

american libraries

January/February 2021

THE MAGAZINE OF THE AMERICAN LIBRARY ASSOCIATION

2021

MIDWINTER

PREVIEW

p. 48

VIRTUAL [IS OUR] REALITY

#ALASayAtHome

107 Years of Midwinter

WE MISS YOU!

2020 Year
in Review
p. 22

Revisiting
Presidential
Legacies
p. 28

PLUS: Ziggy Marley,
Referenda Roundup,
Coronavirus Shelf Life

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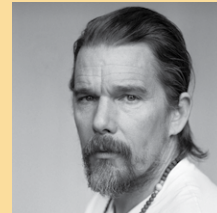


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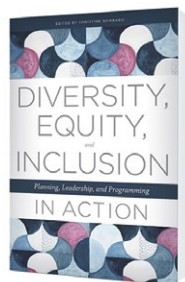
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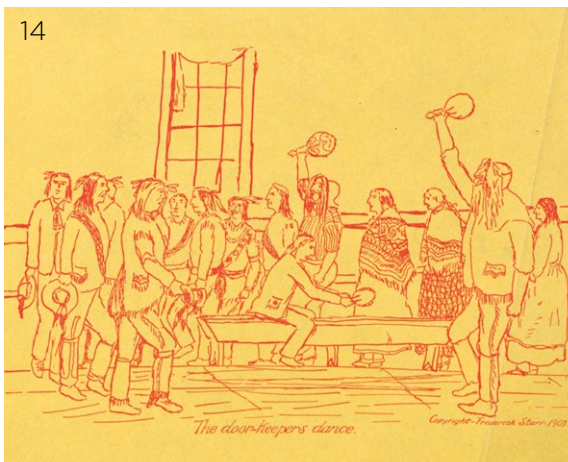
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from the
EDITOR

Hindsight Is 2020



Sanhita SinhaRoy

Happy New Year. I'm sure many of you are just as thrilled as we are to see 2020 in the rearview mirror ... and just as intrigued to consider the ways in which libraries, library workers, and ALA reacted to—and were shaped by—the year's challenges. Our Year in Review recap of these important stories (p. 22) includes two pages dedicated to libraries and the pandemic.

We know many of you have been following the REALM (REopening Archives, Libraries, and Museums) project, which has been examining how long SARS-CoV-2 (the virus responsible for COVID-19) survives on common library materials. On pages 32–33, you'll find a handy pullout of some of these findings for quick reference.

For the third year in a row, *American Libraries* has partnered with the Public Library Association to bring you Referenda Roundup (p. 34), an annual look at state and local ballot initiatives. Anne Ford tracked more than 100 library-related referenda across 27 states. The good news: More than 90% of measures passed in the libraries' favor, including a statewide New Mexico referendum that will supply \$9.7 million to academic, public school, tribal, and public libraries.

Elections come and go; the repercussions of national leaders and their policies remain. In "Tarnished Legacies" (p. 28), Lara Ewen interviews librarians, historians, scholars, and others who work at presidential libraries about how they present a full and balanced record of their subjects as visitors increasingly expect historical transparency.

In the "2021 Midwinter Preview" (cover story, p. 48), Greg Landgraf highlights the stellar lineup of speakers and virtual sessions that will mark the conference's final meeting before it transitions into an all-new library learning, networking, and collaboration event in January 2022.

Also in this issue, we introduce some design and content changes: a rotating Academic Insights column (p. 54) and a new look for Solutions (p. 60). As always, please let us know what you think.

Here's to a calm and prosperous New Year for us all.

Sanhita

In our Year
in Review, we
reflect on the
challenges and
changes that
have shaped
libraries, library
workers, and
ALA over the
past 12 months.

A New Year of Hope

After crises and loss, libraries remain resolute and ready



Julius C. Jefferson Jr.

Alongside the cumulative losses of 2020, we saw a year of opportunity, a year when library professionals answered the call to serve amid crises.

Looking back, 2020 was a year for the record books. In my inaugural address last June, I spoke about the pivotal moment we are living through—and about how libraries have been here before: In 1876, the year ALA was founded, the country faced a divided presidential election that all but halted progress toward freedom and altered the trajectory of our country.

Similarly, 2020 made an indelible impression on the history of our country, and it has left us collectively exhausted. Many will remember it as the year we were locked down, Zoomed out, and either lonely or wanting to be alone. We lost loved ones, icons, and champions. We were confronted with furloughs and loss of income. Libraries of all kinds were challenged with finding ways to keep our communities connected and securing the funding to keep our libraries operating.

Alongside the cumulative losses of 2020, we saw a year of opportunity. A year when library professionals answered the call to serve amid multiple crises. A year when library workers again proved to be essential “first restorers” or “second responders.” Libraries connected America in ways that have brought our communities closer. My national virtual ALA presidential tour, “Holding Space,” showed that even when our buildings are not open, libraries are never closed.

In 2020, I saw ALA substantively respond to injustice, share resources for libraries during the pandemic, advocate for COVID-19 relief funding, promote participation in the decennial census, and contribute to historic voter turnout by engaging voters in the electoral process.

Through our advocacy, we gave our communities a voice, and our elected officials responded with increases in funding for the Institute of Museum and Library Services. Thanks to the Association’s voice in Washington, the Federal

Communications Commission recognized libraries’ tireless efforts to close the digital divide in communities that do not have access to affordable, reliable broadband. In September 2020, for instance, the agency announced that “America’s libraries” were among those to receive its inaugural DOER (Digital Opportunity Equity Recognition) Program award for organizations.

As we move into 2021, I say with great pride that I am part of the library community. Librarians and library workers and our fundamental values have been challenged time after time, yet libraries are still standing. Libraries and library workers will continue the work of responding to our patrons’ needs and restoring our communities. And library advocates will continue to tell stories that demonstrate the value of libraries.

I am also proud to be part of ALA. With six months remaining in my term as your president, I am committed to making the Association more inclusive, nimble, fiscally stable, and in tune with the current needs of library professionals and the communities we serve.

ALA will strengthen our profession by focusing on our programmatic priorities; advancing the values of equity, diversity, and inclusion; building the ALA brand; and modernizing our Association so we can move Forward Together. I’m excited that we’ll be together in January 2021 for ALA’s final Midwinter Meeting as we prepare for a revitalized event—LibLearnX—in January 2022.

We will move into the new year with optimism, and I predict 2021 will deliver the substance of things we hope for: a more perfect union and a stronger ALA. In the face of uncertainty, know that ALA continues to hold space for you and your communities. **ALA**

JULIUS C. JEFFERSON JR. is president of the American Library Association.

ALA's Financial Future

During a year of unexpected challenges, our commitment remains strong



Maggie Farrell

Last year started off as a productive but worrisome one for ALA finances, as evidenced by critical conversations held at the 2020 Midwinter Meeting in Philadelphia. Since then, additional circumstances—including the pandemic—have aggravated ALA finances as libraries struggle with their own budget declines. Despite everything, member leaders remain committed to addressing ALA's ongoing budget concerns and to creating a path toward a healthy financial future.

In 2020, the Executive Board, Budget Analysis and Review Committee, Finance and Audit Subcommittee, and member leaders extensively reviewed and discussed the Association's fiscal management practices and the changes that have exacerbated past revenue gaps and declines.

We are fortunate to have our new executive director, Tracie D. Hall, steer operational and staffing decisions as well as envision a new five-year Pivot Strategy (bit.ly/ALAPivot) to help increase revenue and balance expenditures. The plan presents an energizing path forward, offers a series of indicators by which to chart ALA's growth over the next five years, and is designed to increase the tangible value ALA delivers to members, stakeholders, partners, and the public at large. It also calls for the doubling of ALA revenue streams by charting three new prospective markets through 2025: continuing education, contributed revenue, and data and research, all areas that currently exhibit revenue potential.

To get to that stable financial future, several actions have been planned or implemented to contain costs and mitigate revenue declines for fiscal years 2020 and 2021. These include:

- retaining members and recruiting new ones
- increasing private giving and grants
- reducing spending by 5% across all ALA units
- instituting a hiring freeze across many employment classifications

- reducing professional services
- reducing travel
- reducing meeting and hosting expenses

Additionally, the FY2021 budget includes 23 furlough days for all ALA staff as well as the layoffs of four staff members (in August 2020) rather than severe cuts to specific units. While furloughs and layoffs are a last resort, the ALA personnel budget comprises approximately 52% of ALA expenditures, and any substantial budget reduction will impact ALA staffing. These furloughs represent an 8.8% pay reduction for ALA staff, saving the Association \$1.5 million. This pay reduction is temporary and does not affect health and retirement benefits. The use of furloughs avoids permanent staff layoffs. Staff vacancies are also being critically analyzed for possible streamlining and consolidation. ALA is committed to reducing furlough periods should revenues outperform projections.

ALA employs talented and dedicated professionals who advance the mission of libraries and librarianship. Their commitment is deeply appreciated, and we are grateful for their many contributions during the pandemic and economic decline. Like you, ALA staff members have demonstrated flexibility, resilience, and adaptability in delivering member support, continuing education, and responsive services in a virtual environment. Combined with our new executive director, dedicated members, and a vision for the future, ALA can and will come out stronger.

While 2020 is not the year any of us planned, it has shown us how critical libraries are to our communities. As we work on today's financial structure, we continue to focus on the future, and on making ALA even more relevant for librarians, library workers, and partners. **AL**

MAGGIE FARRELL is dean of university libraries at University of Nevada, Las Vegas.

Because of our dedicated members, a new executive director, and talented ALA staffers, our Association can and will come out stronger.

Defending the Fifth Freedom

Protecting the right to read for incarcerated individuals



Tracie D. Hall

The Association's membership is called on to interrupt the systemic information poverty in our nation's detention facilities.

I have reflected in past columns on the pervasiveness of information poverty and called on libraries and information professionals to intervene. In my last column, for example, I wrote about how the pandemic continues to expose the degree to which societal inequities are linked. I focus here on that final link: the relationship between the justice system, incarceration inequities, and information disparity.

The US has the highest incarceration rate in the world. About 698 per 100,000 of the national population are in some form of detention. According to a March 2020 report from the Prison Policy Initiative (bit.ly/PPIreport), the US criminal justice system detains almost 2.3 million people in various facilities in the US and its territories.

Chief contributors to this prison pipeline? Low literacy and limited access to information-rich networks (social, educational, and infrastructural). Research has also shown that increasing literacy rates and strengthening information networks of detained and formerly detained individuals correlates to successful rehabilitation and reentry.

Ironically, these critical inputs are continuously underfunded—and even contested—in our correctional system. The nonprofit PEN America says “the most extensive book ban in America is happening in the prison system” (bit.ly/PENprisons).

This problem has worsened over the past several years. For instance, according to the Illinois Newsroom, a regional journalism collaboration, in 2017 the state's prison system spent \$276 on nonlegal books for 28 correctional facilities, compared with \$750,000 nearly two decades earlier.

What's more, detention facilities are signing contracts with communications providers that often charge exploitative rates—sometimes up to 5 cents per minute for reading and accessing information via digital devices.

ALA Council decried these exorbitant charges in a January 2020 resolution: “These per-minute

charges are particularly unfair to imprisoned people who are emergent readers or who have print disabilities like dyslexia or low vision.”

Last spring, ALA joined PEN America and more than 45 organizations in calling on tablet companies to waive all fees on prison e-readers and tablets, especially at a time when those fees can exacerbate the isolation detainees are experiencing during the heightened confinement of the COVID-19 crisis.

In September 2020, correctional facilities accounted for the top 16 cluster sites of COVID-19 infection—at a time when public health officials were calling out the correlation between the virus's rise and inequitable access to information about symptoms and modes of prevention.

The most chilling aspects of incarceration are the egregious invisibility of the detained and the indiscernibility of the attendant and repeated violation of their human rights, like the right to read.

In a 1963 essay, librarian and civil rights activist E. J. Josey referenced President Franklin D. Roosevelt's “four freedoms”: freedom of speech, freedom of worship, freedom from want, and freedom from fear. In the essay, Josey introduced “reading” as the fifth freedom, presciently calling on libraries to connect reading to emergent technology.

In carrying out ALA's mission “to enhance learning and ensure access to information for all,” the Association's membership is called on to interrupt the systemic information poverty in our nation's detention facilities.

As stated in the Prisoners' Right to Read: An Interpretation of the Library Bill of Rights, “Suppression of ideas does not prepare people of any age who are incarcerated for life in a free society. Even those individuals who are incarcerated for life require access to information, to literature, and to a window on the world.” **AL**

TRACIE D. HALL is executive director of the American Library Association.

Thank you, @amlibraries, for changing the name of your podcast from *Dewey Decibel!* I'm glad you've reconsidered & are now choosing not to promote Melvil Dewey as an iconic representation of libraries—I hope others will follow suit. #critlib #librarytwitter

@VIOLETBFOX in response to "American Libraries Changes Podcast Name" (The Scoop, Oct. 26, 2020)

If you'd told me when I graduated library school that *Dungeons & Dragons* would be on the cover of *American Libraries*, I don't think I would have believed you, but here we are. #libraries

@ROGANHAMBY in response to "Escape for the Isolated" (Nov./Dec., p. 26)

Gaming through the Pandemic and Beyond

Illustrator Katie Wheeler rolled a nat 20 [*Dungeons & Dragons*—speak for "did very well"] with the cover design for "Escape for the Isolated" (Nov./Dec., p. 26). Medieval weaponry in the library, a beholder in the stacks, and a witch of color spellcasting on Zoom—be still my nerdy heart!

My very first *Dungeons & Dragons* campaign took place in a Google Hangout before the pandemic, and I can attest that the playstyle in a virtual environment is no less enjoyable or addictive. Though there's something magical about a group of adventurers meeting at the same table and playing to the sound of clattering dice, the switch to video calls for popular role-playing games (RPGs) while in quarantine just makes sense. We must continue to be mindful, however, of how we toe this line between virtual and accessible library programming.

My hope is that the popularity of RPGs among teens and tweens continues to rise both in and out of schools and libraries. New products continue to make this style of gaming easy to learn and teach (try the Adventure Guild's *Quest*), and campaign and player manuals remain some of my highest-circulating print materials. Even television is turning to teens while blurring the lines between reality and fantasy competition (see *The Quest* on Disney+).



What a welcome reprieve it can be to escape from the stressors of 2020 and into a fantasy world, if only for a few hours each week. May all your constitution-saving throws be successful in these uncertain times.

Jim "Paladin" Curry
Fayetteville, Arkansas

Uncovering a Hidden Figure in Library History

Thank you for highlighting Carrie C. Robinson and her fight for equal rights ("Separate—and Unequal," AL Online, Oct. 6, 2020). Robinson knew her inherent worth and her incredible talent. She fought against systemic racism so her worth and work would be rightfully recognized. She did this by holding a mirror to both her employer and her professional organizations so that they might see their biases and change for the better. She was not afraid to ask important questions that revealed uncomfortable truths—including the fact that some of her fellow librarians and professional organizations were not fighting for the rights of all. Indeed, sometimes they actively sought to suppress the rights they should have been fighting for. Robinson's struggles

and eventual triumphs remind us of the importance of facing up to the reality of past mistakes so we can continue the work of creating a fairer and more equitable world now and in the future.

I commend the American Library Association in its commitment to renew the work of fighting systemic racism and confronting its own racist history. Telling Carrie C. Robinson's story is part of that renewal. Thank you again for introducing us to the history of this brave, incredible librarian.

Sara West
Houston

Eyes on Design

The 2020 Library Design Showcase issue (Sept./Oct. 2020, p. 28) featured so many innovative and beautiful libraries, and interesting stories as well. I continue to be impressed with how each issue gets better and better in design and content, with timely stories such as "Virus-Responsive Design" (Sept./Oct. 2020, p. 36) and its clever signage photos.

Your strong reporting includes real people and expert advice, backed by facts. Your reporters demonstrate good journalism in practice. These are the stories I show my magazine reporting students as a journalism instructor at Indiana University Bloomington. Keep up the good work!

Laurie D. Borman
Bloomington, Indiana

Borman is former editor and publisher of *American Libraries*.

WRITE US: The editors welcome comments about recent content, online stories, and matters of professional interest. Submissions should be limited to 300 words and are subject to editing for clarity, style, and length. Send to americanlibraries@ala.org or *American Libraries*, From Our Readers, 225 N. Michigan Ave., Suite 1300, Chicago, IL 60601.

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Three Candidates Seek 2022–2023 ALA Presidency

The candidates for the 2022–2023 presidency of the American Library Association (ALA) were announced in an October 26, 2020, statement. They are Stacey A. Aldrich, state librarian of the Hawaii State Public Library System in Honolulu; Ed Garcia, director of Cranston (R.I.) Public Library; and Lessa Kanani'opua Pelayo-Lozada, adult services assistant manager at Palos Verdes Library District in Rolling Hills Estates, California.



Stacey A. Aldrich

Aldrich serves on the ALA Center for the Future of Libraries Advisory Group (2019–2021) and ALA President-Elect Patty Wong's Presidential Advisory Committee (2020–2022) and is a member of the Public Library Association (PLA). She has previously served as director of the Hawaii Library Association (2017); deputy secretary for the Office of Commonwealth Libraries in the Pennsylvania Department of Education (2012–2015); state librarian at California State Library (2009–2012); and board member of the Association of Professional Futurists (2007–2010). She holds an MLS and a BA in Russian language and literature from University of Pittsburgh.

"Aloha! I am honored to be on the ballot with such amazing librarians this year," Aldrich wrote in the statement. "I would consider it an extreme privilege to represent our intelligent, passionate, and dedicated profession and work with our community to build a future that will nourish and support our members, libraries, and the places we call home."



Ed Garcia

Garcia is a member of the ALA Executive Board (2018–2021) and a third-term councilor-at-large. He is a founding member of the 1876 Club of the ALA Legacy Society and serves on the Association's Philanthropy Advisory Group and the Forward Together Working Group, in addition to numerous committee appointments and selection juries.

He is an active member of Core, PLA, the Reference and User Services Association (RUSA), and multiple round tables. He is also a member of the Freedom to Read Foundation, the Black Caucus of the American Library Association

(BCALA), and Reforma: The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking. He holds an MLIS, a BA in history, and a certificate in information literacy instruction from University of Rhode Island.

"I am honored to stand for election at this pivotal point in time for ALA," Garcia said. "Our Association is facing challenges that need strong leadership and a collaborative spirit to overcome. Together we can address these challenges and use them as an opportunity to create a more inclusive, responsive, resilient, and sustainable ALA."

Pelayo-Lozada recently completed a term with the ALA Executive Board (2017–2020) and is currently a third-term councilor-at-large. She is an active member of the 1876



Lessa Kanani'opua Pelayo-Lozada

Club, Association of Library Services to Children (ALSC), Core, PLA, and several round tables. Pelayo-Lozada is executive director and past president of the Asian/Pacific American Librarians Association and a member of BCALA, the Chinese American Librarians Association, the American Indian Library Association, and Reforma, and has served on numerous ALA committees. Additional leadership roles include chair of the Steering Committee on Organizational Effectiveness and past chair of ALA's Office for Diversity, Literacy, and Outreach Services Advisory Committee (2016–2017). She holds an MLIS and a BA in sociology from UCLA and an associate's degree in philosophy from El Camino College in Torrance, California.

"As we face new challenges in libraries and answer the call for a transformative Association and inclusive society, I am honored to stand as a candidate for ALA president," said Pelayo-Lozada. "As an experienced Association leader and library worker, I see the need for strong leadership from passionate members who understand the current complexities and pressures of serving our communities."

Aldrich, Garcia, and Pelayo-Lozada will engage in a candidates' forum at 1 p.m. Central on January 23, during the 2021 ALA Midwinter Meeting & Exhibits Virtual. Ballot mailing for the ALA election will begin March 8 and end April 7. Individuals must be members in good standing to vote. ●

ALA Opposes Anti-Diversity Executive Order

ALA released a statement October 9, 2020, opposing the Trump Administration's Executive Order on Combating Race and Sex Stereotyping (bit.ly/WH-stereotyping), which prohibits federal employees, contractors, and grant recipients from discussing or considering concepts such as critical race theory and white privilege and discouraging diversity education and training.

"We are painfully aware that libraries and the profession of librarianship have been—and still are—complicit in systems that oppress, exclude, and harm Black people, Indigenous people, and people of color, and deny equal opportunity to women," the statement reads. "We assert that a commitment to learn from the painful and brutal legacies of our history is essential to the fulfillment of our promise as a country of equal rights and opportunities. This executive order is already having a chilling effect, with some colleges and universities suspending all diversity trainings and canceling cultural celebrations for fear of losing federal funds.

"It is the longstanding role of libraries to foster intellectual freedom by ensuring access to the widest diversity of views and expressions, including those that are unorthodox, unpopular, or considered dangerous by those in power." ALA, based on its core value of equity, diversity, and inclusion, opposes the executive order and "all other actions that result in the curtailment of free expression and social justice"; it also "pledge[s] to continue to pursue social justice and further our work against systems of oppression." ●

FCC Fails on Net Neutrality

On October 27, 2020, the Federal Communications Commission (FCC) majority approved an order responding to the US Court of Appeals for the District of Columbia Circuit's remand in *Mozilla v. FCC*. The court ordered the FCC to address the impact of its Restoring Internet Freedom Order, particularly the order's reclassification of broadband internet access service on three key issues: public safety, competitive access to pole attachments, and support for the agency's Lifeline program, which provides broadband subsidies to low-income Americans.

The FCC's Order on Remand affirms the 2018 Restoring Internet Freedom

Order concluding that any harm to consumers is outweighed by the benefits for the broadband industry of deregulation. ALA issued a statement in October affirming its support for net neutrality. Learn more about ALA advocacy on this issue at ala.org/advocacy/net-neutrality.

Core Election Results

In a special election held on ALA Connect, 556 ALA members cast votes for the inaugural member leaders of the newly formed Core: Leadership, Infrastructure, Futures. The news was announced in an October 26, 2020, press release.

Christopher J. Cronin, associate university librarian for collections at Columbia University in New York City,

CALENDAR

JAN. 22–26

2021 ALA Midwinter Meeting & Exhibits Virtual
alamidwinter.org

APR.

School Library Month
ala.org/aasl/advocacy/slm

APR. 4–10

National Library Week
ala.org/nlw

APR. 6

National Library Workers Day
ala-apa.org/nlwd

APR. 7

National Bookmobile Day
bit.ly/bookmobileday

APR. 10–17

Money Smart Week
moneysmartweek.org

MID-APR.

