

# american libraries

January/February 2022

THE MAGAZINE OF THE AMERICAN LIBRARY ASSOCIATION

## Introducing LibLearnX

p. 40



2021 Year  
in Review **p. 26**

Referenda  
Roundup **p. 30**

**PLUS:**

Harvey Fierstein, Pro Sports  
Partnerships, Saving  
Afghanistan's Websites

# Vega LX from Innovative

## One system to give your patrons an entirely new digital library experience

### *Colin: Hobbyist*

Colin is a retiree who has picked up a new hobby: gardening. Recently, he used **Vega Interact** to chat online with a librarian about gardening resources and then reserved a book about container gardening through **Vega Discover**. Since Colin updated his patron preferences, the library can now use **Vega Promote** to send him related materials that will keep him busy all winter long.



### *Josephine: History Buff*

Josephine loves history podcasts. After listening to a particularly interesting interview with a historian, she uses the **Innovative Mobile** app on her phone to search **Vega Discover** and finds dozens of resources that include the historian as a contributor.





## *Penny: College Prospect*

Penny is entering her junior year of high school. She is actively researching university programs. Because her library uses **Vega Promote**, Penny receives an email message about an upcoming library event featuring a college admissions consultant. Thanks to **Vega Program**, Penny can now easily sign up to attend the event.

## *Navi: Book Club Enthusiast*

Navi has been meeting virtually with their book club. Even though the pandemic has kept the club apart, Navi can easily suggest new novels through their custom book list in **Vega Discover**. They shared the list through a dedicated URL so club members can review and reserve their next book club novel.



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EDITED BY Greg Landgraf



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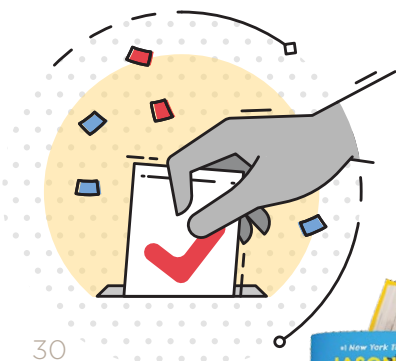
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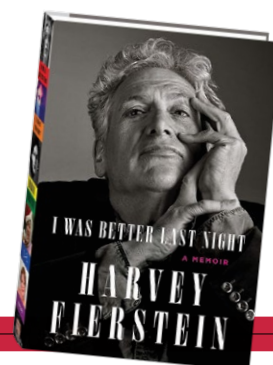
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# Racing against Erasure



Sanhita SinhaRoy

US schools and libraries have seen a dramatic surge in attempts to censor and remove materials related to LGBTQ+ and BIPOC issues.

After years in the making, LibLearnX debuts January 21–24. With educational and networking opportunities, not to mention high-profile speakers—like actor Molly Shannon and author Jacqueline Woodson—this brand-new ALA event is designed to inspire. Flip to our conference preview (cover story, p. 40) to plan your experience.

With this issue, we bid farewell to longtime editor Phil Morehart, the voice of *Call Number with American Libraries* and our resident film geek. We'll miss him, but thankfully he's not going far—he's just moving to ALA's Communications and Marketing Office.

For the third year in a row, *American Libraries* has partnered with the Public Library Association on Referenda Roundup. Contributing Editor Lucas McGranahan tracked 78 library ballot measures and council actions from around the country. See how libraries fared (p. 30).

Funding and advocacy played a major role in 2021, with the enactment of the Infrastructure Investment and Jobs Act and the American Rescue Plan Act, as well as the launch of the Emergency Broadband Benefit program. Read how these and other initiatives affected libraries, library workers, and the Association in our 2021 Year in Review (p. 26).

One troubling trend has been the onslaught of book challenges. As US schools and libraries have seen a dramatic surge in attempts to censor and remove materials related to LGBTQ+ and BIPOC issues, I can't help but draw comparisons to Liladhar R. Pendse's Spotlight article, "Saving Afghanistan's At-Risk Websites" (p. 22), about the race to archive cultural content that runs counter to the Taliban's ideology.

