-book-buzz>.
- Legislative Day: Picked up books and brought them to Legislative Day. Tara Morissette and Jane Corry attended Legislative Day as CSD representatives.
- CSD Spring Workshop topic: Early Literacy. March 15, 2023 1-4 pm.
- [Oregon Library Presenters Directory](#) up to 86 presenters for all ages.
- CSD Scholarships are awarded. Kristen Buehner \$1000, Maria Aguilar \$926, Monica Hoffman \$670, Annie Wilson-Eikamp \$400. The CSD board's intention with the scholarship is to promote education in our field, especially for members from diverse cultural/ethnic backgrounds, historically marginalized and underrepresented groups, those who are in positions serving under-represented groups, and those employed at small or rural institutions with limited funding.
- CSD Auction Fundraiser of books runs March 15-April 3.
- Posted five [blog posts](#)
- CSD at the OLA Conference:
  - OLA Preconference, co-sponsoring with OASL.
    - Tribal History/Shared History: Programming and Resources  
<https://oregonlibconference.org/2023/program-agenda-and-virtual-access/preconference-virtual-programs/>
  - CSD Booth
  - Lampman Award breakfast on schedule, Friday, April 21 @ 7:00 AM
- Held the CSD Board meeting on February 8, 2023

### **PLD report (Chris Myers)**

- Next meeting is March 10. Our last PLD board meeting was on January 13th over Zoom.
- General Update: The division's first budget was adopted and it has been submitted to Shirley for incorporation into the OLA financial process. Megan Dazey of the Sweet Home Public Library was elected Chair-elect this month.
- Training: A winter UnConference is scheduled for March 24, 2023 at Tigard Public Library. In addition to attendee-led sessions, the agenda includes time for networking and a guest speaker, Meredith Farkas. Meredith will speak about the assumptions, ideas, and structures, such as the cult of productivity and vocational awe, that need to be dismantled in order to build a better collective future in libraries. Registration for the UnConference will open on February 23.
- Fundraising: Expedition Happy launched on January 18th and so far 41 participants have registered for the online challenge. Registration [<https://runsignup.com/Race/OR/NorthBend/ExpeditionHappy>] will remain open until April 18th, and you can purchase an Expedition Happy t-shirt [<https://www.bonfire.com/expedition-happy-2023/>]. Funds raised through this event will support training opportunities for public library staff.

- Conference Planning: Seeking nominations for the Pearl Award by March 1.
- Public Library Standards - Committee meeting Friday, February 24th 10-11 am online. If you are interested in attending, please contact Haley, pld@olaweb.org.

#### **OYAN report** (Caitlin McMahan)

- OYAN doing a raffle at OLA, great prizes. Stop by our table, or get raffle ticket virtually.
- If you know any amazing teen librarian, please nominate for Oh-Ya award, fillable Google form coming. See March 10 email from Mark Richardson. Applications should include teen nominations.

#### **Action Item Review** (Star/Adrienne)

- Everyone–
  - If you hear of an issue with discrimination, talk to Star & Brittany, especially if it's coming from committees.
  - Let Jane know if you are interested in being a mentor for the Leadership Retreat.
- Star will facilitate a drop-in topic on communication.
- Star & Brittany–discuss bylaws changes with Buzzy.
- Brittany–
  - Revise bylaws, mission, policies to have a strong EDI&A stance. Brittany will coordinate the new Sub Committee with Arlene, Rinny, Brandace, Caitlin, Adrienne, Kirsten.
  - Research on best practices for EDIA structure in similar organizations. ALA Chapter Relations Office may have some data on how other States incorporate votes/power for EDIA at Exec level.
  - FUTURE ACTION ITEM FOR EXEC BD– Stipend for Editor, \$1k / issue definitely helped with recruitment. Think about this model for other work in OLA if we want to be successful.
- Liisa will do a Code of Conduct for Conferences language review.
- Rinny will share SSD surveys with Brittany.
- Arlene–
  - OLAQ–will include the call to action discussed earlier regarding racism.
  - Past President's job is also to seek nominations for the next year. Trying to recruit before Conference. VP/Pres Elect, Secretary, Treasurer. Help recruit!
- Buzzy–
  - Implement bylaws changed approved above.
  - Establish the editorial board in the bylaws.
  - Check that Divisions bylaws match, with communication to the Exec Board for Exec Board positions, not to the whole org.
  - Can the bylaws include the practice of appointing an alternate?
  - Consider granting a membership to unit and board volunteers.
  - Considering the voting process/ how to split up/group items.

Adjourned at approximately 2:50 p.m.

Next meeting Wed, April 19, with hybrid option at the Conference Center 2-5pm.