ACRL 2021 Virtual Conference
conference.acrl.org

APR. 25–MAY 1

Preservation Week
ala.org/preservationweek

APR. 30

Día: Children's Day/Book Day
dia.ala.org



Christopher J. Cronin

has been elected president of Core. His term began in October and runs through June. He was previously president of the Association for Library Collections and Technical Services,

which has since been absorbed into Core. The presidents of the other component organizations—the Library Leadership and Management Association and the Library and Information Technology Association—will remain members of the Core board.

The president-elect, to serve in 2021–2022, is Lindsay Cronk, head of collection strategies and scholarly



Lindsay Cronk

communication at University of Rochester in New York. Cronk was part of the Core Steering Committee and led the working group that managed member communications and town halls during the spring, as the proposal to form Core was moving forward. She also coauthored Core's mission, vision, and values.

ACRL 2021 Goes Virtual

The board of directors of the Association of College and Research Libraries (ACRL) announced in an October 1, 2020, statement that the face-to-face portion of the ACRL 2021 Conference, originally scheduled for April 14–17 in Seattle, has been canceled because of COVID-19 but will continue as a virtual-only event. More details are forthcoming, but the virtual conference is expected to be held during approximately the same dates in April. Conference scholarship applications will be automatically considered for scholarships for the virtual event.

“ACRL's highest priority is the health and safety of our community,” said ACRL President Jon E. Cawthorne of Wayne State University in Detroit in the statement. “The board feels that moving ACRL 2021 online is the best option to ensure that safety while continuing to provide the high-quality, interactive programming you've come to expect from our conference.”

New PLA Professional Development Resource

In October 2020, the Public Library Association (PLA) released a new professional development resource for its members. PLA's Learning Tapes are quick, bite-sized, self-paced videos with corresponding guidebooks designed to provide introductions to topics.

The first two Learning Tapes cover effective networking skills and finding a mentor or coach, particularly in light of the COVID-19 crisis, which has affected staffing and hiring. In these uncertain

times, library professionals may need to grow their professional networks and find industry leaders to help support their careers.

This resource is free to PLA members and can be found in the PLA Member Library in ALA Connect (ALA login required).

AASL Seeks 2021 Conference Proposals

The American Association of School Librarians (AASL) is accepting proposals for its 2021 national conference, scheduled for October in Salt Lake City. Complete proposals must be submitted by noon Central time on February 1 via the online form at national.aasl.org/proposals, where you can also learn more about the types of sessions planned.

The AASL National Conference Program Review Committee will conduct a blind review of all proposals, evaluating

them for clarity, originality, and timeliness. Decisions will be emailed starting in early February.

Applications Open for Graphic Novel Grants

ALA's Graphic Novels and Comics Round Table (GNCRT) and the Will and Ann Eisner Family Foundation have announced the beginning of the 2021 Will Eisner Graphic Novel Grants for Libraries grant cycle. These grants recognize libraries for their role in the growth of graphic literature and award funds and resources for graphic novel collection development and programming.

Three grants will be awarded: Two recipients will receive Will Eisner Graphic Novel Growth Grants, which provide support to libraries that would like to expand their existing graphic novel collections, services, and programs, while one recipient will receive

Programming Grants Address Climate Change Crisis

In October 2020, ALA announced the 25 recipients of its Resilient Communities: Libraries Respond to Climate Change grants, a pilot program to help public and academic libraries engage their communities in programs and conversations that address the climate change crisis.

Through \$1,000 grants, the project will fund in-person and virtual film screenings, community dialogues, and related events based on local interest; provide instruction and support for libraries to act as centers for community education and support during extreme weather events; and offer free climate change programming resources for the library field. Another 51 libraries received \$500 stipends to support climate-related programs and activities.

Each grantee will collaborate with a community partner organization to host three public programs in 2020–2021. Those programs will focus on climate change science, sustainability, emergency weather preparedness, environmental justice, or related subjects, either virtually or in person.

All library workers are invited to download “Resilient Communities: Libraries Respond to Climate Change: A Programming Guide for Libraries” at bit.ly/AL-ResComm. Created by librarians and ALA staff, the 29-page guide contains film and book recommendations, hands-on programming ideas, mindfulness exercises, and other resources to aid libraries in addressing the climate crisis through programming. ●

Rural Libraries Selected for Digital Access Grants

ALA and Capital One have selected 20 public libraries from 14 states to participate in Community Connect: Digital Access at Home, a program supporting digital access and financial capability for rural communities nationwide. Data from the Federal Communications Commission indicates that 22% of Americans in rural areas and 28% of Americans living on tribal lands lack broadband coverage.

Community Connect seeks to expand the service capacity and digital access of rural libraries by offering hotspot lending policies and financial capability seminars; enhance opportunities for social mobility by pursuing remote education, economic inclusion, financial management, and health

initiatives; and build consensus on how to address sustainable digital inclusion for rural communities.

“More than 170 rural libraries applied to be part of the Community Connect program—an incredible response that demonstrates the great sense of responsibility and enthusiasm that library workers feel for providing these vital services,” said ALA President Julius C. Jefferson Jr. in an October 20, 2020, statement. “During this difficult time, ALA is proud to partner with Capital One to help rural libraries get the resources they need to serve their communities and help them thrive.”

Participating libraries will receive five Wi-Fi hotspots with two-year contracts and a \$2,000 stipend to support financial literacy programming. ●

the Will Eisner Graphic Novel Innovation Grant, which provides support to a library for the initiation of a new graphic novel service or program.

Recipients each receive a \$4,000 programming and collection development grant plus a collection of Will Eisner’s works and biographies and a selection






of the winners of the 2021 Will Eisner Comic Industry Awards announced at Comic-Con International. The grant also includes a travel stipend for a library

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2021 ALA Nominating Committee Council Candidates Announced

ALA's Nominating Committee annually nominates candidates from among the general membership for members-at-large of Council. Individuals not selected by the Nominating Committee were eligible to run for office by petition through December 31. The committee was charged with considering applications for up to 50 potential nominations. The submissions pool has yielded the following 49 candidates for 33 seats.

Celia Avila
Senior Librarian
Los Angeles Public Library

Cindy Bhatti
Director of Public Services
Vigo County (Ind.)
Public Library

Kimberley Bugg
Associate Library Director
Atlanta University Center
Woodruff Library

Elizabeth Call
University Archivist
Rochester (N.Y.) Institute
of Technology

Keturah Cappadonia
Outreach Consultant
Southern Tier Library System
Painted Post, New York

John A. Clexton
Library Director
Gladwin County (Mich.)
District Library

Fannie M. Cox
Outreach and Reference
Librarian
University of Louisville
(Ky.) Libraries

Peter D. Coyl
Director
Montclair (N.J.) Public Library

Angela Craig
Executive Director
Charleston County (S.C.)
Public Library

Sara Dallas
Director
Southern Adirondack
Library System
Saratoga Springs, New York

Catherine Damiani
Library Director
Tiverton (R.I.) Public Library

Roberto C. Delgadillo
Student Services Librarian
University of California, Davis

Kim DeNero-Ackroyd
Deputy Director
Cleveland Heights-University
Heights (Ohio) Public Library

Bob Diaz
Associate Librarian and Archivist
University of Arizona Libraries
Tucson

Jina DuVernay
Collection Development
Archivist for African
American Collections
Emory University
Atlanta

Kelsey Flynn
Adult Services Specialist
White Oak Library District
Lockport, Illinois

Linda Marie Golian-Lui
Associate Dean of
Library Services
Kennesaw (Ga.) State University

Michael A. Golrick
Head of Reference/
Library Consultant
State Library of Louisiana
Baton Rouge

Stefani Gomez
Library Director
Cedar Crest College
Allentown, Pennsylvania

Mario M. González
Executive Director
Passaic (N.J.) Public Library

Rhonda K. Gould
Executive Director
Walla Walla County (Wash.)
Rural Library District

Bitsy Griffin
School Librarian
Chatham Grove Elementary
Pittsboro, North Carolina

Amy J. Hafer
Library Director
Hastings (Neb.) Public Library

representative to travel to the 2021 ALA Annual Conference and Exhibition in Chicago.

Apply online at ala.org/rt/gncrt/eisner by February 7.

New Literary Landmark for Enslaved Poet

United for Libraries will designate Joseph Lloyd Manor in Lloyd Harbor, New York, a Literary Landmark in honor of Jupiter Hammon, the first published African-American poet. The designation took place October 17, 2020, marking

Hammon's 309th birthday as well as Black Poetry Day. It was the first Literary Landmark dedication to be livestreamed.

Hammon, who was enslaved at the manor, wrote powerfully about the social and moral conflicts of chattel slavery. His known works include three essays and six poems. It was at the manor in 1786 that he penned "An Address to the Negroes of the State of New York" and "An Essay on Slavery."

The event featured remarks by Rocco Staino, United for Libraries board member and director of Empire State Center for

the Book; a speech by Irene Moore, president of the Town of Huntington African-American Historic Designation Council; and a poetry reading by actor and writer Malik Work. The winners of the Jupiter Hammon Portrait Essay/Poetry Contest recited their winning essays and poems.

Title Announced for Archivists' Reading Initiative

The publications board of Society of American Archivists (SAA) has selected *A Matter of Facts: The Value of Evidence in an Information Age* by Laura A. Millar

Tyler Hahn

Director
Cherokee (Iowa) Public Library

Christopher J. Hemingway

Circulation Librarian
Hagaman Memorial Library
East Haven, Connecticut

Carrie Herrmann

Director
Boone County (Ky.)
Public Library

Nicole Holifield

Director
Tonganoxie (Kans.)
Public Library

Sonnet Ireland

Branch Manager
St. Tammany Parish Library
Slidell, Louisiana

Nicholas A. Lamb

Research and Learning Librarian
Cleary Gottlieb Steen
and Hamilton LLP
New York City

Kathy Lester

School Media Library Specialist
East Middle School
Plymouth, Michigan

Rodney Lippard

Director, Library and Center
for Student Achievement
University of South
Carolina Aiken

Joseph Logue

Library Director
Newport (R.I.) Public Library

Mike L. Marlin

Director, Braille and
Talking Book Library
California State University,
Sacramento

Lavoris Martin

Associate Librarian/Director of
Library Technical Services
University of Arkansas
at Pine Bluff

Susan J. Martin

Chair, Collection Development
and Management
Middle Tennessee
State University
Murfreesboro

Priscilla Martínez

Director of Community
Engagement
Senate of Virginia
Leesburg

Paul Mills

Executive Director
Fountaindale Public
Library District
Bolingbrook, Illinois

Jill M. O'Neill

Library Director
Clinton (Iowa) Community
College

Madeline Peña

Digital Content Manager
Los Angeles Public Library

Edwin Rodarte

Senior Librarian of Emerging
Technologies
Los Angeles Public Library

Amanda Roper

Assistant Librarian
Chattanooga (Tenn.) State
Community College

Suzanne L. Sager

Cataloging eAccess Manager
Portland (Oreg.) State
University

Jules Shore

Systems Librarian
Rockville, Maryland

Natalie Starosta

Library Director
North Riverside (Ill.) Public
Library District

Eric D. Suess

Director
Marshall Public Library
Pocatello, Idaho

Iris Taylor

Senior Cataloging Specialist
Library of Congress
Washington, D.C.

Patricia Valdovinos

Librarian, Multilingual Collections
Los Angeles Public Library

Joan S. Weeks

Head Librarian, Near
East Section
African and Middle Eastern
Division, Library of Congress
Washington, D.C.

Christine Woods

Regional Librarian
Saint Leo (Fla.) University

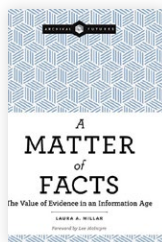
2021 Election Dates

Ballot emailing for the 2021 ALA election will begin on March 8. The election will close April 7. Renew your membership by January 31 to ensure that you receive your ballot for the 2021 ALA election. ●



for its 2020/2021 One Book, One Profession reading initiative. As part of the Archival Futures series published jointly by SAA and ALA Neal-Schuman, Millar's manifesto is available via the ALA Store.

Millar, an independent consultant and scholar in records, archives, and information management, has also worked in publishing and distance education. She has consulted with governments,



universities, colleges, professional associations, nonprofit organizations, and other agencies around the world.

The One Book, One Profession 2020/2021 page (bit.ly/SAA-OBOP) includes resources and ideas for sharing the book with colleagues, such as tips for hosting a book discussion via Zoom and a downloadable study guide.

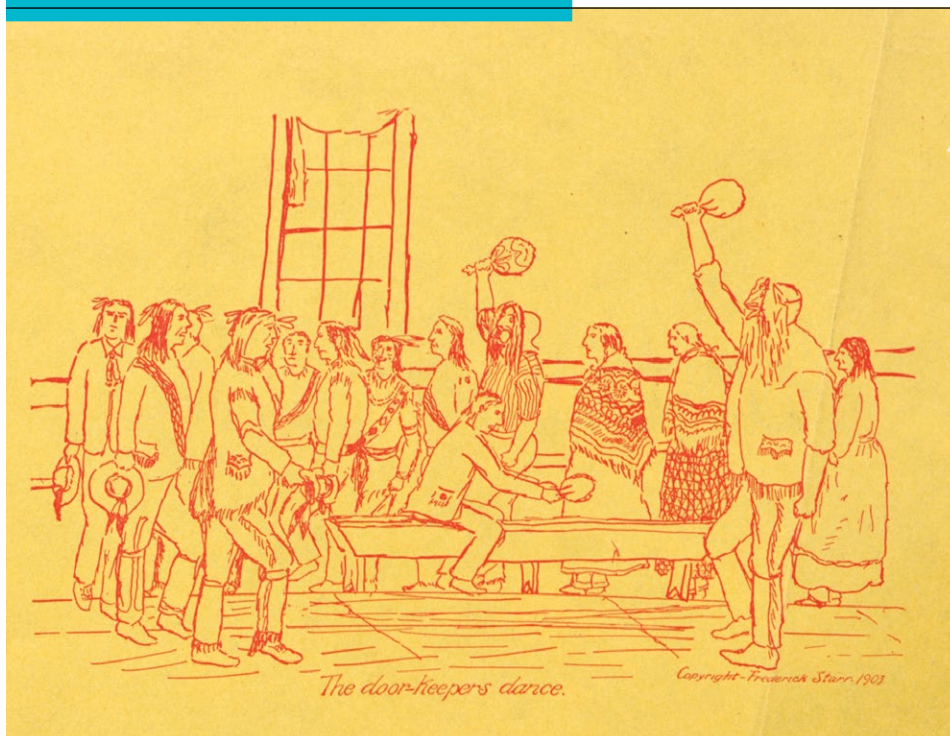
Updated Caregivers Toolkit Available

ALA's Committee on the Status of Women in Librarianship announced the relaunch

of its caregivers toolkit, which encompasses general resources, caregiver organizations, caregiver support, employer resources, government agencies, library resources, webinars and training, research and statistics, articles, and grief support.

The updated and expanded toolkit was developed with COVID-19 in mind and is intended to provide easy access to vital caregiver resources that benefit library workers caring for loved ones. Access it online at bit.ly/AL-Caregivers. AL

TRENDS



A drawing of Iroquois games and dances by Jesse Cornplanter resides in Amherst (Mass.) College's collection of Indigenous materials.

are paramount in building trustful relationships with communities,” Carpenter says.

APS began its digital preservation efforts in 2007 with the goal of providing broad access to its Indigenous collections. It partnered with Indigenous elders and scholars to select materials for digitalization and identify culturally sensitive content. APS also adopted its own protocols for Indigenous collection management in 2014, the same year it launched the Center for Native American and Indigenous Research to connect source communities and scholars (bit.ly/AL-CNAIR).

“[Providing this access] benefits researchers and also helps to engage Indigenous scholars, some of whom have wanted to access the collections for years,” Carpenter says. “Collaborating with communities improves description of materials, helping our library represent Indigenous collections more meaningfully and accurately.”

Joy Holland, associate librarian for Indigenous collections at UCLA’s American Indian Studies Center, proposes a “noncollecting” strategy for institutions that are just beginning to establish relationships with Indigenous communities and evaluate their collection care policies.

“Unless a collecting institution addresses the needs of a community, it is not, ethically speaking, in a position to create and manage Indigenous content,” Holland says. “Noncollecting provides solutions to the issues associated with lack of adequate care of Indigenous

Responsive and Responsible

Libraries promote ethical care of Indigenous collections

BY Ulia Gosart

It’s not news that libraries and museums have a long and problematic history of mishandling Indigenous materials. From exhibiting culturally sensitive items to retaining materials that were unlawfully seized, the need for improvement has been clear.

Various efforts—including Northern Arizona University’s 2007 “Protocols for Native American Archival Materials” (bit.ly/naprotocols), which was endorsed by the Society of American Archivists in 2018—have sought to remedy this. Still, appropriate handling of Indigenous collections remains sporadic. As a result, institutional claims of ownership and principles of access are sometimes jeopardized. In response, a burgeoning number of libraries are

promoting culturally responsive care of collections, demonstrating leadership and restoring a long-ignored legacy of Indigenous intellectual property.

“Culturally responsive care for materials happens on different fronts,” with practices emerging from the questions and issues surrounding each collection and each distinct culture, according to Brian Carpenter, curator of Native American materials for the American Philosophical Society (APS) in Philadelphia. APS, a major repository of Indigenous content in the US, houses 1,900 linear feet of manuscripts, photographs, and audiovisual materials dating back to 1553 and representing more than 650 Indigenous cultures of the Americas. “These activities

materials and, in some cases, helps to avoid violation of Indigenous intellectual property rights. Instead of collecting, an institution can invest in forging relationships with communities toward co-stewardship of collections that already exist.”

Amherst (Mass.) College’s approach to culturally responsive collection care is grounded in the documentation of Indigenous literary history, starting with the 2012 hiring of two Native Studies faculty and the purchase of a 1,500-volume collection of Native-authored books. It grew to become what Mike Kelly, Amherst’s head of archives and special collections, describes as a project to call attention to Indigenous authorship. One long-term goal of this initiative: displaying catalog data on digital maps—in close consultation with Indigenous communities—to better visualize Indigenous intellectual traditions.

“We are attempting to dismantle [the] stereotype that oral cultures cannot also have written traditions,” Kelly says. “We are also working against a history of Indigenous experience with research, wherein scholars regularly stole stories, published them, altered them, and even used them as evidence against Indigenous populations. We do not want to repeat those behaviors.”

These efforts initially unfolded as a collaboration with Amherst faculty and the Five College Consortium’s Native American and Indigenous studies program, which connects the library with tribal communities of New England and beyond. Involved faculty have attended the conference of the Association of Tribal Archives, Libraries, and Museums, forming relationships

with Indigenous communities across North America. Amherst professors also teach courses built around Indigenous collections.

“We recognize the limitations of standard library cataloging and the need for interventions to highlight Native authorship,” Kelly explains. For example, he says, Library of Congress puts work by a Canadian Mohawk author, like E. Pauline Johnson, under one classification, while works by a US Mohawk writer, like Maurice Kenny, end up in another, thus erasing their tribal identities. Amherst adds notes about these authors’ tribal affiliations to each record to change that. The collection also uses the LC subject heading “literary hoaxes” to clearly identify authors who falsely claimed Native identity, thereby retaining them as part of Native literary history’s wider context.

“Many standard practices for rare book cataloging support culturally sensitive collection care, such as provenance,” Kelly says. When Amherst acquires books directly from Indigenous authors, the library asks them to inscribe the book to the collection, and those inscriptions are recorded in standard provenance notes in the catalog.

“We want to embed the history of the collecting in the collection metadata,” he says. “Transparency about how we are acquiring materials is one way of being accountable to communities.” **AL**

ULIA GOSART is a scholar and educator who examines the impact of institutional constraints on policies concerning protection of Indigenous heritage and Indigenous political representation.

BY THE NUMBERS

Midwinter History and Happenings

107

Number of times the American Library Association (ALA) has held its Midwinter Meeting since 1908. This year’s event, which will be conducted virtually, is the last in its current format; ALA plans to introduce a new concept for 2022.

7

Number of times that ALA has not hosted an annual Midwinter Meeting since its inception. No meetings were held 1917–1919, 1923, 1926, 1933, or 1947.

14,739

Number of attendees at ALA’s 2001 Midwinter Meeting & Exhibits in Washington, D.C.—the highest recorded attendance for the event.



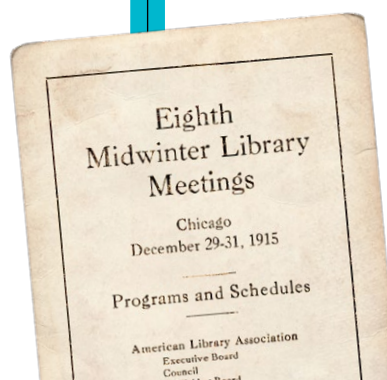
1939

Year that the ALA Code of Ethics—principles that guide the work of library professionals—was adopted at Midwinter by ALA Council. The code has been revised three times since 1981.

20,000

Number of librarians nominated by their communities for the I Love My Librarian Award

since it was established in 2008. This year marks the second time the award ceremony will take place at Midwinter, on January 23 (see p. 48). It was previously held in New York City. ●





The Masterpiece Book Club at Chicago Public Library's Vodak-East Side branch hosted a Miss Fisher-themed holiday party in 2015.

Tales as Old as Time

Libraries keep classic literature alive through Masterpiece book clubs

BY Diana Panuncial

Sheri Czulno, head library clerk at Chicago Public Library (CPL)'s Vodak-East Side branch, says she doesn't consider herself much of a reader—but when she was asked to take over the branch's Masterpiece Book Club in 2012, she knew she had to fulfill *Great Expectations*.

For every meeting, Czulno would dress up as a character from books the club was reading and shows it was watching. For instance, when the group read the stories of G. K. Chesterton, she wore the black cape, hat, and glasses of Father Brown, the character who lent his name to the Masterpiece show.

"It wasn't just about having a successful book club," Czulno says. "It was more about bringing those stories to life—and engaging our participants to do the same."

Masterpiece, the longest-running prime-time drama series on television, marks its 50th anniversary this January. The PBS-produced anthology is known for its adaptations of classic literary works (*Little Women*, *Les Misérables*) as well as its original programming (*Downton Abbey*). Celebrating the series' ties to literature,

libraries across the country have formed book clubs centered on watching the historical dramas and reading the source books in tandem, offering patrons a twofold opportunity to escape to a different world.