Closer to home, legendary Broadway actor Harvey Fierstein is also striving to protect art and culture (Newsmaker, p. 24). He talks with Associate Editor Sallyann Price about his recent \$2.5 million gift to New York Public Library for the Performing Arts and about his librarian mother—who apparently collected "thousands" of issues of *American Libraries* during her career.

We hope you'll agree that this issue is worth hanging on to. Happy New Year.

Sanhita

## american libraries

THE MAGAZINE OF THE AMERICAN LIBRARY ASSOCIATION

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# Two Decades of ALA-APA

ALA's companion organization celebrates 20 years of supporting workers



**Patricia "Patty"  
M. Wong**

The ALA-Allied Professional Association's work remains relevant and vital in pushing for equity in pay and greater access to leadership opportunities for BIPOC library workers.

**A**s American Library Association president, I'm often asked, "What does ALA do for library workers?" While it's true that the L in our name stands for *library* and not *librarian*, ALA has a companion organization that provides direct support to library professionals. The ALA-Allied Professional Association (ALA-APA), which is committed to improving the status of librarians and library workers, celebrates its 20th anniversary this year.

Through your ALA membership, you are already part of ALA-APA. And as president of ALA, I'm also president of ALA-APA, so this work is very close to my heart. I'm proud that the leaders who came before me had the foresight to establish ALA-APA to offer resources for librarians, library staff, and library managers to attain their personal and professional goals and effect positive change in their institutions.

ALA Council approved the establishment of ALA-APA in June 2001, charging the organization with lifting up library workers by providing opportunities for practical professional development. This includes the certification of individuals in specializations outside the initial professional degree, and providing direct support of comparable worth information, pay equity initiatives, and other programs to improve the salaries and status of all library workers.

In January 2002, Council approved the preliminary bylaws, and the scope of APA was broadened to include advocacy for the "mutual professional interests of librarians and other library workers."

Since then, ALA-APA has graduated hundreds through its Certified Public Library Administrator program ([bit.ly/ALA-CPLA](http://bit.ly/ALA-CPLA)), a voluntary post-MLS certification program for public librarians with three or more years of supervisory experience, and through its Library Support Staff Certification ([bit.ly/ALA-LSSC](http://bit.ly/ALA-LSSC)) program, which offers library support staff the opportunity to commit

to professional development and continuing education through the completion of competency sets developed and implemented by ALA-APA.

In addition to these programs, ALA-APA hosts the Library Salary Database ([bit.ly/LibSalaries](http://bit.ly/LibSalaries)) to help with benchmarking and plotting career moves, along with resources to help library workers advocate for a better salary. You are probably already receiving ALA-APA's monthly e-newsletter *Library Worklife*, filled with tips on workplace wellness and HR advice and announcements. What's more, each April during National Library Week, ALA-APA organizes National Library Workers Day, highlighting the value of library professionals at all levels.

Involvement is key to sustaining ALA-APA's important work. If you are able, please consider volunteering for one of ALA-APA's committees, including the Certification Program Committee and the Standing Committee on the Salaries and Status of Library Workers. You could also contribute articles to *Library Worklife*. Lastly, please consider donating to ALA-APA—it has no membership fees and depends on your contributions.

As ALA continues to respond to the needs of its members and prospective members, the work of ALA-APA remains relevant and vital in pushing for equity in pay, diversity in the profession, and greater access to leadership opportunities for library workers who are Black, Indigenous, and people of color.

Let us celebrate a successful 20 years while looking toward the potential and opportunity in the next 20 years of ALA-APA. I see a call to support and advocate for library workers of all levels in new ways, and I am excited by the work and exploration planned by ALA leaders and staff over the coming year. Here's to the future of ALA-APA! **AL**

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**PATRICIA "PATTY" M. WONG** is city librarian at Santa Clara (Calif.) City Library.