All clubs great and small

Czulno says that before COVID-19 struck, her Masterpiece club meetings attracted 25 people regularly. She remembers a Phryne Fisher-themed holiday party (based on *Miss Fisher's Murder Mysteries*—a PBS show, if not a Masterpiece selection) in which one member brought in a cake with the lead actor's photo and a book cover on it, and another wrote and performed an original song based on the series. "They get really competitive with what they bring into the club," Czulno says.

Sharon Shaloo, executive director at Massachusetts Center of the Book—which partnered with more than 30 libraries in the state last year for a virtual read-along of Jane Austen's incomplete novel *Sanditon* (adapted into a Masterpiece show that aired in 2020)—says the ability to read a book and watch its series at the same time offers an enriching

experience. Masterpiece is special, she says, because the shows' costume design, set pieces, and actors are dedicated to maintaining the novels' accuracy—which allows audiences to fully immerse themselves in a new setting.

"You can trust [Masterpiece's] interpretation, that they have integrity," Shaloo says.

Bridgeport (W. Va.) Public Library (BPL) and Montgomery County (Tex.) Memorial Library System's R. B. Tullis branch have hosted Masterpiece book clubs in recent years, taking on such shows as *Poldark*, *Endeavour*, and *The Durrells in Corfu*. Sharon Saye, director of BPL, says her library's club, Tea and Talk, was very popular before the pandemic hit.

Some libraries are not letting building shutdowns cancel their meetups. CPL Librarian Janette Kopacz, who oversees the system's Masterpiece clubs, says patrons are still convening through Zoom. The ages of members usually range from 60 to 80 years old, so their access to technology differs. "Not everyone has a computer at home," she says, "but we've found that most people still have a landline. So we help [them] phone in to the meetings."

Reaching new audiences

As a kid, Thomas Cumiskey, senior services and outreach librarian at Plymouth (Mass.) Public Library (PPL), remembers gathering around the television with his family every Sunday night to watch a new episode of Masterpiece. Cumiskey, who led the *Sanditon* read-along at his library in 2020, says there's still something unique about the

PBS production. He remembers a grandmother and granddaughter who attended the *Sanditon* discussions: “It was really sweet to see them bonding over the story, and exciting to get to have that multigenerational component,” he says.

Cyrisse Jaffee, former associate manager of editorial content at PBS affiliate GBH in Boston, which produced *Sanditon*, says the audience has broadened over the years—especially with the introduction of streaming services. According to GBH, the streaming audience for *Masterpiece* is younger than its broadcast audience, with 38% under the age of 55.

In its early years, “*Masterpiece* attracted middle-aged and older women,” Jaffee says, “but with the upsurge of interest in [Jane] Austen and shows like *Downton Abbey* and *Sherlock*, the audience has skewed younger and younger.”

Masterpiece has garnered a large, passionate following for whom reading the book is just as fun as watching a show that immortalizes it. Jaffee says the series remains popular because the literary works that get adapted are multidimensional. “The reason people read them over and over again is the timeliness and timelessness of the dilemmas the characters face, the morality that they grapple with,” Jaffee says.

Though GBH no longer sends official marketing materials to *Masterpiece* book clubs because of costs, Gay Mohrbacher, GBH senior project manager, points out that book clubs across the country have kept the love for the production alive on their own. Mohrbacher says it’s largely because of the librarians and staffers leading the clubs.

“It’s fabulous,” she says. “[Librarians] know which titles are going to resonate in their community.” **AL**

DIANA PANUNCIAL is a writer in Zion, Illinois.

Photo: Kayla Hartzog

2021

TRENDS

LIBRARY DESIGN SHOWCASE



The Library Learning Center at Texas Southern University in Houston was featured in the 2020 Library Design Showcase.

Show Us Your Beautiful New Library

American Libraries is now accepting submissions for the 2021 Library Design Showcase, our annual feature celebrating new and newly renovated libraries of all types. The showcase will appear in the September/October 2021 issue.

We are looking for examples of innovative library architecture that address patrons’ needs in unique, interesting, and effective ways. In this unprecedented year, we are also interested in submissions from libraries that are responding to the pandemic through building design and renovation.

If your library is on the cutting edge, we want our readers to know. To be eligible, projects must have been completed between May 1, 2020, and April 30, 2021. The submission deadline is May 31, 2021. Unfortunately, not all submissions can be featured.

To have your library considered, send a completed submission form (bit.ly/2021DesignShowcaseForm) and at least five high-resolution digital images with photographer credits to pmorehart@ala.org via Dropbox or another file-sharing service.

View last year’s showcase at bit.ly/2020DesignShowcase. For more information, email pmorehart@ala.org. •



Batesville (Ind.) Intermediate School students held a read-a-thon to raise money for the nonprofit Grain of Rice Project.

Working Toward a Sustainable World

United Nations book club inspires students to make a difference

In 2019, Batesville (Ind.) Intermediate School began a book club using selections inspired by the United Nations (UN) Sustainable Development Goals (SDGs), the organization's blueprint for addressing global challenges like poverty and climate change by 2030. Batesville's students use lessons they glean from the club to engage with their community and the world, earning the school the American Library Association's 2020 Sara Jaffarian School Library Program Award for Excellence in Humanities Programming.

by Anne Amrhein

No poverty, zero hunger, good health and well-being, and quality education:

These are some of the 17 SDGs the UN established in 2015. In May 2019, the UN launched the SDG Book Club (bit.ly/SDGbookclub); each month, it posts on the club website a selection of books for children ages 6–12 that illustrate a particular SDG to help young people interact with these principles.

Our school launched the Junior Ambassadors program in August 2019, using the SDG Book

Club as a springboard to introduce students to a more global perspective on world issues. Twenty-four 4th- and 5th-graders met for 30 minutes four days a week to read, discuss, research, learn, plan, and execute the sharing of knowledge and solutions to these issues. Fellow teacher Angie Moster and I used the book club to initiate discussion, then offered additional opportunities for junior ambassadors to build knowledge of SDG topics such as poverty and hunger through research activities, special

projects, and guest speakers. What began as a desire to help small-town children expand their views of the world grew into a broader program that affected our school, community, and beyond.

The UN's recommendation of *Serafina's Promise* by Ann E. Burg was perfect for our junior ambassadors to begin their study of the first SDG: no poverty. Its story demonstrates how poverty, hunger, health, and education are interwoven. The book is set in Haiti, so Angie and I invited members of local Haitian ministry groups to speak to the program participants. The speakers gave students new perspectives on activism and commitment. They shared how their groups try to meet immediate needs while creating long-term sustainable solutions to global problems.

In September 2019, the junior ambassadors used their newfound knowledge of the SDGs to create multimedia lessons, sharing them with the other 480 students in our grades 3–5 building. The 24 ambassadors worked in pairs that were each assigned two classrooms. There, groups led five 25-minute lessons—both in person and virtually because of the pandemic—that used one of the SDG Book Club's recommended picture books.

Our study of the second SDG—zero hunger—gave junior ambassadors an opportunity to organize and execute a read-a-thon to raise funds for the Grain of Rice Project's school initiative in Kenya. The nonprofit's cofounder, Amy Ahiga, who grew up in a nearby community in Indiana, spoke to and inspired our students with her passion for

The program has unfolded into something much more than a book club.

helping others and her goal of building a school outside Nairobi.

The read-a-thon raised \$3,200, with one-third of the proceeds coming back to our school. Junior ambassadors were so taken with *Serafina's Promise* and Ahiga's message that they used the read-a-thon profits to help children in Haiti. Students bought 300 jars of peanut butter and 526 tubes of toothpaste, which were sent to Haiti in early 2020.

These projects helped junior ambassadors strengthen their collaboration and leadership abilities. Students also gained experience with practical skills such as using shared presentation tools and spreadsheets, graphic design, usage rights, and media releases. Future students in the program will review previously studied SDGs as well as new ones, so all students will be familiar with the 17 SDGs by the end of their three years at Batesville Intermediate School.

With no preconceived notions, and by giving students ownership and opportunities, the program has unfolded into something much more than a book club. Junior ambassadors can look back on the 2019–2020 school year with pride, knowing they made a difference. With increased confidence and skills, these children will know that they can and will continue to save the world—one goal at a time. **AL**

ANNE AMRHEIN is media specialist and librarian at Batesville (Ind.) Intermediate School.

GLOBAL REACH

Kids' Book Controversy

HUNGARY Boldizsar Nagy hoped that the tales in the children's book he edited, *Wonderland Is for Everyone*, would help youngsters learn to accept minorities and fight social ostracism. Instead, the book has caused a stir in Hungarian politics, with the

far right and the ruling nationalist government labeling it "homosexual propaganda" that should be banned from schools. More than 1,200 psychologists have signed a petition in defense of the book. —Reuters, Oct. 19.

SPAIN A rare edition of William Shakespeare's last play has been found in the library of Real Colegio de Escoceses in Salamanca, Spain. *The Two Noble Kinsmen*, written by Shakespeare with John Fletcher, was found by a researcher investigating the work of the Scottish economist Adam Smith. The 1634 printing could be the oldest Shakespearean work in the country. —BBC News, Sept. 19.

MEXICO Guadalajara has been named World Book Capital for 2022 by UNESCO Director-General Audrey

Azoulay. The city's proposed program focuses on three strategies: regaining public spaces through reading activities in parks and other accessible places; social bonding and cohesion through reading and writing workshops for children; and strengthening neighborhood identity using intergenerational connections, storytelling, and street poetry. The city will use its libraries, reading rooms, bookstores, independent publishing houses, and international book fair to improve violence-prevention policies and advance human rights. The year of celebrations begins April 23, 2022, on World Book and Copyright Day. —UNESCO, Apr. 11.

VATICAN CITY The Vatican Apostolic Library—whose 80,000-item collection includes the oldest surviving copy of the Bible, an illustrated fragment of Virgil's *Aeneid*, and drawings and writings from Michelangelo and Galileo—has teamed up with cybersecurity firm Darktrace to defend against hackers. The library has faced an average of 100 threats a month since it started digitizing its collection of historical treasures in 2012, according to Manlio Miceli, its chief information officer. The new system uses artificial intelligence to track suspicious activity. —The Guardian (UK), Nov. 8. ●



Wonderland Is for Everyone, edited by Boldizsar Nagy

Ziggy Marley

Reggae icon on the pandemic, storytelling, and *More Family Time*

When eight-time Grammy Award-winning reggae artist and philanthropist Ziggy Marley released *Family Time*, a well-received children's album, in 2009, he didn't plan to do more projects geared toward youth. But when the COVID-19 pandemic hit last year, he found himself at home full-time with his own kids and a new puppy. What resulted was *More Family Time*, his 2020 album for children, and the forthcoming picture books *Music Is in Everything* and *My Dog Romeo* (both available May), adapted from the album's songs.

Marley spoke to *American Libraries* ahead of his appearance at the American Library Association's 2021 Midwinter Meeting & Exhibits Virtual about his creative process during a lockdown, oral traditions, and voting for the first time.

BY Sallyann Price

Your latest album was written and recorded during the pandemic. What was that like, and did you intend to create another children's album? It seemed very fast. It was kind of serene when I look back at it. The pandemic had just happened and everybody was home, and then I started writing this song because of my 4-year-old son. I was already writing songs for another project, and this project came in and took over. He kept on bothering me when I was doing music, and he'd go, "Goo goo ga ga, goo goo ga ga." So I wrote a song called "Goo Goo Ga Ga," and that's where everything started. [The ideas] just started coming in, flowing. It was a strange time, but it was a good time to do a children's album. It wasn't something I wanted to do, really; it just kind of happened.

How did you get interested in projects for children? I was already interested in looking out for children, even before I did the children's album. My charity organization [Unlimited Resources Giving Enlightenment, or U.R.G.E.] focuses on children, and where I come from

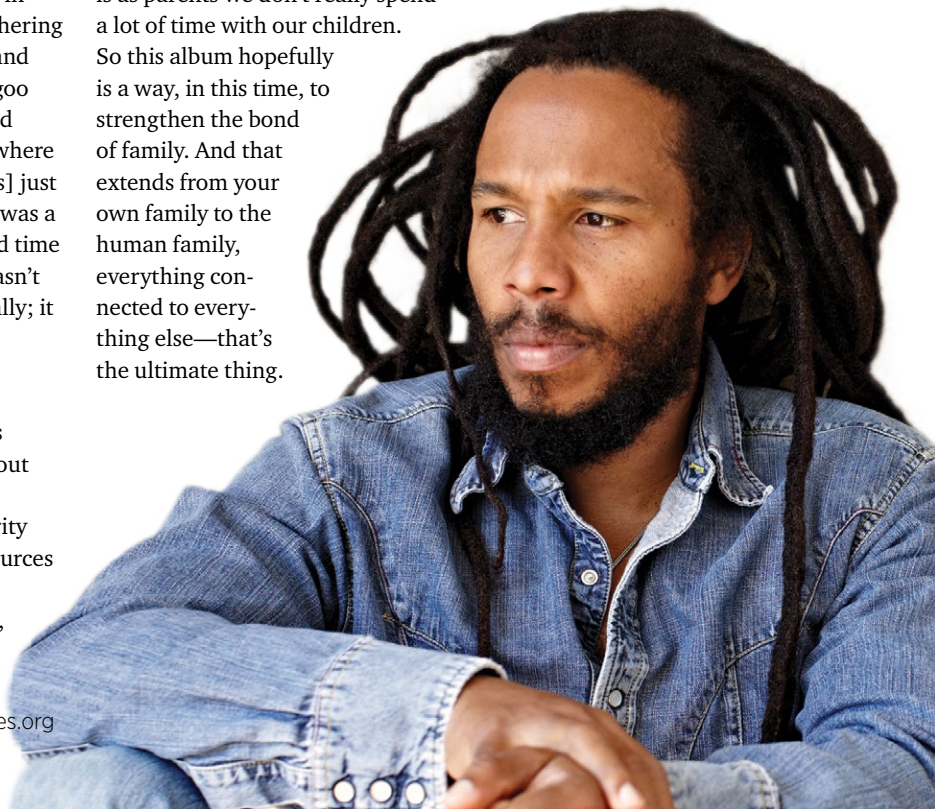
in Jamaica, we try and help out children through orphanages and [other services]. I believe helping children is the best way we can help the world, so this is a natural place to do what I do.


What do you hope children and families will take away from these works? What I realize now, spending every day with my kids, is as parents we don't really spend a lot of time with our children. So this album hopefully is a way, in this time, to strengthen the bond of family. And that extends from your own family to the human family, everything connected to everything else—that's the ultimate thing.

In 2020, you voted in US elections for the first time and documented that process on social media. What made you want to take a stand?

I want to see more love, I want to see more unity, I want to see more respect—that's what I'm voting for. I'm not voting for a person or a party; I'm voting for an idea. I vote from the idea that I want more love and unity in this country than I see here, and around the world. But where I'm living now, something's off. It's just not right.

What stories stand out most from your own childhood, and what have libraries meant to you? Growing up, our stories weren't written out in a lot of books. They were just told out of somebody's mouth. My grand-aunt would tell ghost stories when it was late and the power was out, and a couple of stories about Anansi the Spider. When I was in high school I would visit the library to play chess with friends. It's more than a place of books—it's a place of solace and rest and regeneration, a very wonderful place. **AL**





“My freshman year of high school, I realized that the only way college was gonna happen was that first I had to do well on my exams. So I started buying used prep exam books and copying exams from the library. The school librarian is a close friend to this day. (Thanks, Mrs. Conley.)”

REP. RUBEN GALLEGO (D.-ARIZ.), @RubenGallego
on Twitter, Oct. 26.

“Whatever happens in the book might oppose our own views and beliefs, but that’s the whole point of reading the book, so we get a wider view of what’s going on in the world.”

KIT KAY, student at Lake Norman Charter School in Huntersville, North Carolina, in “Students Fight Back against Calls to Ban Controversial Book [*The Poet X* by Elizabeth Acevedo] at Lake Norman Charter School,” WCNC-TV, Charlotte, Oct. 22.

“As we see long-lost patrons and materials return to the library, the impact of eliminating overdue fines is clear. Chicagoans are connecting to their community libraries and using this resource without anxiety or financial barriers to access.”

MARY ELLEN MESSNER, acting library commissioner at Chicago Public Library, in “Chicago Public Library Says Eliminating Fines Has Paid Off,” *Chicago Sun-Times*, Nov. 11.

“THE CRAZIER THE WORLD GETS, THE MORE IT NEEDS LIBRARIANS—I REALLY BELIEVE THAT.”

MARY MANN, in “To Learn the Truth, Read My Wikipedia Entry on Sichuan Peppers,” *The New York Times*, Oct. 23.

“Collection development, meeting room policies, website design, user satisfaction analysis, usage metrics, and all other library policies need to be antiracist, or they are racist. There is no in-between.”

MAX MACIAS, “Antiracist Library or Racist Library—There Is No Middle Ground,” *Lowrider Librarian*, Nov. 4.

“One would never ask an OB-GYN to pull a tooth or an electrical engineer to design a bridge. Why is librarianship subject to such occupational plasticity?”

LYNNE STAHL, “Librarian, Read Thyself,” *The Rambling*, Oct. 23.

2020

A look back at
the stories that
affected libraries

YEAR IN REVIEW



ALA Headquarters Move

After 57 years on East Huron Street in Chicago's River North neighborhood, ALA headquarters relocated to Michigan Plaza at 225 N. Michigan Avenue.

ALA Welcomes New Executive Director

Tracie D. Hall began on February 24 as the American Library Association's (ALA) new executive director (ED). The 10th ED—and the first female African-American ED—in ALA history, Hall is a veteran of Seattle Public Library and Queens (N.Y.) Public Library, among others, and worked at ALA in the early 2000s as director of the Office for Diversity.



Photo: Hedrich Blessing (building)

Libraries Aid Census Efforts

Libraries across the country did much to support the 2020 Census, such as hiring contractors to help with census engagement, having library staff and volunteers undergo training on how to help people fill out the census form, hosting mobile kiosks where library patrons could complete their forms, and sponsoring job fairs encouraging citizens to apply for enumerator positions.



ALA Decries Police Violence

In a June 1 statement, ALA's Executive Board declared its support of the Black Caucus of the American Library Association's (BCALA) condemnation of violence and racism toward Black people and all people of color. In an additional statement on June 11, the board further condemned police violence against BIPOC, protesters, and journalists.

John Lewis Dies

Civil rights activist, author, and library advocate US Rep. John Lewis (D-Ga.) died July 17 at age 80. Lewis spoke several times at ALA events, including the 2013 Annual Conference and Exhibition (pictured)—at which he recounted his childhood visit to a whites-only library—as well as the 2016 memorial service organized by ALA's Gay, Lesbian, Bisexual, and Transgender Round Table (now the Rainbow Round Table) for the victims of the Pulse nightclub shooting in Orlando, Florida.



Ebook Embargo Lifted

In a surprise announcement on March 17, Macmillan Publishers reversed its controversial ebook embargo, which had allowed only one copy of a title per library system for the first eight weeks following its release, and which had been in place since July 25, 2019. As a result of the reversal, some libraries that had ceased purchasing Macmillan ebooks in response to the embargo resumed doing so.





ALA Affirms Transgender Rights

ALA “unequivocally and emphatically stands in solidarity with its transgender staff and members, transgender library workers, transgender library users, transgender authors, and the transgender members of the communities we serve,” the Association announced in a June 24 statement.

Extreme Weather Wallops Libraries

Natural disasters damaged or destroyed several libraries, including the library of G. W. Carver Elementary School in DeRidder, Louisiana, which was wiped out by Hurricane Laura; Francis O’Brien Memorial Library in Blue River, Oregon, which was devastated by the Holiday Farm wildfire; and the Malden branch of the Whitman County (Wash.) Rural Library District, which was destroyed in a wildfire that consumed 80% of the town.



Division Changes

In May, three ALA divisions—the Association for Library Collections and Technical Services, Library and Information Technology Association, and Library Leadership and Management Association—voted to dissolve their ALA division status and approve the proposed bylaws of a new, combined division called Core: Leadership, Infrastructure, Futures. Meanwhile, ALA Council voted in June to disband the Association of Specialized, Government, and Cooperative Library Agencies (ASGCLA) and to incorporate ASGCLA members into other parts of the Association.

Centennial of Women’s Suffrage

The 19th Amendment of the US Constitution, which guarantees American women the right to vote, was passed 100 years ago. In celebration, ALA partnered with the Women’s Suffrage Centennial Commission to distribute 6,000 youth book sets about the suffrage movement to libraries across the country, while the Library of Congress hosted an exhibition, “Shall Not Be Denied: Women Fight for the Vote.”





American Library in Paris Marks 100 Years

Founded as an extension of the Library War Service—which ALA created during World War I to supply reading materials and library services to members of the US Armed Forces—the largest English-language lending library in continental Europe turned 100. Before COVID-19 struck, the library welcomed more than 300 visitors daily.

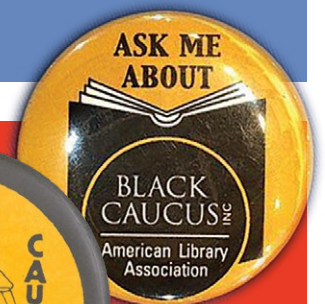
50 Years of the Rainbow Round Table

Known at its 1970 founding as the Task Force on Gay Liberation, the Rainbow Round Table—ALA's LGBTQIA+ caucus—marked its 50th anniversary. It is the oldest such caucus in any national professional organization.



Washington, D.C., Office Turns 75

ALA's Office of Public Policy and Advocacy, established in 1945 to represent libraries' interests on Capitol Hill, celebrated its 75th anniversary. The office tracks and influences policy issues, legislation, and regulations of importance to the library field and the public.



BCALA Celebrates 50 Years

BCALA, founded at the 1970 ALA Midwinter Meeting by then-councilor E. J. Josey and others, celebrated 50 years of advocating for the recruitment and professional development of African-American librarians and promoting library services and resources in the African-American community.



FEELING THE STING OF COVID-19

CARES Act Passes; HEROES and LSFA Stall

On March 27, the \$2 trillion Coronavirus Aid, Relief, and Economic Security (CARES) Act—which included \$50 million for the Institute of Museum and Library Services and \$18.8 million for federal libraries—was signed into law. Meanwhile, the Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act and the Library Stabilization Fund Act (LSFA) stalled in Congress. The latter would, among other things, establish a \$2 billion emergency fund to address financial losses and bolster services for libraries of all types.

Librarians Laid Off— or Tasked with New Duties

With their libraries closed because of COVID-19, many librarians were furloughed or laid off. Others, particularly public librarians, found themselves called on by their municipalities to assume tasks such as staffing homeless shelters or taking nonemergency calls for the city.



Programming in a Pandemic

Public library programming went virtual, taking the form of online escape rooms and *Dungeons & Dragons* games, among other innovations.



While our buildings are closed, we are pleased to offer...



- CURBSIDE HOLDS DELIVERY (IN PROCESS)
- FREE STREET-LEVEL WIFI
- NO LATE FEES
- HELEN'S CAFE OPEN AND CURBSIDE DELIVERY
- EXTERIOR BOOKDROPS AT EACH LOCATION
- READER ADVISORY VIA PHONE
- EXTENSIVE ONLINE COLLECTION OF MOVIES, AUDIO, E-BOOKS, AND LEARNING RESOURCES

Libraries: Closed, Reopened, Reimagined

On March 17, ALA issued a statement urging US libraries to close in light of the pandemic. Some closed entirely for a time, while others continued to offer curbside checkout and other services. In the following months, many libraries gradually reopened with protective measures such as physical distancing of patrons and mandatory mask-wearing.

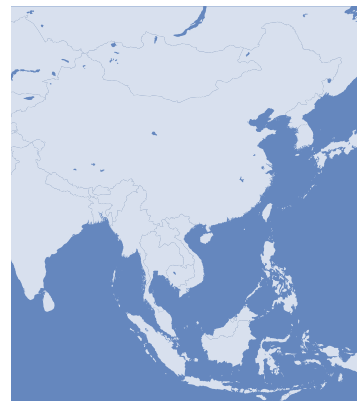
PPE Goes 3D

As supplies of personal protective equipment (PPE) for health care workers ran low, some libraries with 3D printers used them to create PPE components such as visors for face shields, while others loaned their 3D printers to hospitals for the same purpose. Jeff Jimison (right), Idea Lab supervisor of Baldwin Public Library in Birmingham, Michigan, models a face shield with a 3D-printed headband.



Promoting Digital Equity

Closing libraries during the COVID-19 pandemic cut off digital and computer access for library patrons. As a countermeasure, in a March 23 statement ALA called on libraries temporarily closed to the public to leave their Wi-Fi networks on. Some libraries took additional steps, such as introducing mobile Wi-Fi community hotspot programs or increasing the number of laptops available for circulation. Eletha Davis (above), mobile library services outreach manager at Williamsburg (Va.) Regional Library, drives a van that provides Wi-Fi.



Condemning Anti-Asian Racism

ALA issued a May 26 statement supporting the Asian/Pacific American Librarians Association's condemnation of the rise of xenophobia and racism against Asians and Asian/Pacific Americans in the wake of the COVID-19 pandemic.



Annual Conference Canceled

For the first time since World War II, ALA's Annual Conference and Exhibition (scheduled for June 25–30 in Chicago) was canceled. In its place: ALA Virtual, an online event held June 24–26 and featuring programming, author appearances, and a virtual exhibit hall.



TARNISHED LEGACIES

Presidential libraries
grapple with the
histories of their subjects

by Lara Ewen

President
Benjamin
Harrison

A Lakota camp in 1891. During his presidency, Harrison forced the Sioux Nation to divide among separate reservations in the Dakotas and sent the military to Wounded Knee.

For 67 years, Princeton (N.J.) University's School of Public and International Affairs bore the name of former US President Woodrow Wilson, who spoke favorably of the Ku Klux Klan, kept Black students from being admitted to Princeton during his tenure as university president, and supported the racial segregation of federal agencies. In response to student protests and the resurgence of the Black Lives Matter movement, in June 2020 the school dropped his name—an act that has led to a wider awareness of Wilson's racist legacy.

It also has led to repercussions at Woodrow Wilson Presidential Library and Museum in Staunton, Virginia. When, in 2015, Princeton students staged a 32-hour sit-in demanding that the school remove Wilson's name, "we had a huge drop in funding," says Robin van Seldeneck, the Virginia library and museum's president and CEO. "We had people saying, 'Take me off your list' and 'I didn't know Wilson was such a racist.' So we said, 'We need to do a better job sharing who Woodrow Wilson is.'"

'The good, the bad, and otherwise'

As presidential libraries grapple with the racist legacies of their subjects, many of them find it helpful to rely on what Clay S. Jenkinson, humanities scholar at the Theodore Roosevelt Center at Dickinson (N. Dak.) State University, calls "proactive candor."

"We try hard not to paper over or whitewash any parts of Roosevelt's legacy that have been objectionable," Jenkinson says. "We want never to be defensive."

Charles A. Hyde, president and CEO of the Benjamin Harrison Presidential Site in Indianapolis, says that while it's important to talk about Harrison's advocacy for African Americans' civil rights, it's equally important to discuss his racist treatment of Indigenous people and his role in the massacre at Wounded Knee. "I want to share stories—the

good, the bad, and otherwise—especially as they're relevant to today," Hyde says. "It gives insight into choices we're making now and how they may go awry."

In van Seldeneck's view, conversations about race may not be comfortable, but they're integral to her institution's forward-facing mission. "We're not looking to defend or explain what Wilson did," she says. "We talk about the fact that he was the last president born in a home with enslaved labor, and that his father was the chaplain of the Confederate Army. We address who he was, both good and bad. And we've come a long way, but we have farther to go."

NARA and Executive Order 13950

Some presidential libraries avoid conversations about racism, whether

because of collection directives or pressure from a president's descendants or the institution's trustees. Jack Robertson, librarian emeritus at Jefferson Library at Monticello in Charlottesville, Virginia, retired in 2020 after more than 20 years at the library. He says that unlike the Jefferson Library, the libraries administered by the National Archives and Records Administration (NARA) are by and large driven by their missions to take a laudatory approach to their subjects. "The NARA libraries are much more memorials," he explains. "They're the mausolea of the American presidency. They're not the place to go to learn about the life and times and legacy [of their subjects] because they don't collect that way. They're not centers for scholarship."

Any inclination for NARA presidential libraries to engage with the topic of racism was further impeded by Executive Order 13950 (bit.ly/AL-EO13950), issued in September 2020 by President Trump. Titled "Combating Race and Sex Stereotyping," it was written to counter "the pernicious and false belief that America is an irredeemably racist and sexist country." It threatens to punitively pull federal funding from organizations that address institutional racism.

In response to an interview request, a public and media communications spokesperson for NARA sent the following statement: "We are approaching issues of racism and related historical narratives holistically as an agency. Given that this is an active, ongoing process, it is premature to grant interviews.

“IT’S NOT MY JOB TO STAND UP FOR [WILSON]. IT’S MY JOB TO SHOW A FULL AND BALANCED LEGACY.”

ROBIN VAN SELDENNECK, president and CEO at Woodrow Wilson Presidential Library and Museum in Staunton, Virginia

**President
Woodrow
Wilson**

The Ku Klux Klan marches in Washington, D.C., in 1926. Wilson spoke favorably of the Klan during his term (1913–1921), showed the film *The Birth of a Nation* in the White House, and opposed integration.

However, we are happy to provide updates along the way. Archivist of the United States David S. Ferriero created an agency Task Force on Racism to address issues related to racial inequality. The task force includes a subgroup on museums that will examine and address how museums throughout our agency will ensure a diversity of representation, viewpoints, access, and outreach in our exhibits, education, and public programs. Another subgroup

on archival description will examine and address anachronistic or offensive terminology in legacy descriptions in our online National Archives Catalog.”

After NARA’s statement was disseminated across its library system, some libraries declined to comment for this story. “I’ve been informed the National Archives office in Washington, D.C., released a statement ... in regards to all presidential libraries,” wrote Matt Porter, communications officer at the

John F. Kennedy Library Foundation in Boston. “We cannot add anything in addition to that statement.”

A demand for honesty

Even at non-NARA institutions, there’s a public perception that by nature, presidential libraries put their subjects on pedestals. “People don’t see us as unbiased,” says Christie M. Weininger, executive director of Rutherford B. Hayes

Presidential Library and Museums at Spiegel Grove in Fremont, Ohio.

In the case of Hayes, whose contested 1877 election and presidency is often blamed for ushering in the Jim Crow era, Weininger points out that it helps to rely on his own words as often as possible. “People will trust his writing more than our interpretation of it,” she says. “They expect us to sugarcoat the withdrawal of troops in South Carolina and Louisiana. So we ask visitors what would have happened if he had left the troops there, and we let them talk it out.”

Hayes Presidential Library and Museums Historian Dustin McLochlin adds that even experts can find these topics challenging. “A friend was asking about Hayes’s decisions, and I had to explain that not everyone at the time hated him,” he says. “Not even everyone in the Black community. I feel the obligation to talk about it, but these things are impossible [to explain] when you’re giving a 45-minute tour.”

Increasingly, Jenkinson says, users and guests demand historical honesty. “They want the authentic truth,” he says. “It won’t do any good for us to give them a children’s book about Roosevelt. They will reject you for not having the courage to explore the truth in an open way.” Drawing the line between championing and chronicling is tricky, however. “Of course we admire Roosevelt,” Jenkinson says. “But we’re not fans, in that we don’t get edgy if someone says his race views are hard to stomach for a 21st-century person.”

He explains, for instance, that Roosevelt believed it was the mission of white Anglo-Saxons to carry rule of law to the far corners of the world. “So we cringe,” he says. “And when people ask about that, we try to contextualize. We’re not personally invested in protecting him from scrutiny. In fact, just the opposite.” These conversations continue to resonate, he adds: “We haven’t graduated

beyond these questions because we still have a fundamental race problem in the United States.”

Weininger also acknowledges that public sentiment is maturing. “Way back when, historical homes were criticized for being ‘furniture tours,’” she says. “There’s been a shift to move society forward, but not everyone in our industry is there.”

Seeking expertise

The march toward equity is ongoing, and many national institutions and presidential libraries are finding they need outside assistance to make internal changes. “As we approach challenging subjects, we want to move forward with integrity,” Hyde says. “We want to be truthful and bring in partners who can help us.”

Sometimes that means hiring advisors to help staff learn to engage productively. “Some of our tour guides don’t feel comfortable having those conversations, because they’re so complex,” Weininger says. “We get pressed, and the potential is there for it to get confrontational. It’s not what they trained for, so we’re working on our educational materials, to make these conversations easier. We’ve also talked with an outside facilitator to help us train our staff on having difficult conversations with the public and defusing emotions.”

In 2019, Woodrow Wilson Presidential Library and Museum received a \$60,000 planning grant, which went toward exhibition updates. “We’ve purposely made them say [that] there are areas we did not give enough emphasis to previously,” van Seldeneck says. She adds that her board of trustees has also been supportive. “We lost a few donors who said we shouldn’t be wading into this, or who think we should stand up for Woodrow Wilson. But it’s not my job

to stand up for him. It’s my job to show a full and balanced legacy.”

An ongoing negotiation

Both van Seldeneck and Jenkinson point to Monticello as an example of an institution that has gotten it right. “At the Jefferson Library at Monticello, they decided to talk about Sally Hemings and rebuild slave quarters,” Jenkinson says, referring to the enslaved woman who bore the third US president several children. “In doing so, they created a model of what responsible historical interpretation should look like.”

Yet even Robertson disagrees on the question of interpretation. “As librarians, I have always felt we’re not in a position to take a stand, make a statement, or direct an interpretation,” he says. “We have no business interpreting. [We should] just put [information] out in a way that’s use-neutral.”

McLochlin agrees that allowing the public to see everything is paramount. “Hayes said he was willing to let his reputation be destroyed in the hopes that his position was the right position,” he says. “Now it’s up to the public, and we try to provide a solid foundation for opinion.”

Fortunately, the tools to do that are becoming more accessible. “Digital access of primary source documents will change everything,” says Jenkinson, whose library’s digital presidential archive is among the nation’s most comprehensive. “Someone can be in their bathroom on Sunday morning examining the entire works of Roosevelt. This means we’re going to get a new round of scholars and writers, and we don’t have to predetermine the interpretation of the story. History is an ongoing negotiation.” **AL**



LARA EWEN is a freelance writer based in Brooklyn, New York.

REALM TEST RESULTS

How Long SARS-CoV-2 Lives on Common Library Materials



UUUUUUU
X
1 DAY

Hardback book cover (buckram cloth), unstacked

Softback book cover, unstacked

DVD case, unstacked

UUUUUUU
XX
2 DAYS

Archival folders, stacked

UUUUUUU
XXX
3 DAYS

Plain paper pages inside a closed book, unstacked

Plastic book covering, unstacked

UUUUUUU
XXXX
4 DAYS

Braille paper pages, stacked

Glossy paper pages from a coffee table book, stacked

Children's board book, stacked

4+ DAYS
Magazine pages, stacked

UUUUUUU
XXXXX
5 DAYS

DVD, unstacked

Storage bag (flexible plastic), unstacked

5+ DAYS
Talking book USB cassette, unstacked

5+ DAYS
Storage container (rigid plastic), unstacked

5+ DAYS
Plexiglass, unstacked



6 DAYS

6+ DAYS

Hardback book cover (buckram cloth), stacked

6+ DAYS

Softback book cover, stacked

6+ DAYS

DVD case, stacked

6+ DAYS

Plastic book covering, stacked

6+ DAYS

Expanded polyethylene foam, unstacked



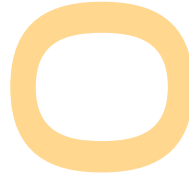
8 DAYS

8+ DAYS

Leather bookbinding, unstacked

8+ DAYS

Polyvinyl chloride "vinyl" (upholstery), unstacked



Our collective knowledge of SARS-CoV-2, the virus that causes COVID-19, continues to evolve as researchers across the world work to understand and combat the virus. In such an uncertain information landscape, establishing best practices isn't easy; it requires library workers to balance community needs with the best available guidelines for limiting the virus's spread.

Since May, the REOpening Archives, Libraries, and Museums (REALM) project—an Institute of Museum and Library Services (IMLS)–funded collaboration between OCLC and the research and development organization Battelle—has been studying surface transmission risks of common library and museum materials.

Results from the first five rounds of tests, illustrated above, show that the virus's survival time varies widely. A plus sign denotes items that still had detectable levels of virus particles at the

final check. For those items, trace amounts of virus may be detectable after that time point. As REALM researchers have indicated, disinfection and cleaning agents can be used on more durable materials as an alternative to quarantine. Subsequent tests will examine other items and surfaces, such as counters and fixtures.

"Our goal was [to provide] the best scientific information to guide libraries and museums in reopening swiftly," said Crosby Kemper III, director of IMLS, during an October 22 ALA Connect Live webinar called "COVID-19 Research and REALM Project Update" (bit.ly/ALACoconnectLiveREALM). "The study is designed to give clear, accurate information, but there are no certain answers yet when it comes to probability of infection on an individual level."

Intended to convey a growing body of evidence, the project's research and literature reviews are coming (metaphorically speaking) "chapter by chapter rather than the whole book at once,"

according to Sharon Streams, REALM project director for OCLC. Much about the virus is still unknown, including how much of it is needed to make someone sick and how much of it contagious people emit. "You're not going to have all the perfect, thorough answers out there," Streams says. Best practices for mitigation include a layered approach that accounts for local factors.

As outlined in the REALM project's October review of existing research, direct person-to-person spread via droplets expelled by an infected person's breath or speech is the primary pathway of transmission, followed by aerosols (smaller droplets suspended in the air, often from a sneeze) and fomites (surfaces contaminated by virus, the subject of the REALM tests).

The REALM project will continue its research and scientific summaries through 2021, with a total of 10 materials tests planned. For details about the study and for latest test results, visit bit.ly/REALMResearch. •

american.
libraries



REFERENDA ROUNDUP

How states performed
on library measures in 2020

BY Anne Ford



In the 2020 election year, *American Libraries* and the Public Library Association tracked more than 100 library-related referenda across 27 states. Voters decided more than 90% of them in favor of the library. As usual, Ohio was a major front-runner, with 31 of 32 referenda voted in; Michigan came in second, with 18 of 20 approved.

Other states having a big year: New York, where voters gave a collective thumbs-up to five of six library levies; and Illinois and West Virginia, which approved seven of seven and six of six referenda, respectively. Meanwhile, Arizona and New Mexico saw the successful passage of statewide measures. And Denver voters have opted to permit the city to spend money on broadband internet services and infrastructure for libraries and other users.

ARIZONA

✓ The education funding measure Prop 208 (Invest in Education Act)—which would for some households add a 3.5% surcharge to the existing 4.5% income tax rate to help pay for teacher salaries and schools—has narrowly passed, with 52% of the vote.

The act could raise as much as \$827 million a year, one-quarter of which would support personnel such as school librarians.

CALIFORNIA

✓ In **Glendora**, Measure Y, which will allow Citrus Community College District to issue \$298 million in general obligation bonds, has

passed. The bonds will generate \$16.3 million annually for projects including the replacement of an existing library. The measure passed with 52,309 in favor, 38,995 opposed.

✓ **Woodland** voters have approved a continuing quarter-cent sales tax measure, one-quarter of the proceeds of which will be allocated to the public library for educational and literacy programs and maintaining or expanding hours of operation. The sales tax measure itself passed with a vote of 10,895–5,868, while the measure to allocate a quarter of funds to the library passed 9,839–6,481.

COLORADO

✓ With 82.6% in favor and 17.4% against, **Denver** voters passed Ballot Measure 2H, which will let the city spend money on broadband internet services and infrastructure for libraries, schools, and other users.



✓ A proposal to raise an existing 0.24-mill levy by 0.9 mills passed in **Gilpin County** 2,648–1,441. The levy will raise approximately \$397,000 annually for the county library. Without these funds, the library would have closed in January 2021.

CONNECTICUT

✓ An automatic recount that took place in **Coventry** November 9 affirms a referendum that would provide for a \$1.7 million renovation of Booth and Dimock Memorial Library. The measure passed by 31 votes (3,706–3,675).

ILLINOIS

✓ In a narrow election decided by eight votes, **Antioch** residents decided to issue \$9.6 million in bonds to upgrade the village's public library.

✓ Manlius, Macon, and Concord townships voted 183–60 in March

to turn **Buda's** Mason Memorial Library into a district library, thereby broadening its tax base and permitting it to remain open.

✓ **Calumet Park** residents voted in March by a margin of more than two to one against an advisory question asking if the village should disestablish and dissolve the village's library.

✓ In March, 63% of voters in Cook and Kane counties opted to raise the operating tax rate for the **Elgin**-based Gail Borden Public Library District. The money will be used for building maintenance, IT, and security; preserving current services and hours; and expanding the district's South Elgin branch.

✓ Almost 57% of **New Lenox** voters approved, in March, the retention of a 7-cent increase to the tax rate of the New Lenox Public Library. The funds will extend library hours, expand services, and sustain funding for materials.

✓ **Riverside** Public Library will receive a new storytime/multipurpose room, children and youth services common area, teen room, and area for middle schoolers, along with an upgraded public meeting room, thanks to a March referendum that saw more than 70% of voters approving a \$1.5 million bond.

✓ A March election found more than 60% of **Streator** voters in favor of raising an existing annual library tax from 15 cents per dollar to 23 cents per dollar. The increase will go toward maintenance and repairs.

INDIANA

✓ In December 2019, Johnson County Council voted for a property tax increase of 2.5 cents for every \$100 of assessed value. The funds raised will help pay for a new \$8.8 million library that will replace the Clark-Pleasant branch of the Johnson County Public Library in **New Whiteland**.

IOWA

✓ City council members voted in December 2019—well before an August derecho destroyed the existing library building—to start a public notice process for issuing up to \$7 million in debt to help finance a new home for the **Marion** Public Library. Ground for the new building was broken October 1.

KANSAS

✓ **Leavenworth** commissioners voted in August to approve a city budget that includes a 3.75-mill levy for library operations and a 1.15-mill levy for library employee benefits.

LOUISIANA

□ **Ascension Parish** opted in August, with 67% of the vote, to lower and consolidate the property taxes that support its libraries. Rather than paying two taxes of 2.6 mills and 4.2 mills each, residents will now pay a single tax of 5.6 mills, which represents a decrease of 15%.

✓ With a vote of 54% in favor and 46% against, **St. Martin Parish** has extended by 10 years a 3.83-mill levy and rededicated it so that half its annual proceeds will go toward public libraries and half toward programs for the elderly, mandated expenses for operation of the criminal court system, or both.

MARYLAND

✓ **Prince George's County** taxpayers have, with a vote of 295,462–45,557, authorized a nearly \$28.8 million bond issue aimed at financing the design and construction of library projects.

MICHIGAN

✓ Voters have renewed a four-year, 0.99-mill levy to benefit **Barryton** Public Library. The levy, which passed

70.9% to 29.1%, is expected to generate \$110,000 in its first year.

✓ With 31,692 in favor and 17,290 against, voters approved a 1.75-mill tax request for the purpose of operating, maintaining, and equipping the **Bay County** Library System. This represents a 0.25-mill decrease from the previous, 2-mill levy, which expired in 2019. The new levy will generate more than \$5 million in its first year and expire in 2025.

✓ In **Birmingham**, Baldwin Public Library will benefit from the passage of a 10-year, 0.82-mill operating levy that saw 4,928 in favor, 2,197 opposed.

✓ **Chocolay Township** residents voted 2,783–752 to renew a three-year, 0.99-mill levy that will benefit Peter White Public Library in Marquette.

✓ In August, voters passed an eight-year, 0.38-mill renewal levy for **Clinton-Macomb** Public Library. The levy is projected to raise almost \$2.5 million in its first year.

✓ With a count of 599–171, **Crystal Falls** District Community Library saw the renewal of a five-year, 0.91-mill levy.

✓ **Elsie** Public Library will benefit from a permanent 1-mill levy, which was voted in by a count of 823–376.

□ **Goodland Township** Library has seen the narrow rejection of a six-year, 0.88-mill renewal levy that would have generated approximately \$59,500 in 2021. Taxpayers prevented the levy's passage by a vote of 506 in favor, 559 against. The levy had previously failed in August.

□ Voters in August rejected, with 57.5% of the vote, a 10-year, 1-mill levy that would have benefited **Harrison Township** Public Library. Had it passed, the levy would have replaced an existing 0.5-mill levy that expires in 2023.

✓ **Marquette Township** voters renewed, with a count of 1,831–612, a

two-year, 0.89-mill library levy that is expected to generate about \$246,142 in its first year for Peter White Public Library in Marquette.

✓ Voters in **Melrose** and **Boyne Valley townships** have renewed a five-year, 0.5-mill levy to support the Crooked Tree District Library. The levy is expected to generate about \$166,785 for library operations. It passed with a vote of 994–586.