# Building ALA's Future

Financial measures and strategies are paving the way for a stronger Association



**Maggie Farrell**

As we start 2022—and as my term as ALA treasurer winds down—I have much good news to share regarding the Association's financial situation.

It feels like a lifetime ago that we discussed at the 2020 Midwinter Council meeting the financial concerns of the Association. And then the pandemic hit, affecting our conferences, meetings, and economy. The combination of fewer in-person engagements, flat membership numbers, budget deficits, rising costs, and ongoing societal issues is impacting every member association ([bit.ly/ASAE21](https://bit.ly/ASAE21)).

However, as we start 2022—and as my term as ALA treasurer winds down—I have much good news to share regarding ALA's financial situation.

First, the ALA Executive Board, Budget Analysis and Review Committee (BARC), and Finance and Audit (F&A) Subcommittee worked closely with ALA leadership to balance expenditures on the revenue base and adjust them as revenues have fluctuated. For example, during the 2021 Midwinter Meeting Virtual, the finance committees and Executive Board proposed to ALA Council a set of budget objectives for FY2022. Building on Council's previous work to set forth budget priorities contained within the ALA Strategic Plan ([bit.ly/ALAstrategicplan](https://bit.ly/ALAstrategicplan)), these objectives are more focused in guiding ALA staff and member leaders in budget planning. Council approved the following objectives:

- align expenditures with revenues
- develop budget contingency
- increase revenue sources
- focus on financial stability
- develop budget metrics

This guidance, combined with the Pivot Strategy ([bit.ly/ALAPivotPath](https://bit.ly/ALAPivotPath)), is revamping ALA's financial structure. By diversifying revenue streams, focusing on membership, and strengthening contributed revenue, we are stabilizing our current finances and building ALA's future.

Second, additional initiatives—reducing travel, examining staff vacancies, increasing received donations, securing Payroll Protection Program loans with a forgiveness option, transferring

ALA Endowment funds with terms, and obtaining low-interest loans—will also benefit ALA's future.

Finally, the strategy of using furloughs directly affected our dedicated ALA staff. While the improved revenue results eliminated the need for the last week of furlough, the FY2021 budget would not have been balanced had it not been for the contribution and sacrifice of each ALA employee. Their commitment to members is deeply appreciated and does not go unnoticed.

This spring, the finance committees and Executive Board will focus on the FY2023 budget with the hope that improved public health conditions will enable more in-person engagements, professional development, and continuing education. Once again, budget directives will be developed to guide the process, along with ALA leadership's budget assumptions, which include a 2% salary increase for ALA staff, no furloughs, 26.5% overhead, and other measures to balance the budget.

I also want to highlight the work of the Operating Agreement Work Group (OAWG), which is tackling a 30-year framework between ALA and divisions ([bit.ly/ALA\\_OAWG](https://bit.ly/ALA_OAWG)). This dedicated and creative group of individuals is challenging the status quo as we strive to think and act as a unified Association with more efficient operating practices that support and engage members. OAWG will be considering draft proposals in spring with final recommendations in June.