✓ An eight-year, 1-mill tax levy to benefit **Monroe County** Library System was renewed in August 20,612–11,783. The levy provides about 75% of the system's funding.

✓ **Mount Clemens** Public Library saw the successful passage, in August, of a bond proposal that will permit it to borrow up to \$8.8 million and issue general obligation unlimited tax bonds for library renovations and improvements. The proposal passed with 60.9% of the vote.

✓ With 9,883 in favor and 3,998 opposed, voters have approved the renewal of a 0.4-mill levy to benefit the **Otsego County** Library. The levy has been in place since 1994.

✓ **Richmond Township** taxpayers voted 335–93 for an increase of up to 2 mills in the township tax levy limitation for 15 years. The funds, which are expected to represent about \$35,000 in year one, will benefit Richmond Township Library.

✓ Voters have opted to approve a six-year, 0.75-mill levy for **Sherman Township** Library, with 936 in favor, 526 opposed.

✓ In **Troy**, a 10-year, 1.1-mill levy to benefit the public library has passed with 64.1% in favor, 35.9% opposed. The funds raised by the levy will restore seven-day service, pay for building maintenance, and implement upgrades.

✓ **Watervliet** District Library will benefit from the renewal of a

five-year, 0.5-mill levy that was voted in 1,375–634.

✓ In **West Branch Township**, a two-year, 0.91-mill renewal levy has been voted in with a count of 570–182. The levy is expected to raise \$29,040 in its first year for Peter White Public Library in Marquette.

✓ **Wheatland Township** Library has seen the renewal of two four-year levies. A 0.8-mill levy that is expected to generate about \$35,965 in its first year and a 0.4-mill levy that is expected to generate about \$17,983 in its first year both passed with 58% in favor.

MINNESOTA

✓ The **Rochester** City Council voted 6–1 in October to pursue the possibility of a public–private partnership that would allow Rochester Public Library to expand into a space of at least 150,000 square feet.

MISSOURI

✓ Barry–Lawrence Regional Library, which serves **Barry** and **Lawrence counties**, will benefit from a tax levy increase of 7 cents, thanks to a June vote of 4,425–2,807. The increase, which brings the current 15-cent library levy to a total of 22 cents per \$100 of assessed valuation, will pay for materials, improved facilities and services, and general operating expenses.

✓ Voters opted in a June election to increase a property tax levy from 20 cents to 26 cents per \$100 of assessed value, by 57.6% of the vote, to benefit **Callaway County** Library District. The resulting funds will go toward collections, programming and services, a community outreach van, and building maintenance and updates. They will also enable the Holts Summit branch of Daniel Boone Regional Library to become a permanent location and increase weekly hours from 20 to 55.

HOW IT PASSED

James Prendergast Library in Jamestown, New York

A new \$350,000 tax levy represents “a big deal for this community and our library,” says Anne Greene, director of James Prendergast Library (JPL) in Jamestown, New York.

Between 1988 and 2017, the library received \$350,000 in taxpayer support each year from the city—but in 2017, that amount was cut to \$100,000. For 2018 and 2019, city funding dropped to just \$50,000 annually. That meant the requirements of New York State Library’s “maintenance of effort” law were no longer being met. As a result, the state eliminated the annual \$111,000 it supplied JPL. “Their message to us was: ‘We can’t fund you if your community doesn’t support you,’” Greene says.

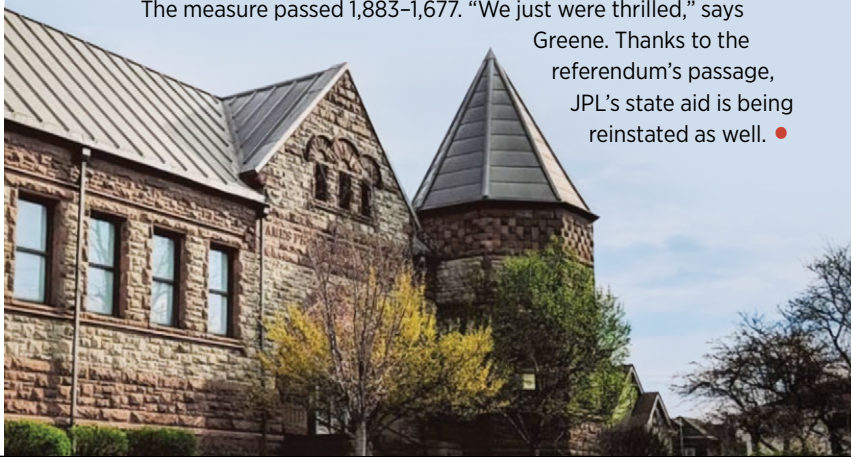
With a 42% reduction in operating funds, JPL had to reduce staff, collection budgets, programs, and general operating expenses. “We were in danger of closing our doors within five to seven years,” says Greene.

In 2019, the library board developed an aggressive marketing initiative that focused on JPL’s important role in the community. That initiative included social media posts that featured stories gathered from daycare centers, senior citizen groups, nonprofits, community service organizations, families, and individuals, all describing how they used the library.

After the board voted to place the library referendum on the Jamestown Public Schools ballot in 2020, JPL held four “community conversations” to familiarize the public with it. “We were very transparent,” Greene says. “Of course we couldn’t tell people how to vote—we just wanted to educate everybody about the referendum and what it would mean if it passed or failed.”

The advent of the COVID-19 pandemic, of course, threw a wrench in the works. JPL had to close, and library volunteers who had planned to go door-to-door to raise awareness of the referendum couldn’t do so. Instead, three weeks before the vote took place in June 2020, JPL staff created and mailed out postcards that highlighted the library’s summer reading program—and that reminded people that the election would take place by absentee ballot and to look for their ballots in the mail.

The measure passed 1,883–1,677. “We just were thrilled,” says Greene. Thanks to the referendum’s passage, JPL’s state aid is being reinstated as well. ●



MONTANA

✓ Thanks to a June vote in **Hamilton**, Bitterroot Public Library will receive almost \$144,000 a year for operations and maintenance. Voters approved a permanent additional 3-mill library levy by a vote of 5,313–3,641.

❑ **Jefferson County** voters defeated in June a 9-mill levy increase that would have benefited community libraries in **Whitehall** and **Boulder**. The increase, which would have yielded an additional \$141,534 annually, was rejected 1,209–1,058.

NEBRASKA

✓ With 5,738 in favor and 3,581 opposed, **Columbus** voters have approved the issuance of a \$16 million bond for new library and cultural buildings. The bonds will be paid using an existing half-percent sales tax.

❑ In **Platte County**, residents have opted against taxing those living outside the city limits of Columbus and Humphrey a maximum of \$765,000 for a library service contract. The measure failed with 3,077 opposed, 1,520 in favor.

NEW JERSEY

❑ In September, **Hoboken** City Council adopted by a vote of 8–1 a \$177.8-million budget that reduces the municipal tax levy from a proposed increase of about 9.8% to 7.5%. The city's total tax rate includes municipal, county, school, library, and open space taxes.

✓ In August, the **Phillipsburg** Town Council rejected an ordinance that would have allowed voters to decide whether the Phillipsburg Free Public Library should be dissolved.

NEW MEXICO

✓ With more than 66% of the vote, **New Mexico** voters approved a

\$9.7 million bond issue that will fund academic, public school, tribal, and public library resource acquisitions across the state. The bond is part of a package that is not expected to result in increased property taxes.

NEW YORK

✓ Marcus Whitman Central School District saw in June the successful passage of tax levies for the **Gorham** Free Library (\$54,600, approved 1,157–390); **Middlesex** Reading Center (\$9,997, approved 1,205–345); and **Rushville** Reading Center (\$8,000, approved 1,207–342).

✓ In a June election, a levy that is expected to yield \$334,700 annually for **Hornell** Public Library was approved 1,085–731.

✓ James Prendergast Library in **James-town** will benefit from a \$350,000 tax levy, thanks to a June vote of 1,883–1,677 (see p. 37).

❑ In June, **Massena** voters opted nearly two to one against a ballot proposition that would have switched the main source of local public library funding from the town to the school district. Cuts in library hours, staff, and materials are expected as a result.

✓ In a December 2019 election, a \$26.7 million bond referendum to renovate and expand the **Mastics–Moriches–Shirley** Community Library and create two branch libraries passed 1,173–1,078.

✓ Flower Memorial Library in **Watertown** will receive \$75,000 annually thanks to a June vote that saw 2,622 in favor and 906 against a tax levy on school district property owners.

OHIO

✓ In **Amherst**, a 15-year, 0.73-mill improvement bond to fund an expansion of the public library was

approved by voters 2,773–1,715 in April. It is expected to generate \$437,328 each year.

✓ Voters in April passed 209–71 a five-year, 2-mill replacement levy for the Wornstaff Memorial Public Library in **Ashley**. The library will receive an expected \$97,000 annually as a result.

✓ In **Attica**, voters have approved a 0.75-mill replacement levy that will raise approximately \$105,000 for daily operations of Seneca East Public Library. The measure passed by a vote of 1,749–1,143.

✓ Voters opted 2,373–1,599 in April to levy an additional 2-mill tax that will more than double the size of the Lorain Public Library System's **Avon** branch. The levy is expected to raise \$1.9 million annually.

✓ **Barberton** Public Library saw voters renew a five-year, 1.95-mill levy by a count of 6,114–3,829.

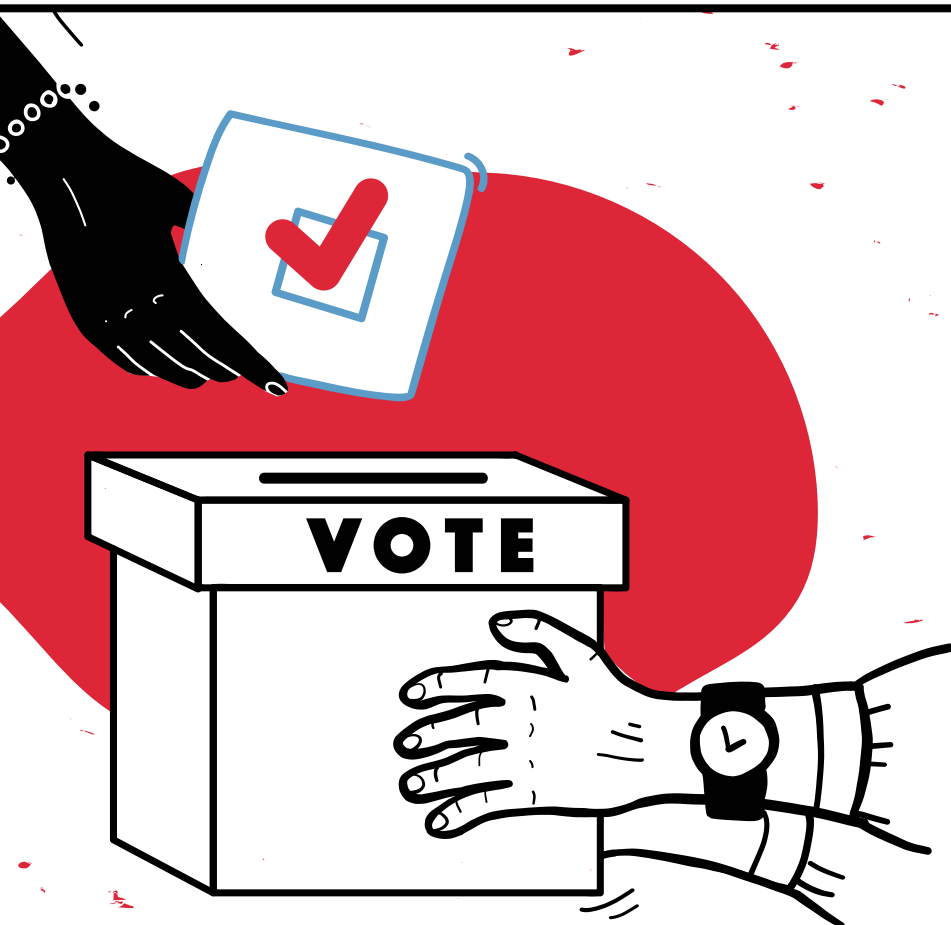
✓ Thanks to a vote of 7,162 in favor and 4,773 opposed, **Champaign County** Library will benefit from a 0.8-mill, five-year renewal levy that generates about \$393,000 annually.

✓ A 1.5-mill continuing levy to benefit **Chillicothe** and **Ross County** Public Library passed in April with a vote of 5,555–2,386. It was expected to generate about \$1.9 million in 2020.

✓ **Cuyahoga County** Public Library will benefit from a continuing 1-mill levy. The levy, which will cost the owner of a \$100,000 home less than \$3 per month, will raise about \$18 million annually for library operations. Voters approved it 182,348–123,596.

✓ In **Cuyahoga Falls**, voters renewed by a count of 14,136–6,862 a 1.9-mill, five-year levy to benefit the public library.

✓ **Findlay–Hancock County** Public Library will benefit from a five-year, 0.5-mill renewal levy that passed in April with a vote of 10,887–4,368.



✓ In **Gratis**, a five-year, 1-mill renewal levy to benefit Marion Lawrence Memorial Library passed 122–59 in an April election.

✓ Southwest Public Libraries in **Grove City** and **Columbus** saw in April the renewal of a 10-year, 1-mill levy by a vote of 9,953–3,740. The levy is expected to continue to provide \$2.5 million annually.

✓ **Huron County** Community Library has seen the renewal of a five-year, 1.28-mill operating levy. In favor were 3,945 voters, with 2,278 opposing.

✓ **Louisville** Public Library will continue to receive funds generated by a 1-mill levy, thanks to an April vote that renewed it by a count of 3,126–1,984.

✓ Voters have renewed by a count of 8,399–5,010 a 2.9-mill, five-year levy

for **Massillon** Public Library. The levy will generate \$1.3 million annually.

✓ **Middletown**-based MidPointe Library System will benefit from the April renewal of a five-year, 0.75-mill operating levy. The levy, the renewal of which passed with a vote of 18,248–6,099, represents nearly 36% of the library system's operating costs.

✓ **Newcomerstown** Public Library will benefit from the renewal of a five-year, 2.5-mill levy, which passed 1,591–587.

✓ Brown Memorial Library in **Lewisburg** saw the passage of a five-year, 1-mill renewal levy with 614 voters in favor, 255 against.

✓ **Mount Gilead** Public Library saw voters renew a 1-mill, five-year levy that will charge homeowners \$35 per year for every \$100,000 of assessed

value. The levy passed by a vote of 2,416–1,608.

✓ In March, **Oakwood** voters approved 1,577–749 a continuing 1.5-mill property tax levy that will fund daily and long-term operations and repairs of Wright Memorial Public Library.

✓ **Perry** Public Library will continue to benefit from a 0.75-mill levy, which voters opted in March to renew. It will generate \$234,739 annually and cost taxpayers \$23.76 per \$100,000 in property valuation.

✓ A 1.9-mill, four-year replacement levy, expected to generate \$1.3 million for Way Public Library in **Perrysburg**, passed in April by a vote of 2,794–693.

✓ In April, voters passed 859–195 a five-year, 1.5-mill renewal levy for **Plain City** Public Library.

❑ By a vote of 26,207 in favor and 29,664 against, a 1-mill, 10-year property tax levy for **Portage County** District Library has failed. Had the levy passed, the funds would have been used to restore operating hours at all branches, purchase a bookmobile, provide mobile service to school districts without branch locations, and double the library's outreach to homebound patrons and assisted living facilities, among other efforts.

✓ In **Ravenna**, Reed Memorial Library will benefit from a five-year, 1.5-mill renewal levy that passed by a vote of 6,083–2,656.

✓ Birchard Public Library of **Sandusky County** will gain about \$829,117, thanks to a 1-mill, five-year renewal levy that passed with a vote of 14,040–7,218.

✓ In April, **St. Marys** Community Public Library saw the renewal of a five-year, 0.75-mill levy. The levy passed 1,344–399.

✓ **Sycamore** voters passed a five-year, 0.8-mill renewal levy that will raise about \$137,433 for daily operations of

Mohawk Community Library. The levy passed 1,932–1,123.

✓ In **Van Wert**, voters renewed a five-year, 0.5-mill levy to benefit Brumback Library; 9,500 voted in favor, 2,779 against.

✓ A 1-mill, five-year renewal levy for **Washington County** Public Library passed 15,939–9,196.

✓ **Wood County** voters approved a six-year, 0.8-mill levy that will cost \$21.29 per \$100,000 home per year and represent about 40% of the Wood County District Public Library's total revenues. The levy passed 21,624–7,918.

✓ In **Yellow Springs**, voters by a three-to-one margin renewed an 8.4-mill, five-year property tax levy, which will raise about \$835,000 annually for designated entities, including the local library system.

OREGON

✓ In **Deschutes County**, a \$195 million bond measure to benefit Deschutes Public Library has passed with slightly more than 52% of voters in favor. The bond will fund the construction of a new central library in **Bend** as well as the doubling in size of the **Redmond** library and upgrades to other libraries in the county.

✓ With more than 76% in favor, **Eugene** residents have renewed a five-year levy that will raise \$2.9 million annually to maintain extended library hours and additional services. The tax rate for the levy: \$0.15 per \$1,000 of property value—two cents less than the current levy, which was passed in 2015.

✓ **Multnomah County** will receive a new flagship library, thanks to voters approving by a 261,804–177,083 count the issuance of \$387 million in general obligation bonds. The money will also finance the expansion, rebuilding, or renovation of seven branch libraries and

the refurbishment of others; the addition of gigabit internet speed to all libraries; and the creation of a central materials handling and distribution center.

□ A five-year operations levy that would have funded **Stayton's** library, pool, and parks by increasing the tax rate to 70 cents per \$1,000 of assessed value on homes in the city failed narrowly in May, by a vote of 1,125–1,005.

✓ In **Sweet Home**, voters approved by a count of 3,408–1,271 a five-year annual property tax levy of \$1.17 per \$1,000. The levy will generate about \$2.4 million for public library operating expenses.

✓ A five-year renewal levy of 35 cents per \$1,000 assessed value that will fund general operations of Fern Ridge Public Library in **Veneta** has passed 58% to 42%.

PENNSYLVANIA

✓ **Bessemer Borough** voters decided that the borough will continue to collect a 0.15-mill property tax levy to support the F. D. Campbell Memorial Library. The levy passed 388–139.

✓ In **Upper Nazareth Township**, 54% of voters in an April election approved a new tax that is expected to bring in \$100,000 per year in funding for the Memorial Library of Nazareth and Vicinity.

RHODE ISLAND

✓ Voters in **Jamestown** have approved, with a count of 3,022–907, a \$1.5 million bond to renovate and repair the Jamestown Philomenian Library.

TENNESSEE

✓ A judge has ruled that **Nashville** taxpayers will not be asked to vote on the Nashville Taxpayer Protection Act, a charter amendment that would have, if passed, rolled back the city's recent 34% property tax increase. Nashville Public

Library (NPL) Director Kent Oliver had said that the amendment would have resulted in the closing of nearly all of NPL's 21 locations.

VIRGINIA

✓ Election Day saw **Fairfax County** taxpayers approving, with 66.1% in favor, \$90 million worth of bonds for improvements to George Mason Regional Library, Kingstowne Library, Patrick Henry Library, and Sherwood Regional Library.

WASHINGTON

□ In **Castle Rock**, it appears voters have declined to reinstate a levy that would raise about \$91,500 for the public library via a tax rate of 50 cents per \$1,000 of assessed property value. Because the levy was not passed for 2020, the library has had to rely on its budget reserve and donations to continue functioning (with decreased operations). The levy needs a 60% supermajority approval to pass; as of press time, that number stood at 58%.

WEST VIRGINIA

✓ In February, a five-year renewal levy to benefit **Fayette County** Public Libraries passed with 90% of the vote. The levy is expected to bring in \$510,061 annually.

✓ After narrowly failing to pass in June, a five-year, \$215,070 levy to benefit **Hampshire County** Public Library has been approved by voters 6,230–3,019.

✓ **Jackson County** Public Libraries saw in June the renewal of a four-year levy that is expected to generate \$255,337 annually. The levy passed with nearly 70% of the vote.

✓ In **Morgantown**, a four-year levy expected to produce \$489,644 annually to benefit the public library system passed in June with more than 70% of the vote.

✓ **Taylor County** Public Library will benefit from a renewal levy that passed 5,610–1,370.

✓ A **Wayne County** Public Libraries levy will provide funding to **Ceredo-Kenova** Memorial Public Library, **Wayne** Public Library, and **Fort Gay** Public Library, thanks to a vote of 7,980–3,990. The levy has passed each year since 1990.

WISCONSIN

✓ In February, taxpayers in **Dodgeville** voted 478–441 in favor of a referendum that will raise funds to build a new public library. The referendum limits those funds to \$7 million, which equates to a taxpayer impact of 37 cents per \$100,000 of assessed home value per day.

✓ Residents of the Dodgeand School District in **Juneau** voted in April 950–509 to approve a \$17 million referendum for improvements to school facilities, including library media center renovations.

✓ By more than 50 percentage points, **Madison** taxpayers have approved a \$317 million facilities referendum for the Madison Metropolitan School District. The referendum allows for renovations of the district's high schools as well as the construction of a new elementary school that will include a library.

✓ **Mauston** voters approved a \$54.8 million referendum aimed at funding improvements for schools in Mauston School District. The referendum, which will allow Grayside Elementary School to expand its library, was voted in 2,756–2,127.

❑ A \$39.9 million referendum for upgrades at **Medford** Area Senior High School that would have included the reconfiguration of a theater space into a new library area was turned down by voters, with 3,383 voting yes and 3,531 voting no.

✓ A 30-year, half-billion dollar referendum voted in by **Racine County** citizens in an April election will, among other things, provide new flooring for the libraries of Gilmore Fine Arts, Jefferson Lighthouse Elementary, and Mitchell K–8 schools.

Some vote tallies were unofficial as of press time or may be subject to change. **AL**



ANNE FORD is *American Libraries'* editor-at-large.

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An illustration featuring a large, dark red silhouette of a human head in profile, facing right. Inside the head, there is a yellow gear. A bright yellow beam of light emanates from the gear, shining upwards and to the left. An orange silhouette of a person is climbing the top of the head, reaching towards the light. The background is a solid olive green color.

Mitigating Implicit Bias

Diversity, equity, and inclusion in action

BY Molly Higgins and Rachel Keiko Stark

In January 2019, Jade Alburo, librarian for Southeast Asian and Pacific Island studies at UCLA, wrote a Twitter thread that recounted a patron's experience searching a large academic archive. When the patron could not find materials on Vietnamese or South Vietnamese subjects, archives staffers suggested that he search with a pejorative term generally used to describe East and Southeast Asians, particularly Vietnamese.

Staffers defended the decision to use the racist term because the donors, mostly US servicemen, used it in the materials. Alburo points out several important things about this choice. First, it is a choice made by people. The

Illustration: ©Feodora/Adobe Stock

archives staffers chose to center the experiences of US servicemen, rather than the Vietnamese people represented in the materials. This gives more authority to those voices. Second, it impeded the patron from finding the materials he needed to do his research. Third, it resulted in negative experiences and impressions for other UCLA staffers, researchers, and potential donors.

Bias in library systems directly affects patrons' abilities to locate materials and experiences in the library. Librarianship is 83% white, according to a 2019 US Census Bureau survey. If diversity is a core value of the profession, why are librarians in the US less diverse than the general population? It may be that institutional and personal biases, including implicit bias, produce this difference.

What is implicit or unconscious bias? According to the Kirwan Institute for the Study of Race and Ethnicity at Ohio State University, "implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Residing deep in the subconscious, these biases are different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness. Rather, implicit biases are not accessible through introspection."

Look at the publishing industry, for example. White professionals are overrepresented in the field, directly affecting the information resources available to libraries. The overrepresentation of white professionals in publishing is a cycle that reinforces an overarching narrative and deprives people of access to information by and for people of color because of ingroup bias—a tendency to favor a group you identify with over others. Ingroup bias is a natural cognitive bias that, if unchecked, leads to a cycle in which white professionals continue to hire other white professionals who also tend to favor white authors and white characters. This practice values some stories over others.

What about the effects of implicit bias on systems? That's less clear. Without understanding how bias operates in the systems in which we work, our individual efforts can be overtaken by how bias acts on librarians and library patrons. For example, the Dewey Decimal Classification has been criticized for reinforcing bias through its structure, its treatment of queer subjects, and its treatment of race. Like other knowledge-organization systems, the Dewey Decimal Classification reflects the biases of the people who

created it. Now entrenched in the system's structure and history, these biases toward a white, male, Christian, heterosexual worldview have proven difficult to dislodge.

How to address implicit bias

Libraries, including health sciences libraries, are developing materials to address implicit bias. The Association of College and Research Libraries has a web page (bit.ly/ACRL-bias) with strategies and resources for minimizing its effects. Library organizations—including the American Library Association, Medical Libraries Association, and Rochester (N.Y.) Regional Library Council—have offered continuing education classes, teaching participants how to recognize and address implicit bias in interpersonal interactions.

On an interpersonal level, implicit bias interventions include replacing negative biases with positive ones and seeking opportunities to engage with diverse groups. Bias-replacement strategies include: stereotype replacement, counter-stereotype imaging, individuation, perspective taking, and increasing opportunities for contact.

In stereotype replacement, a nonstereotypical response replaces a stereotypical response. Librarians must first recognize that the negative stereotype exists in their minds, then work on replacing that stereotype with a positive label.

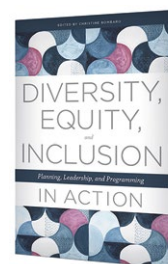
Counter-stereotype imaging builds on stereotype replacement and requires imagining an alternative description. Once librarians recognize that the stereotype itself is bad, they should actively recall someone who proves that negative stereotype to be false.

Individuation requires librarians to obtain personal examples of the negative stereotype and to recall multiple occasions during which the negative stereotype was proven false by multiple people.

In perspective taking, librarians consider and empathically understand the first-person experience of a member of the stereotyped group. It is not possible to fully understand the experiences of any individual or group but, by using empathy to better understand their perspectives, librarians can start to break down biases.

Increasing opportunities for contact with the stereotyped groups is important in all these strategies, because through contact librarians can disprove the negative stereotypes in their minds.

Librarians can also teach patrons to mitigate bias within existing systems. In reference services, for example, critical reference literature positions the



This is an excerpt from *Diversity, Equity, and Inclusion in Action: Planning, Leadership, and Programming*, edited by Christine Bombaro (ALA Editions, 2020).

reference interview as a critical conversation in which both librarians and patrons examine the assumptions within research questions and information sources and address them by adjusting their own research approaches. After acknowledging that the systems in use have biases, librarians can guide patrons toward recognizing where the holes in the literature exist and where systems make literature difficult to find. Librarians can determine what information exists on a topic and who created that information, figure out how the information is arranged and described, and encourage their patrons to ask the right questions.

A curriculum for reducing bias

To enhance the understanding of implicit bias in health sciences literature for library and information professionals, we created “Working on Ourselves: Mit-

igating Unconscious Bias in Literature Searching,” a curriculum to help other information professionals better understand how implicit bias affects interpersonal interactions, health science literature, and information systems, and how they can address these biases in their work. Participants can adapt the curriculum to their own institutions without specialized materials. To encourage reuse and adaptation, it is freely available under a Creative Commons license (bit.ly/CreativeCommons-AL).

Our curriculum uses health sciences research to illustrate the effects of bias and how it can be detrimental to the patrons we serve and the populations that they serve in turn.

Explore personal bias. Harvard’s Implicit Association Test (bit.ly/ImplicitBiasAL) uses images and keyboard strokes to assess unconscious biases. By taking the test, librarians can explore their personal biases and reflect on their own experiences as individuals and within a group setting. Librarians might ask themselves what expectations they have before taking the test and whether they are surprised by their results. Describing how different kinds of biases may affect results, such as ingroup bias or halo-and-horns bias—the tendency to let one positive or negative trait overshadow others—may also be useful.

To create a personal connection with the topic, linking personal experiences with the experiences of larger groups and societal patterns can be useful, especially with individuals who do not identify as

people of color. One way to do this is by connecting microaggressions (lived experiences) with implicit bias (unseen motivations that can create larger patterns).

Microaggressions are brief, seemingly innocuous interactions that communicate hostile, derogatory, or prejudicial stereotypes about a group. They can be intentional or unintentional, but when they are unintentional, they are manifestations of unconscious bias. They vary from insensitive comments about minority groups to, say, subtle disparagements of librarians’ looks or abilities to feelings of isolation working in predominantly white institutions. Microaggressions occur everywhere.

In a workshop setting, participants can identify microaggressions they have experienced by writing them on sticky notes and placing the notes somewhere in the room, such as on a table or on a wall. These do not have to be racial microaggressions but can relate to gender, age, accent, socioeconomic status, education level, and ability/disability. Workshop facilitators can ask participants to walk around, read the notes, and draw checkmarks on the ones that describe a situation they have experienced or have seen a coworker experience. After a brief discussion, participants should revisit the notes and draw an “X” on those that detail situations they have seen a patron experience. Discuss the patterns, similarities, and differences that appeared in the two rounds of marking sticky notes. This shifts the conversation from librarians’ experiences to those of the patrons and builds empathy.

Discuss medical literature. Reading and discussing disparities in health care connects implicit bias to medical literature and health sciences libraries through concrete examples. Workshop facilitators can discuss one article or several on a common theme. Research articles can illustrate how individuals’ unconscious bias creates harmful patterns when a large population of professionals hold similar biases. Or, in the case of the underrepresentation of people of color in clinical trials, participants might discuss whether they think unconscious bias influenced doctors’ decisions to continue prescribing a medication, or drug companies’ decisions to continue promoting a medication despite evidence it did not work. Non-health sciences librarians can use other discipline-specific literature. For example, children’s literature has traditionally suffered from a lack of representation of characters of color and could be used in place of medical literature.

Model the reference interview. In our workshops, we model reference interview and literature search strategies that mitigate implicit bias. One

Bias in library systems directly affects patrons’ abilities to locate materials and experiences in the library.



presenter acts as an example patient, similar to the way standardized patients (trained professionals who act as patients in classes to teach students how to interact with and diagnose them) are used in medical education. In our example, the “patient” is looking for information on managing diabetes, while the “librarian” conducts a reference interview. Participants are encouraged to ask the example patient questions they think will help in their literature search. As a group, we discuss which questions are important—such as language preferences, reading-level preferences, and cultural and dietary habits—and how to ask potentially personal questions in appropriate and respectful ways. Providing participants with opportunities to practice their new and adapted skills is important for helping them negate bias in their daily life.

Perform a literature search. Workshop participants may split into groups and conduct a literature search together. Sometimes groups find no information specific to a patient’s demographics and cultural preferences because so much medical research focuses on healthy, white, adult men without comorbidities. This illustrates the lack of health sciences literature and patient-education materials that focus on people of color, health disparities, and linguistic and culturally specific needs. Even when such information exists, it may be difficult to find within mainstream databases.

The role that health sciences librarians often play in developing search strategies creates opportunities for addressing unconscious bias in their work with patrons. Other librarians can also find these opportunities—whether teaching in a school, instructing university students, or working with the public—by being aware of and connecting their patrons to resources that they might not otherwise consider during their search.

Improving outcomes for everyone

Once they understand that implicit bias affects their work, librarians must learn to combat it. Our curriculum helps librarians understand how unconscious bias upholds unspoken, systematic structures of power that confine the library profession and encourages librarians to use their knowledge and experiences to help make the field more equitable for information professionals and our patrons.

Health science librarians have the power to help medical and allied health professionals and patients find the information they need and encourage researchers to be more inclusive. We encourage our patrons to consider and use materials that move

beyond the typical (white and male) subjects who define most clinical trials and research. As academic and research librarians, we ask patrons to consider how unconscious biases might affect library patrons when they consult with librarians and when they design and execute their searches.

Ultimately, reducing implicit bias is a job for all librarians because it exists in all parts of librarianship.

It is there when we:

- teach patrons in formal sessions and through reference interviews
- catalog materials and design search algorithms
- choose what materials to promote
- recruit and hire new librarians and make decisions about tenure and promotion

In all these situations, librarians are choosing—consciously or unconsciously—which stories to center and which members of our communities to welcome. Librarians from all types of institutions can encourage library patrons and stakeholders to consider how bias might be affecting their work by asking questions, being aware of biases in the information they use, and encouraging everyone who uses the library to reflect on unconscious bias. Whether through this program or through other forms of outreach and engagement, librarians can train one another and enhance their practices, improving outcomes for everyone. ^{AL}



STARK is health sciences librarian at California State University, Sacramento.

MOLLY HIGGINS is reference and digital services librarian for the Congressional Research Service at the Library of Congress. **RACHEL KEIKO**

Harvard’s Implicit Association Test uses images and keyboard strokes to assess unconscious biases.

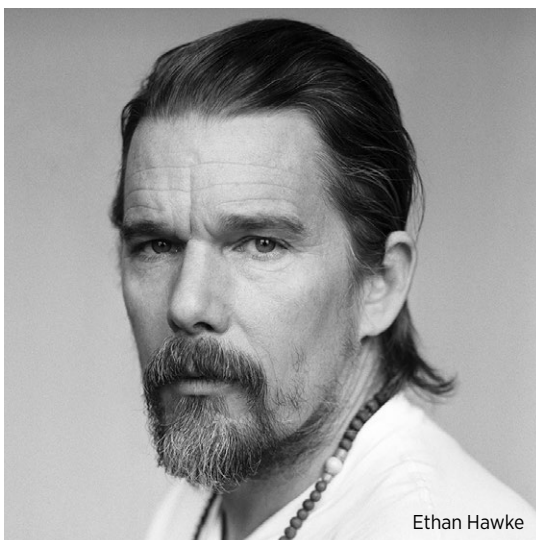


Inspiring speakers and
informative sessions adapt
to a virtual format

EDITED BY Greg Landgraf

The American Library Association's (ALA) 2021 Midwinter Meeting & Exhibits Virtual, originally scheduled for January 22–26 in Indianapolis, was always planned as a transitional event that would lead to an innovative new conference concept in 2022. The pandemic, however, necessitated bigger changes than anticipated, as ALA announced in August that this year's meeting would be held entirely online.

Many of this year's elements will be familiar, including a slate of speakers from the worlds of literature and activism, the announcement of prestigious literary awards including the Newbery and Caldecott medals, and the Symposium on the Future of Libraries. There will be a mix of livestreamed sessions, some of which have been designed for interactivity, and prerecorded sessions available for on-demand viewing any time in the next year. (Note that all times listed are Central.)



Ethan Hawke



Ziggy Marley



Ibram X. Kendi



Keisha N. Blain

FEATURED SPEAKERS

Opening Session

Saturday, January 23, 10–11 a.m.

Ibram X. Kendi and **Keisha N. Blain**, editors of *Four Hundred Souls: A Community History of African America, 1619–2019* (February), will present the opening session. *Four Hundred Souls*, a “choral history” of African Americans, presents 400 years of history through the voices of 80 writers. Kendi is Andrew W. Mellon professor in the humanities at Boston University, founding director of the Boston University Center for Antiracist Research, and author of five books, including *Stamped from the Beginning: The Definitive History of Racist Ideas in America*, which won the 2016 National Book Award for Nonfiction, and *How to Be an Antiracist* (2019). Blain is associate professor of history at University of Pittsburgh, president of the African American Intellectual History Society, and an

editor of *The Washington Post* “Made by History” section. She is author of *Set the World on Fire: Black Nationalist Women and the Global Struggle for Freedom* (2018) and the forthcoming *Until I Am Free: Fannie Lou Hamer’s Vision of America*.

Saturday, January 23, 12:30–1 p.m.

Actor, writer, and director **Ethan Hawke** has appeared in more than 80 films, including *Dead Poets Society*, *Reality Bites*, *Training Day*, and *Boyhood*, earning Academy Award nominations for the latter two. He also received Best Adapted Screenplay Oscar nominations for *Before Sunset* and *Before Midnight*. His forthcoming novel, *A Bright Ray of Darkness* (February), tells the story of a young man making his Broadway debut as his marriage implodes.

Saturday, January 23, 1:45–2:15 p.m.

Reggae icon and eight-time Grammy winner **Ziggy Marley** (see our interview on p. 20) was first immersed in music while sitting in on recording sessions with his father, the legendary Bob Marley. His forthcoming children’s books, *Music Is in Everything* and *My Dog Romeo* (both May), are based on



Joy Harjo

songs from his 2020 children's reggae album *More Family Time*.

ALA President's Program and ALA Awards Program

Sunday, January 24, 11 a.m.–12:30 p.m.

US Poet Laureate **Joy Harjo** will speak at ALA President Julius C. Jefferson Jr.'s President's Program. A member of the Muscogee (Creek) Nation, Harjo became the nation's 23rd poet laureate to the Library of Congress in June 2019, and the first Native American to hold the post. She has published nine books of poetry, including *In Mad Love and War* (1990), which received an American Book Award and the Delmore Schwartz Memorial Award. Harjo also executive-edited *When the Light of the World Was Subdued, Our Songs Came Through: A Norton Anthology of Native Nations Poetry* (2020), which includes the work of more than 160 poets representing nearly 100 Indigenous nations.

The program will also honor winners of prestigious ALA-wide awards such as the Joseph W. Lippincott Award, Elizabeth Futas Catalyst for Change Award, Penguin Random House Library Award for Innovation, ALA Excellence in Library Programming Award, Equality Award, and the Scholastic Library Publishing Award.

Sunday, January 24, 12:30–1 p.m.

Actor, lecturer, and activist **Cicely Tyson** became the first Black woman to receive

an honorary Oscar in 2018, 46 years after her Academy Award–nominated performance in *Sounder*. In 1969, she cofounded the Dance Theater of Harlem with Arthur Mitchell, the first African-American dancer with the New York City Ballet, to build on the legacy of Martin Luther King Jr. She was named a Kennedy Center honoree in 2015 and received the Presidential Medal of Freedom in 2016. Her new memoir, *Just As I Am* (January), includes details of her decades-long friendship with Mitchell, her eight-year marriage to jazz legend Miles Davis, and memories of entertainers and luminaries like Aretha Franklin, Marilyn Monroe, Whoopi Goldberg, Viola Davis, and Nelson and Winnie Mandela.

Sunday, January 24, 3:30–4 p.m.

Former NFL player and current Fox Sports analyst **Emmanuel Acho** created the YouTube series “Uncomfortable Conversations with a Black Man” in response to questions about racism and how to support and ally with the Black community. That series led to a book of the same name (November 2020), as well as a forthcoming young readers edition and a partnership with media mogul and philanthropist Oprah Winfrey.



Emmanuel Acho



Cicely Tyson

Closing Session

Monday, January 25,

11:15 a.m.–noon

ALA will bring a highly anticipated speaker to Midwinter Virtual, expected to be announced in early January.

EXHIBITS

The virtual exhibit hall will be available online Friday, January 22–

Monday, January 25. Talk with experts in virtual exhibitor booths, attend Exhibitor Spotlight sessions, schedule times to meet some of your favorite authors, see book and movie trailers in the Festival of Shorts, and hear noteworthy podcasts at the Sound Garden Pavilion's “Live from the 25” Podcast Booth.

Special events on Friday—a designated “exhibits only” day—include a morning coffee talk with authors; exhibitor giveaways of e-galleys, prizes, and other gifts; and a networking happy hour.

The virtual exhibit hall will also host several presentation stages featuring noteworthy authors, artists, musicians, and chefs discussing their work in recorded sessions available on demand for up to a year. The full lineup will be posted at 2021.alamidwinter.org.

Friday, January 22, 10–10:30 a.m.

Author **Natalie Baszile** will speak on the



Natalie Baszile

Diversity in Publishing Stage. Baszile's forthcoming nonfiction book *We Are Each Other's Harvest: A Celebration of African American Farmers,*

Land, and Legacy (April), brings together essays, poems, conversations, portraits, and first-person narratives that illustrate the story of Black people's connection to the land, from Emancipation to today. Her debut novel *Queen Sugar* was named one of *San Francisco Chronicle's* best books of 2014 and nominated for an NAACP Image Award.

Friday, January 22, 11–11:30 a.m.

World War Z author **Max Brooks** will speak on the Graphic Novel/Gaming



Max Brooks

Stage. Brooks won an Audie Award in 2007 for *World War Z*, which was later adapted into a film starring Brad Pitt. Brooks is also author of *The Harlem Hellfighters* (2014), *Germ Warfare: A Very Graphic History* (2019), and *Devolution: A Firsthand Account of the Rainier Sasquatch Massacre* (2020).

Friday, January 22, 11:30 a.m.–noon



Stan Sakai

Stan Sakai, creator of the graphic novel saga *Usagi Yojimbo*, which began in 1984 and spans more than 34 volumes, will speak on the Graphic Novel/Gaming Stage. *Usagi Yojimbo* follows a samurai rabbit in early 17th-century Japan, weaving together history, folklore, and Japanese culture. Sakai has won six Eisner Awards, the Japanese American National Museum's Cultural Ambassador Award, and two Harvey Awards, and his work has been named to the Young Adult Library Services Association's (YALSA) Great Graphic Novels for Teens list.

Friday, January 22, 1–1:30 p.m.



Mina Starsiak

The Chapter One Stage will feature **Mina Starsiak**, host of the HGTV renovation show *Good Bones*. She and her mother cofounded Two Chicks and a Hammer, a home rehabbing company intended to revitalize their communities in Indianapolis. Her first title, *Built Together* (February), is a picture book demonstrating that both families and houses need strong foundations.

Friday, January 22, 3–3:30 p.m.



Matt de la Peña

Matt de la Peña and **Christian Robinson**, author and illustrator of the Newbery Medal- and Caldecott Honor-winning *Last Stop on Market Street* (2015), will speak on the PopTop Stage.

Registration Information

Registration rates are significantly lower than those of in-person Midwinter meetings. ALA student members and ALA members who have been furloughed or laid off or who are experiencing reduced work hours can attend at no cost. In addition, ALA offers a group registration option: If you register five people in a group, the sixth is free.

Registration will close January 15 to enable accessibility formatting and connectivity testing.

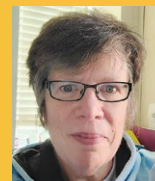
For the first time, ALA members can give memberships to colleagues or students, which will also allow the recipient to attend Midwinter Virtual at no cost. Completed gift applications must be received by Monday, January 11, to allow sufficient time to activate the membership.

Register online at 2021.alamidwinter.org. •

Meet the First Registrant

The first person to register for Midwinter Virtual was Kerry O'Donnell, manager of the Pittsville (Md.) branch of Wicomico Public Libraries. A first-time ALA conference participant, she appreciates the virtual format's accessibility and breadth of programming.

"My library system created an equity, diversity, and inclusion statement this year, and we started doing diversity audits of collections, so I'm really looking forward to the sessions that focus on diversity and antiracism, particularly speakers Ibram X. Kendi and Keisha N. Blain," she says. "Because I manage a rural branch, I'm also excited about content focused on smaller libraries in less populated areas that are working with underserved communities." •



Kerry O'Donnell



Christian Robinson

De la Peña's other work includes *Carmela Full of Wishes* (2018), *A Nation's Hope: The Story of Boxing Legend Joe Louis* (2011), *Love* (2018), and seven young adult novels. Robinson is author and illustrator of several titles, including *Another* (2019), *You Matter* (2020), and the Gaston and Friends series, and illustrator of *Carmela Full of Wishes* (2018).

Friday, January 22, 3:30–4 p.m.

"Represent! Stories of Personal Experiences, Unheard Voices, and Social Change" brings together underrepresented creators for an in-depth discussion of graphic storytelling. The panel includes science and comics writer Christian Cooper; Alitha E. Martinez, the

artist behind the Black Panther: World of Wakanda series; and Marie Javins, DC Comics' executive editor of global publishing and digital strategy.

Friday, January 22, 4–4:30 p.m.



Ruby Bridges

Civil rights activist **Ruby Bridges** will speak on the Diversity in Publishing Stage. In 1960, at age 6, Bridges was the first Black student to integrate an all-white elementary school in New Orleans. Her entry to the school, escorted by US marshals, has been immortalized in photos, books, movies, and a Norman Rockwell painting. *This Is Your Time* (2020), her first book in more than 20 years, shares her story and offers a call to action for modern-day activists.

AWARDS

Celebrating the best of the library world is a perennial Midwinter highlight. Honor your favorite authors and be inspired by tales of outstanding librarians at these award announcements.

I Love My Librarian Award Ceremony

Saturday, January 23, 2:30–4 p.m.

The I Love My Librarian Awards recognize the outstanding impact of the public, academic, and school librarians that transform lives and communities. Winners will share their inspiring stories at the ceremony, and ALA Past President Wanda Kay Brown will deliver remarks as chair of this year's selection committee. The event will also be streamed on ALA's YouTube channel.