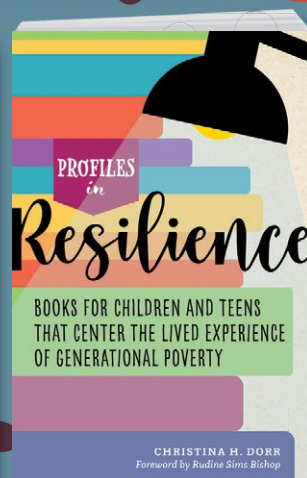
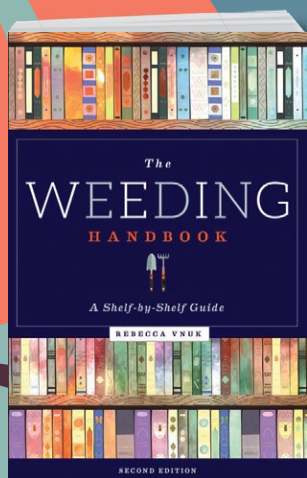
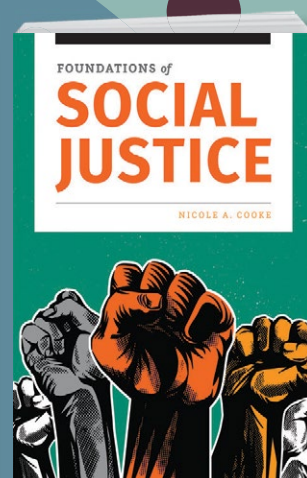
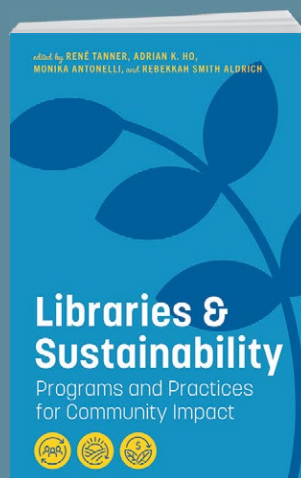
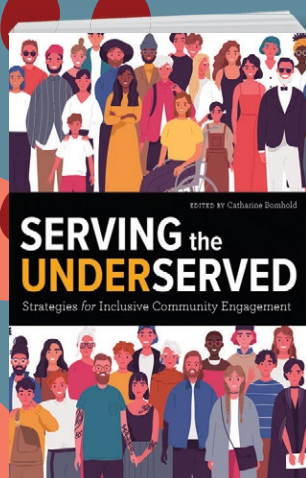
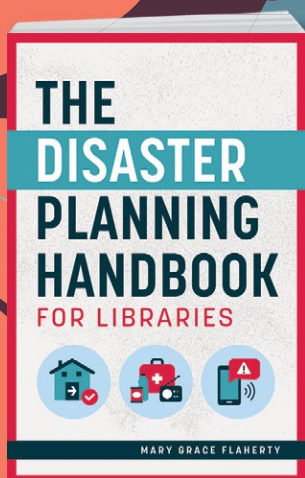
As I conclude my term, I want to express my deep gratitude for ALA staff, particularly Executive Director Tracie D. Hall, Interim CFO Denise Moritz, and the entire finance team. I had the pleasure of working with the Executive Board, BARC, F&A, and member leaders who tirelessly work to advance not just the Association but each and every member. Thank you for the honor of serving in this position. **ALA**

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



# LEARN ABOUT THESE AND OTHER TITLES IN THE ALA Editions | ALA Neal-Schuman Fall/Winter 2022 Catalog!



# Belonging as Technology

Growing ALA's impact through connectedness and teamwork



Tracie D. Hall

While expanding connectivity must continue to be a foundation of our work, we must also expand connectedness to and within our institutions.

In an era when our access to education, employment, and public health—our primary quality of life indicators—is increasingly predicated on digital access, libraries are and must be deeply invested in ensuring the greatest level of connectivity for users.

This is a critical area of focus for the American Library Association (ALA) and for the LIS community at large. This past year exposed digital access barriers such as expensive and low-quality broadband, the ongoing paucity of technology in the lowest-income households, and the overlap of limited reading skills and limited digital literacy. Left unchecked, any of these barriers can impede socioeconomic mobility and agency for individuals and communities.

While expanding connectivity must continue to be a foundation of our work, we must also expand connectedness to and within our institutions.

In the organizational sense, connectedness is nurtured by prioritizing relationships, creating a culture of transparency (where successes and mistakes are opportunities for growth and learning), and developing a culture of trust that emphasizes collaboration, not competition.

At the individual level, a high degree of social connection improves physical health and emotional well-being, increasing the chance of living longer than average by 50%, according to research ([bit.ly/PLOSMed](https://bit.ly/PLOSMed)) interpreted by Stanford University wellness expert Emma Seppälä. At the institutional level, this translates to recognizing and taking responsibility for the potential impact (or lack thereof) of the systems and operational cultures we create.