Youth Media Awards

Monday, January 25, 8–10 a.m.

While a virtual Midwinter is new, the Youth Media Awards have a long history of successful livestreams. More than 20 awards recognizing outstanding books, videos, and other materials for children and teens will be announced, including the Newbery and Caldecott medals and the Coretta Scott King, Michael L. Printz, Pura Belpré, and Stonewall awards. Fans may access the event via the Midwinter Virtual platform, web stream, or social media by following #alayma2021.

RUSA Book and Media Awards

Thursday, February 4 (note that this event is outside the dates of Midwinter Virtual), 3–5 p.m.

This virtual event includes the Andrew Carnegie Medals for Excellence in Fiction and Nonfiction; Notable Books, Reading List, and Listen List selections; the Dartmouth Medal; the Sophie Brody Award for Jewish literature; and the best in reference sources for adults.

SYMPOSIUM ON THE FUTURE OF LIBRARIES

The Center for the Future of Libraries will again sponsor the Symposium

on the Future of Libraries. This year, the symposium comprises 13 sessions exploring near-term trends that are already inspiring innovation in libraries, as well as longer-term trends that will help libraries adapt to the needs of their communities. The symposium is included with full conference registration.

The full schedule is available in the Midwinter Scheduler at bit.ly/MWScheduler21.

Rising to the 2020 Challenge

Saturday, January 23, 11 a.m.–noon

Societal stresses, including the pandemic and the call to address social justice and equity, have necessitated a reexamination of library service models. Moderated by Lisa Rosenblum, executive director of King County (Wash.) Library System, this live session will include thought leaders discussing innovations and adaptations that will shape the future of the public library.

Coping with Distressing Situations

Sunday, January 24, 10–11 a.m.

In response to recent stressors and library closures, King County (Wash.) Library System created a training to help staff build self-awareness and develop self-care strategies. Melissa Glenn,

health and social services coordinator, and Melissa Munn, community conduct coordinator, will present an interactive session that explores physical, emotional, behavioral, and mental signs of distress and review tools for building resilience.

The Future of Digital Equity

Sunday, January 24, 1:15–2:15 p.m.

COVID-19 has shed light on North America's need to make immediate progress toward digital equity. Millions of citizens are being left behind as digital skills and broadband and device access become ever more critical in mitigating the education gap and supporting employees who are now working remotely. Panelists will discuss how public libraries are breaking down barriers to equitable digital opportunities. Moderated by Julie Walker, state librarian of Georgia, the panel will feature Cindy Aden, practitioner in residence at the University of Washington iSchool; Debra Lam, managing director for smart cities and inclusive innovation at Georgia Tech's Institute for People and Technology; Gina Millsap, CEO of Topeka and Shawnee County (Kans.) Public Library; and Leon Wilson, chief of digital innovation and chief information officer at the Cleveland Foundation.

ALA Governance Meetings

Many virtual Governance meetings require registration. Find registration links on the Midwinter Program Scheduler.

Thursday, January 21

- Noon–4 p.m. ALA Executive Board Meeting I

Friday, January 22

- 11 a.m.–2 p.m. ALA Executive Board Meeting II
- 2–3 p.m. ALA–APA Board of Directors Meeting

Saturday, January 23

- 11 a.m.–12:30 p.m. Membership, Councilor, and Executive Board Information Session
- 1–2 p.m. ALA Presidential Candidates' Forum

Sunday, January 24

- 12:30–1 p.m. ALA–APA Council Meeting
- 1–4:30 p.m. ALA Council I

Monday, January 25

- Noon–3 p.m. ALA Council II
- 3:15–4:15 p.m. ALA Executive Board Candidates Forum

Tuesday, January 26

- Noon–2 p.m. ALA Council III

Wednesday, January 27

- 1–4 p.m. ALA Executive Board Meeting III ●

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or download the mobile app



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at bit.ly/MWFB21



Keep up on Instagram
with #alamw21 and at
bit.ly/ALAinstagram

Artificial Intelligence: The Future Is Already Here

Sunday, January 24, 2:30–3:30 p.m.

Ian Kitajima, an artificial intelligence (AI) expert from technology company Oceanit, will discuss how developments in AI will impact the work of libraries. Kitajima is working on the Aloha AI project, a collaborative platform for students to develop AI and machine learning expertise. The session will be moderated by Hawaii State Librarian Stacey A. Aldrich.

The Road Ahead: Libraries in an Uncertain Future

Monday, January 25, 10 a.m.–noon

Libraries face an uncertain future in a time of dramatic change and disruption. In this two-part session, Aldrich, change strategist Zoe Dunning, and Anne Arundel County (Md.) Public Library Board of Trustees Chairman Will Shorter will explore possible futures and use breakout rooms for participants to discuss impending scenarios and strategies for adapting in the future.

School Librarians as Leaders of Change

On Demand

In this prerecorded session, a panel of district-level library leaders and school librarians will showcase how traditional school libraries are transitioning to programs that create an interactive and virtual teaching and learning

environment instead of a physical space, including innovative approaches during the COVID-19 pandemic.

The Future of Trust in the Age of the Twin Pandemics of COVID-19 and Racial Injustice

On Demand

While libraries are consistently counted among the public's most trusted sources of information, challenges including contentious elections, the COVID-19 pandemic, and protests against racial injustice have contributed to a communication and information chasm. In this prerecorded session, Veronda J. Pitchford, assistant director of the Califa Group, will discuss how libraries can leverage public trust in the institution to help people find common ground.

OTHER SESSIONS AND EVENTS

Using Libraries Transform for Public Awareness and Advocacy

On Demand

ALA's Libraries Transform program can be a powerful tool for library marketing, advocacy, and fundraising efforts. This session will include an overview of the Libraries Transform toolkit, examples of successful campaigns, and ideas for how libraries can adapt these and other resources to their current and future needs.

Work Smarter, Not Harder: Public Library Data Resources and Tools for Planning, Improvement, and Advocacy

On Demand

Project Outcome (projectoutcome.org) provides tools and training for public libraries to measure the impact of their programs and services. This session will highlight resources and features recently added to the Project Outcome toolkit, including a case study about how one library incorporated outcome measurement into its strategic plan, guidance on outcome measurement during the COVID-19 pandemic, and new options for visualizing and reporting data.

PLA Legal Issues in Public Libraries Discussion Forum

Saturday, January 23, 11 a.m.–noon

This session will be an open venue for discussing legal issues common in public libraries, such as patron privacy, copyright, and licensing. The forum will be convened by Tomas A. Lipinski, lawyer and professor at the School of Information Studies at University of Wisconsin–Milwaukee. (For legal or other expert assistance, seek professional services.)

REALM Discussion Group: REopening Archives, Libraries, and Museums during COVID-19

Sunday, January 24, 1:15–2:15 p.m.

The challenges of reopening during a pandemic have led to many questions about the handling of materials as well as the management of building operations. REALM project staff and representatives of the REALM Operations Working Group will facilitate an open discussion about making decisions for your local institution in an environment of uncertainty, complexity, and urgency.


Happy Hour: Visit San Antonio

Sunday, January 24, 5–6 p.m.

Join colleagues from San Antonio, host city of the 2022 meeting that will succeed the Midwinter Meeting & Exhibits, to network with fellow attendees and learn more about the city.

22nd Annual Martin Luther King Jr. Virtual Holiday Observance and Sunrise Celebration

Monday, January 25, 10–11 a.m.

Commemorate the civil rights icon's legacy in a holiday observance that features passages from King's works, a keynote address, and a call to action. Sponsored by ALA's Office for Diversity, Literacy, and Outreach Services; the Martin Luther King Jr. Holiday Task Force of the Social Responsibilities Round Table; the Black Caucus of the ALA; Beacon Press; and OCLC. 

For an up-to-date list of dates and times, see the Midwinter Conference Scheduler at bit.ly/MWscheduler21.

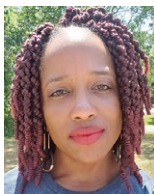
Call to Action

Envisioning a future that centers BIPOC voices

BY Twanna Hodge and Jamia Williams



TWANNA HODGE is diversity, equity, and inclusion librarian at University of Florida's George A. Smathers Libraries in Gainesville.



JAMIA WILLIAMS is health sciences librarian at SUNY Brockport's Drake Memorial Library.

Librarianship is an overwhelmingly white profession, with most of its racial and ethnic diversity existing in paraprofessional, precarious, and part-time positions. As two early-career Black women with experience in multiple academic and health sciences libraries, we have experienced many barriers to existing and thriving in librarianship: tokenism (bit.ly/AL-Tokenism), racial battle fatigue (bit.ly/AL-Fatigue), cultural taxation (bit.ly/AL-CulturalTax), and emotional labor (bit.ly/AL-Emotional). We regularly navigate the manifestations and effects of vocational awe (bit.ly/AL-VocAwe) as well as structural and institutional racism in academic libraries, all of which COVID-19 has highlighted and severely worsened.

Libraries have been described as beacons of democracy, inclusion, and equity. As a direct result of the pandemic, we have seen that in striving to fulfill our values and serve our patrons, the very people who make up libraries—library workers—are being neglected. Black, Indigenous, and Latinx people are experiencing higher death rates in this pandemic. Black library workers are dealing with stress, lack of access to health care, and similar challenges while trying to do their jobs in academic libraries that already have to contend with issues such as insufficient funding, toxic or abusive work environments, and a pervasively homogeneous workforce.

Several professional associations have identified equity, diversity, and inclusion as part of their core values—including the American Library Association (bit.ly/ALACoreValues), the Association of College and Research Libraries (bit.ly/ACRL-EDI), the Association of Research Libraries (bit.ly/ARL-CoreBeliefs), and the Medical Library Association (bit.ly/MLACoreValues). ACRL's core commitments include acknowledging and addressing historical racial inequities, challenging oppressive systems within academic libraries, and identifying and working to eliminate barriers to equitable services, spaces, resources, and scholarship. Though academic libraries designate committees or other assigned groups to do the work of “solving” EDI issues, change has been incremental and inconsistent. We can no longer avoid naming, critically examining, and dismantling structural inequities (bit.ly/AL-DiversityVoid), such as how white supremacy, anti-Blackness, classism, sexism, ableism, and Eurocentrism directly impact the lives and abilities of Black, Indigenous, and people of color (BIPOC) library workers to not only do their work but also to exist within these spaces safely.

The combined effects of COVID-19 and anti-Black racism have been devastating—financially, physically, and mentally. Despite this uncertainty, academic library workers must take intentional actions genuinely

demonstrating that All Black Lives Matter, and that BIPOC library workers' lives matter.

Academic libraries must start centering BIPOC voices. How do you realistically and sustainably address vocational awe, the white-savior complex, and anti-Black racism within yourself and your department, your library, and your organizational culture? Since libraries are products of society, they must recognize that whiteness is the default culture that BIPOC library workers have to navigate every day. Navigating whiteness can lead to deauthentication (bit.ly/AL-Deauthentication), low morale (bit.ly/AL-Morale) and potential departure from the profession.

We call for interrupters, abolitionists, revolutionaries, social justice warriors, activists, and organizers to do this lifelong work, which requires vulnerability and courage to be called out and called in. It requires interrogating why only one or a few BIPOC library workers are in the room. It requires understanding structural issues and working to

correct them. It is not the role of BIPOC employees to be spokespersons or walking encyclopedias for underrepresented groups at their job.

Centering BIPOC voices must be incorporated into every aspect of

librarianship. This is our call to action for envisioning a future and creating inclusive, accessible, equitable, and antiracist systems, structures, and environments. **AL**

The combined effects of COVID-19 and anti-Black racism have been devastating.

Wired for Wireless

Five ways to make your library more mobile-friendly

BY David Lee King



DAVID LEE KING is digital services director at Topeka and Shawnee County (Kans.) Public Library, where he plans, implements, and experiments with emerging technology trends.

By now, most people in your community likely own a smartphone. They might have Wi-Fi connections at home, work, school, or all of the above. They might even use mobile devices for work tasks such as looking up prices for customers or keeping in touch with colleagues while on the go.

According to the Pew Research Center, more than 81% of US adults own a smartphone, up from 35% in 2011 (bit.ly/Pew-mobile). That share is even higher for adults ages 18–29 at 96%, while just over half of people age 65 and older own one. Roughly one in five American adults are “smartphone-only” internet users, meaning they own a smartphone but do not have traditional home broadband service.

In other words, the majority of your library customers already use smartphones for a variety of tasks. They want to use them in and around the library as well—to keep up to date with library news and events, check out ebooks, register for events, or even ask a quick question via Facebook Messenger.

How can you help patrons have a great mobile experience while connecting with your library? Here are five ways to improve your library’s mobile game:

Mobile-friendly website. Because people need easy ways to find things with a phone in their hand, your library needs a website that works well on mobile devices. You can achieve a mobile-friendly website in a number of ways. For instance, you can create a site that uses responsive design, which allows the website to automatically adjust its design to fit any screen size.

Maybe consider offering patrons a mobile app, which is, by definition, designed specifically for mobile devices. When designed well, an app can be easier to use than a mobile website. And the presence of an app icon on a patron’s phone is a nice reminder to use the library.

Mobile apps page. Create a page on your library’s website that lists all the mobile apps available to customers. There are probably quite a few, such as Freegal, Hoopla, Libby, and RBDigital. On that page, include a short description of each app, an image of its icon, and links to download it from the Apple and Google app stores.

Comfortable onsite experience. Are there ways to make your patrons’ mobile experience a good one while they’re physically present in the library? You bet! Some things to think about: comfortable seating (preferably with built-in USB charging outlets); easy access to mobile charging stations and power outlets; and a strong, consistent Wi-Fi signal.

Fun ways to connect. Create spaces within your building where users can take photos to remember or promote an activity. For example, my library—Topeka and Shawnee County (Kans.) Public Library—has photo booths set up for library events. We provide an iPad for photos, but patrons can also use their own mobile devices. We include signs by the photo booth that encourage patrons

to share their photo with an appropriate hashtag (like #summerreading) to their favorite social media channels.

Also think about setting up some “Instagrammable” areas in your library. For example, my library features an aquarium and a large dinosaur statue in

our children’s section. We also have a stately reading room with antique furniture, great lighting, and a fireplace. Be sure to hang up a sign that encourages selfies and includes a hashtag.

Train colleagues. Finally, don’t forget to educate your staff. If you have multiple mobile apps, staffers will need to know how to use each of them. They don’t have to be experts, but they should know how to download them, install them, and set them up.

Do these five things, and you will be well on your way to helping your library up its mobile game.

Adapted from “Mobile Technology in Libraries,” Library Technology Reports vol. 57, no. 2 (Feb./Mar. 2021). **AL**

More than 81% of US adults currently own a smartphone, up from 35% in 2011.

Making Time to Check In

Give students ways to assess how they're doing

BY Jennifer Casa-Todd



JENNIFER CASA-TODD is teacher-librarian at Cardinal Carter Catholic High School in Aurora, Ontario. She is also an experienced speaker, former literacy consultant, and author of *Social LEADia: Moving Students from Digital Citizenship to Digital Leadership*.

As the global pandemic continues, I worry about the mental health and well-being of those in libraries and schools. Instructors at my school, who have been juggling in-person classes and remote-learning cohorts since September, are struggling—myself included. But it's not just educators. We are watching as students who opted for face-to-face learning realize that sitting in spaced-out rows with no peer contact is not necessarily what they anticipated.

We're in a crisis unlike any other, so we must make time to check in with our students. Similar to the way we hold icebreakers and getting-to-know-you activities in our classrooms at the beginning of each school year to familiarize ourselves with our students, we can find ways to gauge wellness and build connection amid this new reality. Here are five practices to try:

Visual check-in. Asking students to reveal their feelings with quick, daily bell-ringer questions can be an effective way to size up your class. One strategy I've been using is the "meme check-in," a spectrum of four to nine images representing moods to which students can relate. My favorite is the Rubber Ducky Check-In, which asks students to rate their day on a scale of 1–9 by identifying with an image of a duck; an inflated, upright duck ranks 1, while a deflated, submerged duck ranks 9. This check-in is endlessly adaptable (see these examples from fellow Ontarian teacher-librarian Jen Giffen: bit.ly/AL-CheckIn1) and can be used in both face-to-face and remote environments.

Written feedback. A survey can give you a better sense of the aspects of a course that work well for your students and what they might like you to do differently. This involves an element of risk, but if students see that you care about their opinions and are committed to implementing at least some of the feedback, it will strengthen your relationship. I created a template in Google Forms (bit.ly/AL-CheckIn2) that can be modified for different groups or contexts. If you are a school or library leader, you might also want to check in with staffers via a survey.

Applying conditional formatting to responses in Google Sheets can help you visualize problem areas (see my video tutorial: bit.ly/AL-CheckIn3).

Pandemic stories. Empathy comes from understanding the journey of others, and stories can provide release and catharsis. Students might benefit from reading the accounts of other young people at Stories from the Pandemic (storiesfromthepandemic.com) or writing one of their own. If conducting a writing assignment, give students the option of making their stories fictional or submitting them anonymously, in case relaying real-life events is painful. You can create a document that links

to all stories or use a class blog for feedback.

Meditation and mindfulness.

My colleague Jessica Ceci makes time for her students to meditate regularly—especially before an assessment. Many students are not familiar with the experience of meditation, recognizing emotional triggers in themselves, or knowing when they need additional support. Here is a body-scan meditation she created for her 9th-graders: bit.ly/AL-CheckIn4.

Hellos and good-byes.

Have students take turns sharing a song to welcome their peers to the space and end the class, as my colleague Lisa Craveiro does. It's a great way to add student voice and positivity to the lesson, even for just a few moments. In my classroom and the extracurricular clubs that I run, I insist on saying hello and good-bye and greeting students by name, which is proven to have great benefits (bit.ly/AL-CheckIn5). I would argue that greeting students by name in a virtual setting is equally

important. Just as I say good-bye to in-person learners who leave the room, I ask remote learners to unmute their microphones and say their good-byes. It is mayhem—and I love it.

We're living in circumstances where very few people are doing okay. These simple strategies can strengthen communication and interpersonal ties at a time when connection is everything.

Adapted from "How Are You Doing? Making Time to Check In" (Jennifer Casa-Todd's blog, Sept. 8, 2020). **AL**

Empathy comes from understanding the journey of others.



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JobLIST is a service of the American Library Association and Association of College & Research Libraries.

Serving Diverse Patrons

Resources for libraries



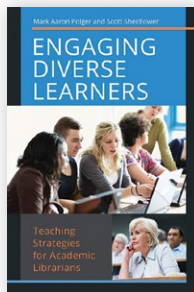
ANNA GOODING-CALL is reference and technology librarian at Nevins Memorial Library in Methuen, Massachusetts.



Librarians Serving Diverse Populations: Challenges and Opportunities

By Lori Mestre

Librarians seeking or inhabiting professional diversity roles will find this title a valuable resource. Focused on academic libraries, the book bases its conclusions on a study of 25 academic respondents to a comprehensive survey on diversity. Methodology and materials are included, along with several responses by librarians from underrepresented backgrounds. These responses are perhaps the most valuable part of the book. As the author indicates, many librarians work in institutions that either have no diversity focus or do not provide training for their diversity positions. This book is a good starting point not only for librarians tasked with improving their institutions' diversity outlook but also for librarians who want to take on that job for themselves. ACRL, 2010. 232 P. \$54. PBK. 978-0-8389-8512-0. (Also available as an ebook.)

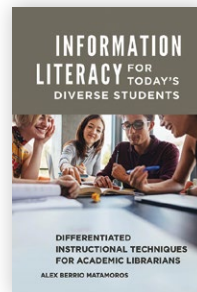


Engaging Diverse Learners: Teaching Strategies for Academic Librarians

By Mark Aaron Pogler and Scott Sheidlower

Targeted at academic libraries, this book focuses on the problem of student distraction. Its most useful section looks at missteps in classroom engagement and offers ways to combat them using informed strategies and experiential learning. In terms of addressing diversity, the book is strongest when explaining the need for safe classroom spaces, free from sexism and homophobia. The concept of meeting learners on their own cultural territory is presented in the context of engaging students whose positive associations are with Black cultural structures and cues. The book's grounded, common-sense advice makes it a good introductory text for academic librarians venturing into instruction or attempting to improve their pedagogy.

Libraries Unlimited, 2017. 186 P. \$60. PBK. 978-1-4408-3850-7. (Also available as an ebook.)

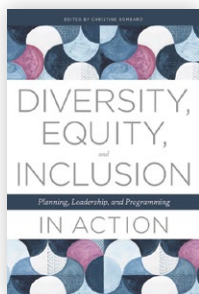


Information Literacy for Today's Diverse Students: Differentiated Instructional Techniques for Academic Librarians

By Alex Berrio Matamoros

Learning styles can vary according to cultural norms. This book presents teaching techniques for information literacy instructors whose students have backgrounds that predispose them to certain learning styles. Fortunately, the book doesn't linger on specific cultural differences; assigning blanket learning characteristics to cultures is problematic and would be better explored in a more complex work. Because cultural diversity is presented as a good reason to implement the book's pedagogical strategy, it would be disingenuous to say *Information Literacy* is primarily about diversity. The book should be taken for what it is: a resource for using differentiated learning with students who have a variety of learning styles. Libraries Unlimited, 2018. 159 P. \$75. PBK. 978-1-4408-6207-6. (Also available as an ebook.)

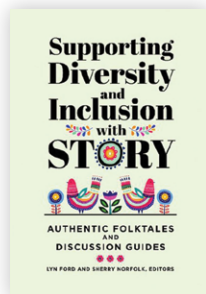
by Anna Gooding-Call



Diversity, Equity, and Inclusion: Planning, Leadership, and Programming in Action

Edited by Christine Bombaro

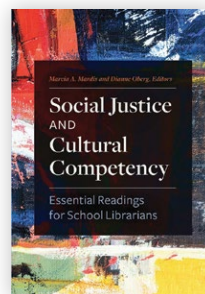
These 10 essays present a range of perspectives on improving diversity, equity, and inclusiveness in academic libraries. Each essay offers an initiative for fostering diversity, plus a discussion of outcomes. For the most part, the essays focus on the library's ability to serve, support, and boost minority and marginalized communities, including racial minorities, the LGBTQ+ community, veterans reentering civilian life, and first-generation college students. One of the most interesting essays addresses medical bias (see excerpt on p. 44). Thanks to its unique perspective on medical racism in literature, libraries, and medical schools, this essay is essential reading for anyone who works at a medical school or hospital. ALA Editions, 2020. 208 P. \$67.99. PBK. 978-0-8389-4759-3. (Also available as an ebook.)