Activist and author Grace Lee Boggs reflected in her 2011 book *The Next American Revolution* that our long-term effect on people and systems often occurs because of small actions and activities “through the invisible fabric of our connectedness.” Citing what author Margaret Wheatley calls “this exquisitely connected world,” Boggs

reminds us that “the real engine of change is never *critical mass*; dramatic and systemic change always begins with *critical connections*.”

This desire to forge deeper connectedness to the libraries, practitioners, and users that rely on ALA's advocacy and technical assistance inspired us to create several new tools and resources:

- the Diversity, Equity, and Inclusion Scorecard for Library and Information Organizations, developed by our Committee on Diversity
- Benchmark, a digital resource from ACRL and PLA to help libraries make data-informed decisions using analytic and visualization tools
- an ALA eLearning portal for continuing education that brings together courses, webinars, and customized content across the Association
- grants from the Public Programs Office intended to grow the capacity of libraries to meet community need

The desire to build connectedness within ALA has resulted in the development of 20 new cross-functional teams on such topics as mentorship, customer service, professional development, and equity, diversity, and inclusion. Their aim is to increase synergy between our programs and services and break down organizational silos that impede the flow of knowledge and communication. By the end of 2022, every ALA staff member will be assigned to one of these teams.

Though connectedness is critical to ensuring that libraries and other information providers remain relevant and resonant, connectedness as a construct has an even larger aim: belonging.

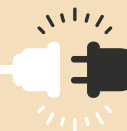
As Boggs asserted, “I’ve come to believe that you cannot change any society unless you take responsibility for it, unless you see yourself as belonging to it and responsible for changing it.”

My next column will be about this connection between belonging and change management. **AL**

**TRACIE D. HALL** is executive director of the American Library Association. Reach her at [thall@ala.org](mailto:thall@ala.org).

# CELEBRATE NATIONAL LIBRARY WEEK

APRIL 3-9, 2022



## CONNECT WITH YOUR LIBRARY

Spotlight libraries as places to get connected to broadband, computers, and other technology resources. Reinforce the idea that libraries are places to connect with media, programs, ideas—and of course, books! Use these materials to invite community members to visit, use, and advocate for their libraries.



[2022 National Library Week Poster](#)



[2022 National Library Week Poster File](#)

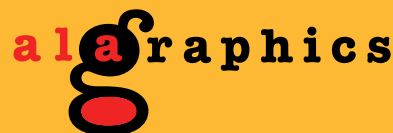


[Connect with your Library Mini Poster File](#)



[2022 National Library Week Bookmark](#)

Purchase these materials at the ALA Store at [alastore.ala.org](http://alastore.ala.org). Find additional “Connect with your Library” products—including t-shirts, bags, and buttons—at [bit.ly/GraphicsGiftShop-NLW22](http://bit.ly/GraphicsGiftShop-NLW22).





### Drabinski, Watson Seek 2023–2024 ALA Presidency

The two candidates for the 2023–2024 presidency of the American Library Association (ALA) are Emily Drabinski, interim chief librarian at the Graduate Center of the City University of New York, and Kelvin Watson, executive director of the Las Vegas–Clark County (Nev.) Library District.

Drabinski has served as chair of ALA's International Relations Committee, ALA councilor-at-large, and chair of the Association of College and Research Libraries (ACRL) Information Literacy Frameworks and Standards Committee.

She is an active member of ACRL and Core, as well as cochair of the ACRL President's Program Planning Committee and reviews editor for *College & Research Libraries*. She is also a member of the Ethnic and Multicultural Information Exchange Round Table (EMIERT), the International Relations Round Table, the Library Support Staff Interests Round Table, the Social Responsibilities Round Table (SRRT), and the Sustainability Round Table (SustainRT).

Additionally, Drabinski is a member of the American Indian Library Association, the Asian/Pacific American Librarians Association, the Black Caucus of the American Library Association (BCALA), the Chinese American Librarians Association, and Reforma, the National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking.