Supporting Diversity and Inclusion with Story: Authentic Folktales and Discussion Guides

Edited by Lyn Ford and Sherry Norfolk

This engaging book comprises folktales from around the world, along with references, commentary, and notes on their tellers. In contrast to the scholarly discussion of diversity in libraries, it provides a hands-on approach to cultural education. Both school and public children's librarians will find this a valuable resource—and depending on your community, it may inspire adult programming as well. It presents a nuanced perspective on the importance of story in fostering cultural competency and advice on effective storytelling. Examples range from the abstract, including an awareness of current politics, to the specific, such as not affecting a character's accent while reading. Highly recommended. Libraries Unlimited, 2020, 126 P. \$45. PBK. 978-1-4408-6707-1. (Also available as an ebook.)



Social Justice and Cultural Competency: Essential Readings for School Librarians

Edited by Marcia A. Mardis and Dianne Oberg

This collection, focused on K–12 school librarianship, gathers articles previously published in *School Libraries Worldwide*. The articles are grouped by theme: social justice, cultural competency, and innovative practice. Instead of focusing on diversity buzzwords, the book encourages an active and progressive approach for librarians and educators. In the book's introduction, Mardis and Oberg state their goal: encouraging ongoing development in cultural competency rather than a one-time professional development exercise. Librarians seeking to expand their pedagogy to better assist underserved student populations would do well to explore this trove of good advice and innovation. Libraries Unlimited, 2019. 178 P. \$50. PBK. 978-1-4408-7120-7. (Also available as an ebook.) 

Remote Realities

School librarians reaching their students at home

BY Carrie Smith

Across the country, school librarians are adapting their teaching and outreach to support students in remote-learning and hybrid-class models and meet shifting demands. They are turning to technology to promote their libraries, supplement instruction, and distribute physical resources. Here are just a few case studies from school librarians—and the tools they're using—as they adjust to these times and keep students engaged with their libraries beyond the school's walls.

Follett Destiny

What is Destiny? Destiny is a library management system that allows cataloging, inventory, and usage reports for print and electronic resources. Destiny Discover is the student-facing catalog that allows students to log in, download electronic resources, and put holds on books.



USER: CRAIG SEASHOLES
Librarian at
Dearborn Park
International
Elementary
School in
Seattle

How do you use it? This year, students are able to place holds from home. Pulling holds is relatively new for most of us in schools, and it's nice to see it working smoothly. Most people are able to come pick up holds; I have volunteers swing by at the end of curbside pickup to do home delivery for the remaining students. That's all enabled by information that's right there in Destiny.

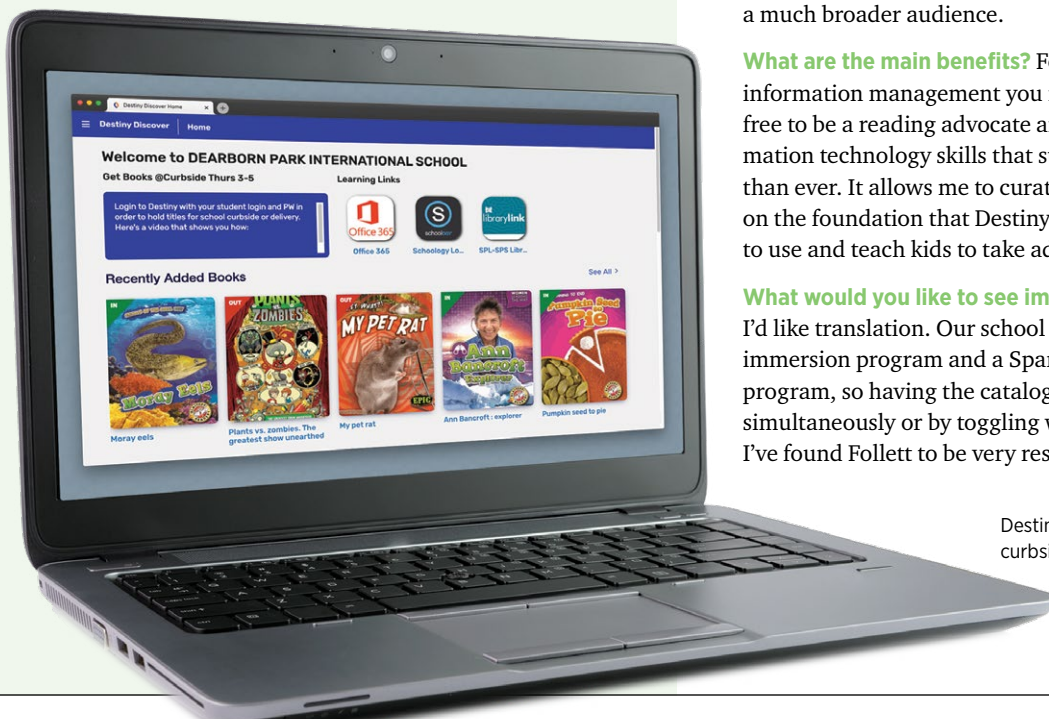
Because of the remote situation, I offered to host author visits online. We will be able to post the archived videos in Destiny as part of the collection. Making those archives available means they can reach a much broader audience.

What are the main benefits? Follett really gives the information management you need, which leaves me free to be a reading advocate and to teach the information technology skills that students need now more than ever. It allows me to curate collections that build on the foundation that Destiny provides. It is so easy to use and teach kids to take advantage of.

What would you like to see improved or added?

I'd like translation. Our school has a Mandarin-immersion program and a Spanish-immersion program, so having the catalog in those languages simultaneously or by toggling would be my dream. I've found Follett to be very responsive to requests.

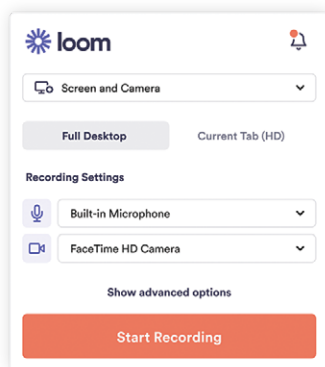
Destiny facilitates holds and curbside pickup.



Loom

What is Loom? Loom is an online screencasting platform—you can access it through your web browser or apps for iOS and Android. I use it to record tutorials for teachers and students on how to do things like sign up for a public library card or search a database. I really started using it a lot as soon as we went remote.

How do you use it? Loom is really simple. You can sign up with your Google account, so signing in is just a click. Recording your videos isn't rocket science: Just start talking. If I want to have my face in the video, I can. And if I don't want to include myself on there, I don't have to. You can download the video and store it on your computer or store it on Loom's servers and share it with a link. You can also password-protect videos.

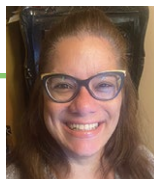


Loom offers video recording that is simple and easy to use.

virtual, Loom decided that educators would have free access, always. So many platforms gave us free access during the pandemic, but I don't want to learn something new that I'm going to lose.

What would you like to see improved or added?

At first it seems like you can only edit the beginning and end of your videos. I've since discovered you can trim the middle too, but it isn't obvious. Another thing I'd like to see them improve is to add closed captioning.



USER: ARLENE LAVERDE
Librarian at Townsend Harris High School and adjunct professor at Queens (N.Y.) College

What's the main benefit of the platform? As soon as the pandemic hit and everybody went

WeVideo

What is WeVideo? WeVideo is a browser-based video creation tool. Schools can purchase a license or use the free version. Our district has a license for all students and staff.

How do you use it? We use WeVideo for instructional videos, tutorials on the library website, and student projects. For instructional videos, we like the screen-capture and webcam features, which let us display slides and demonstrate how to navigate the library website and databases. You can edit videos using titles, transitions, and stock media. This year, we created a library orientation video for incoming 9th-graders using WeVideo.

For student projects, WeVideo allows collaboration between users, so a student can share access and editing rights with other group members. Students also like the stock audio for background music and the ability to narrate images or slides. They can even create a podcast using WeVideo.

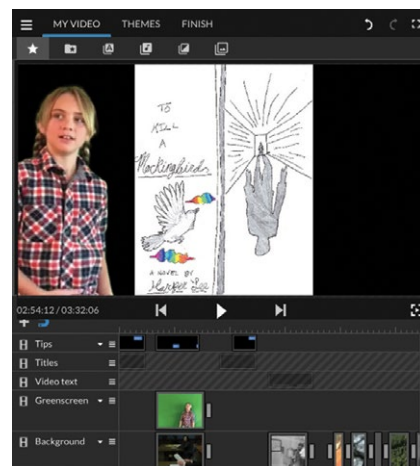
What are the main benefits? WeVideo's export features let us easily share videos with teachers and students. We often download videos to place into Canvas, our district's learning management system, or embed them on the library website. The WeVideo interface is user-friendly, connects to Google Drive, and has a variety of templates to get started.

What would you like to see improved or added?

My only wish is for more stock images, including more media that teachers would use often, like arrows or pointers to highlight text. **AL**



USER: BECCA MUNSON
School librarian at Blue Valley West High School in Overland Park, Kansas



WeVideo provides the ability to edit videos using titles, transitions, and stock media.

PEOPLE

Announcements

ON THE MOVE

Genesee District Library in Flint, Michigan, named **Marissa Boisclair** children's librarian in September.

Mariele Busch became librarian at North Adams (Mich.) Community Memorial Library in August.

In August **Peter Butts** joined Three Rivers (Mich.) Public Library as children's librarian.

August 1 Towson (Md.) University appointed **Suzanna Conrad** dean of university libraries.

Tunkhannock (Pa.) Public Library named **Dellana Diovisalvo** executive director effective September 21.

August 31 **Tim Edelen** joined University of North Carolina at Chapel Hill Libraries as assistant director for annual giving and donor relations.



Emily Finch joined Kansas State University Libraries in Manhattan as scholarly communication and copyright librarian in February.

Adriana Gonzalez joined University of Arkansas Libraries in Fayetteville as associate dean for research and learning August 1.



Fort Hays State University in Hays, Kansas, appointed **Leslie Haas** dean of library services in November.

September 1 **Gale Koritansky** started as director of Stow-Munroe Falls (Ohio) Public Library.

Jack Leong joined York University Libraries in Toronto as associate dean of research and open scholarship October 1.



Kudos

The Better Business Bureau of Dayton and Miami Valley's Women in Business Network named **Rachel Gut**, deputy director of Dayton (Ohio) Metro Library, one of its Top 25 Women of Impact.

Lydia Tang, special collections archivist and librarian at Michigan State University in East Lansing, received the Mark A. Greene Emerging Leader Award from the Society of American Archivists. ●



Dominica Myers joined King County (Wash.) Library System as director of diversity, equity, and inclusion in October.

Angie Ohler became associate dean for content and digital initiatives at University of Arkansas Libraries in Fayetteville October 1.



August 24 Saugerties (N.Y.) Public Library appointed **Jennifer Russell** director.

Susan Santa joined North Merrick (N.Y.) Public Library September 28 as director.

Alexander Hamilton Memorial Free Library in Waynesboro, Pennsylvania, appointed **Karen Sourbier** adult services specialist in September.

Katherine Wagner became head librarian at Southeast Regional Library's Weyburn (Sask.) Public Library October 22.

PROMOTIONS

Monroe County (Ind.) Public Library promoted **Grier Carson** to associate director September 16.



In September **Dorothea Lam** was promoted to head librarian of the Farms branch of Beverly (Mass.) Public Library.

Catawba County (N.C.) Library System promoted **Siobhan Loendorf** to director, effective October 3.

Amy Pawlowski has been named executive director of OhioLINK. She has served as the consortium's interim director since February 2020.

North Kingstown (R.I.) Free Library promoted **Susan Straub** to director September 21.

RETIREMENTS

McComb (Ohio) Public Library Circulation Manager **Laurie Bales** retired in October.

Kim Bean, head librarian at Handley Regional Library System's Bowman Library in Stephens City, Virginia, retired September 30.

On October 3 **Anita Carroll** retired as director of Granville (Ohio) Public Library.

Cyndi Desrochers retired as director of North Kingstown (R.I.) Free Library September 18.

Madelyn English, adult program manager, public relations manager, and business manager at Bernardsville (N.J.) Public Library, retired in September.

September 11 **Steve Fosselman** retired as director of Grand Island (Neb.) Public Library.

In Memory

John N. Berry III, 87, editor in chief of *Library Journal* 1969–2006, died October 10. Berry won the American Library Association's (ALA) Joseph W. Lippincott Award in 1992 and the Service to the Association for Library and Information Science Education award in 1993.

Hans J. Fischer, 87, died August 27. In 1960, he founded the architecture firm that was ultimately known as Fischer-Stein Associates; for 30 years, he led the firm and designed many libraries. After retiring in 1990, he served as a consultant for more than 50 library projects in Kansas.

Patricia Swindell Griffin, 80, library director at Roanoke Bible College (now Mid-Atlantic Christian University) in Elizabeth City, North Carolina, 1963–2004, died October 23.

Georgiana Huizenga, 75, director of Harris-Elmore (Ohio) Public Library until her retirement in 2011, died September 4. She previously served as manager of Wood County (Ohio) District Public Library's Walbridge branch.

Ernest Boyce Ingles, 71, died September 17. Ingles was founding director of the Canadian Institute for Historical Microreproductions (now Canadiana.org); university librarian at University of Regina, Saskatchewan; and university librarian and eventual director of the School of Library and Information Studies at University of Alberta in Edmonton. Innovations that Ingles worked to implement include the creation of the NEOS Library Consortium in Alberta, the Alberta Library lending consortium, the Lois Hole Campus Alberta Digital Library, and the First Nations Information Connection. In 2001, Ingles was the first practicing librarian to be elected a Fellow of the Royal Society of Canada, and he received ALA's Ken Haycock Award for Promoting Librarianship in 2017 in recognition of his establishment of the Northern Exposure to Leadership Institute.



Susana Liu, 77, former Chinese American Librarians Association president, died September 27. Liu had served as a librarian at San José (Calif.) State University; City College of San Francisco; Stanford (Calif.) University; Foothill College in Los Altos Hills, California; Texas A&M University in College Station; Rice University in Houston; University of Missouri in Columbia; and Cleveland State University.

Shirley H. McGrath, 91, a reference librarian at Memorial Hall Library in Andover, Massachusetts, in the 1980s and 1990s, died April 14. McGrath had also been a reference librarian at Rapid City (S. Dak.) Public Library and Lafayette (La.) Public Library.

Katharine "Kate" Park, 40, former executive director of the Friends of the Dallas Public Library (DPL), died July 2. Park served on the board of United for Libraries and increased funding for DPL, including securing funds in 2014 from the National Endowment for the Arts to bring the Big Read to Dallas.

Patricia Patrick, 82, head of children's services at Upper Hudson Library System in Albany, New York, until her retirement in 1995, died October 10.

K. Wayne Smith, 82, president and CEO of OCLC 1989–1998, died October 13.

Linda Rae Waggener, 55, librarian at University of Wyoming Libraries since 2006, died September 12. Waggener previously worked as a librarian for Natrona County (Wyo.) Library and Fort Worth (Tex.) Public Library. In 2019, Waggener completed research on the importance of Wyoming's Carnegie libraries to the public sector; this research is available at University of Wyoming's American Heritage Center. ●



Lori Hodkinson, youth services associate at Tiffin-Seneca (Ohio) Public Library, retired August 31.

Jana Kehn, adult services librarian at Lied Scottsbluff (Neb.) Public Library, retired October 9.


Molly Kinney retired as director of Mifflin County (Pa.) Library September 11.

Gaston County (N.C.) Public Library Director **Laurel Morris** retired September 30.

In August **Pamela Thornton** retired as director of Chappaqua (N.Y.) Library.

AT ALA

Assistant Director for Major Gifts **Genevieve Hix** left ALA October 9.

Public Library Association Manager of Impact and Advocacy **Emily Plagman** left ALA October 2. 



All Aboard

In the farming community of Ronks, Pennsylvania, sits an immense collection on a miniature topic: toy trains. Roughly 500,000 materials spanning the 1800s to the present—books, periodicals, trade catalogs and price lists, instruction sheets and wiring diagrams, advertisements and fliers, photographs, files on American and world manufacturers and retailers, and convention souvenirs—make up the National Toy Train Library (NTTL), the noncirculating research library of the Train Collectors Association (TCA) and its National Toy Train Museum.

“Our focus is anything toy trains and model railroading,” says librarian Lori Nyce (pictured). “We get calls sometimes wanting us to look up information on real locomotives—we tend to have to refer them.”

Nyce and Library Assistant Tyler Keck stay on track answering reference questions (mostly from TCA members, authors, and hobbyists hoping to identify or refurbish their models), cataloging (“we might get hundreds of items in a donation,” Nyce says), and organizing holdings. When a query derails her, Nyce turns to

TCA’s library committee for its members’ expertise in pre-World War II, postwar, and modern toy trains.

The library, which also includes a children’s section and resources on other toys and collectibles—“anything that would be on a toy-train layout,” such as small-scale figures of buildings and cars, says Nyce—is even steaming ahead on an oral history project. About 60 audio recordings in its collection cover everything from TCA members’ early memories of their first train sets to former Lionel employees describing what it was like to work for the toy-train manufacturer.

“People who use the library [are] really good at letting us know how helpful we’ve been,” says Nyce, “whether they’re trying to repair something and they need some sort of instruction sheet, or we’re helping them find out more about a toy train they’ve had since childhood.” **AL**

THE BOOKEND showcases librarians, their work, and their work spaces. For consideration, email americanlibraries@ala.org.

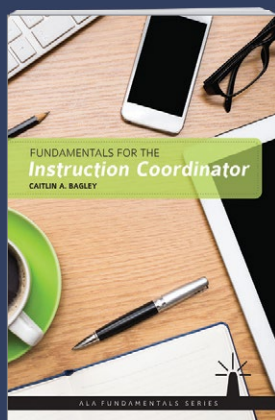
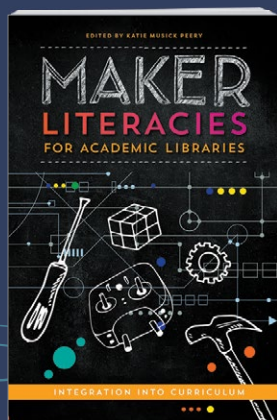
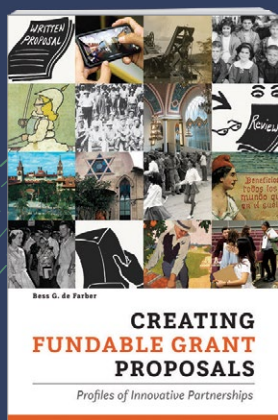
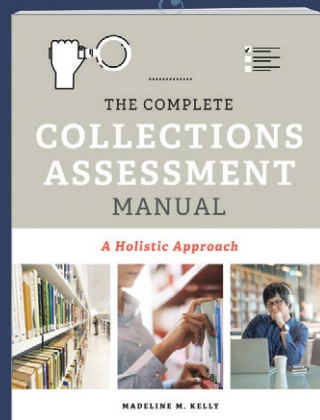
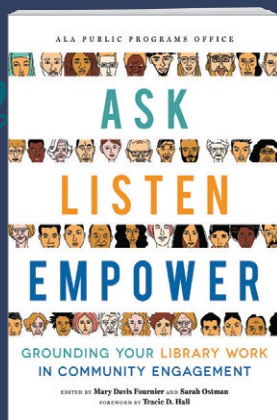
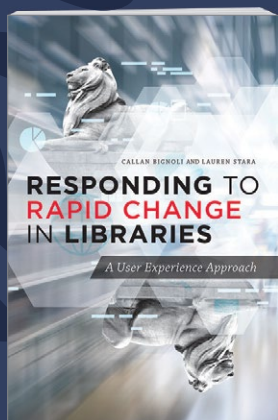
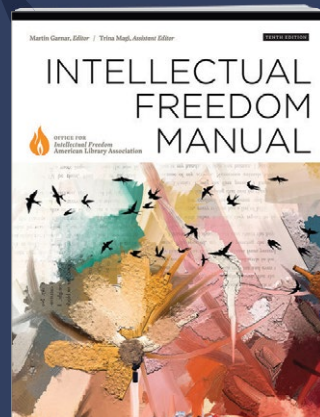
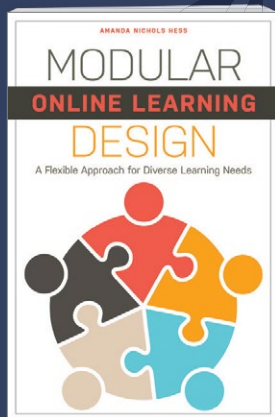
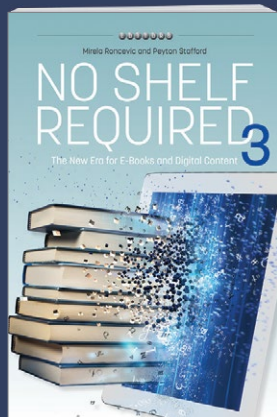
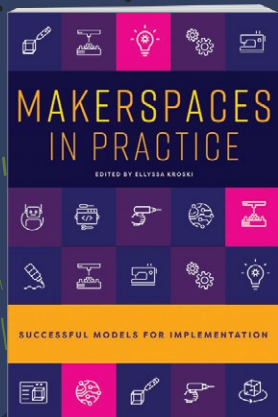
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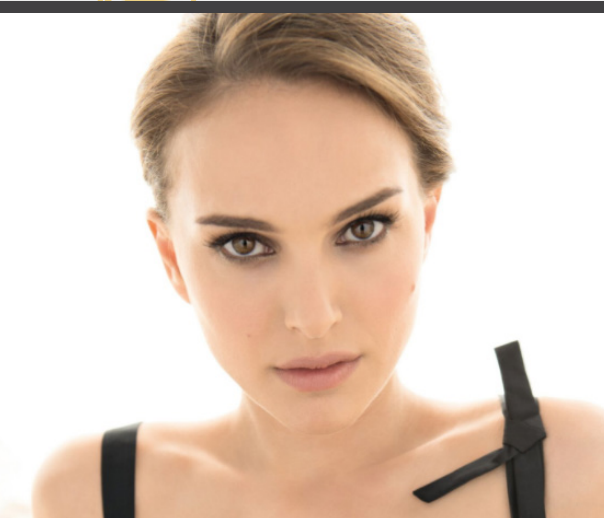
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