Drabinski holds a bachelor's in political science from Columbia University in New York City, a master's in composition and rhetoric from Long Island University in Brooklyn, and an MLIS from Syracuse (N.Y.) University.

"So many of us find ourselves at the ends of our worlds," Drabinski said in an October 5 statement. "The consequences of decades of unchecked climate change, class war, white supremacy, and imperialism have led us here. If we want a world that includes public goods like the library, we must organize our collective power and wield it. ALA offers us a set of tools that can harness our energies and build those capacities."

A 2006 Spectrum Scholar, Watson cochairs ALA's Digital Content Working Group and is a member of ALA's Business Advisory Group. He has served on the Association's Committee

on Accreditation and on an ALA presidential task force. He was director-at-large of the Public Library Association and is a member of EMIERT and BCALA, where he has served as president and executive board member. He is a member of ALA's Standards for Library Services for Incarcerated and Detained Individuals Working Group.

Watson has been a member of the Southeast Florida Library Information Network board of directors, the Metropolitan New York Library Council board of trustees, and the Florida Library Association's Equity, Inclusion, and Accessibility Task Force. He currently serves on the board of the Book Industry Study Group. He was also recently appointed to the Digital Public Library of America board and is a candidate for OCLC's Global Council.

Watson holds an MLS from North Carolina Central University in Durham and a bachelor's in business administration from Lincoln University in Jefferson City, Missouri.

"America and our libraries continue to transform, and I'm humbled and honored by the possibility to represent you as an ALA presidential candidate," Watson said in the October 5 statement. "We have always been a melting pot of nationalities, religions, ethnicities, and gender identities, but historically, many of these segments have been blocked from realizing their full potential. By 2030, the US Census predicts that immigration will become the primary source of growth, putting greater pressure on our schools to teach the literacy and tech skills needed in the 21st century.

"All libraries will be called to fill this void, and I know that we can create a plan to address this coming need for new funding sources, exciting and educational LIS and support staff opportunities, and new technologies that create efficiencies for ease of discovery and access."

Drabinski and Watson will engage in a virtual candidates' forum at 1 p.m. Central on February 16. Register for the forum at [bit.ly/ALA-candidates22](https://bit.ly/ALA-candidates22). Ballot mailing for the ALA election will begin March 14 and run through April 6. Individuals must be members in good standing to vote in the 2022 ALA elections. ●



Emily Drabinski



Kelvin Watson

# ALA Welcomes Removal of Offensive Subject Headings

The Policy and Standards Division of the Library of Congress, which maintains Library of Congress Subject Headings (LCSH), announced the decision to replace the terms *aliens* and *illegal aliens* with new subject headings *noncitizens* and *illegal immigration* at its regularly scheduled meeting on November 12.

"We are pleased that the Library of Congress is replacing these subject headings, which are both outdated and dehumanizing," said ALA President Patricia "Patty" M. Wong in a statement. "This update better reflects common terminology and respects library users and library workers from all backgrounds. It also reflects the core value of social justice for ALA members, who have been at the vanguard of this change for years."

LCSH are widely used in library catalogs to index the topics of library materials. The Policy and Standards Division of the Library of Congress routinely adds and updates the terms used as subject headings. The revisions appear on Special List 21-11B, issued November 12. Headings on existing bibliographic records in the Library of Congress's catalog are updated as expeditiously as possible after heading changes are approved.

Read more about libraries' efforts to advance equity in subject headings in our September/October 2020 ([bit.ly/AL-Conscientious-Cataloging](https://bit.ly/AL-Conscientious-Cataloging)) and November/December 2021 ([bit.ly/AL-Decolonizing](https://bit.ly/AL-Decolonizing)) issues. ●

## Hepburn, Lanza-Galindo Run for ALA Treasurer

The two candidates for 2022–2025 ALA treasurer are Peter Hepburn, head librarian at College of the Canyons in Santa Clarita, California, and Oscar Lanza-Galindo, associate dean of the Library and Learning Commons at Bunker Hill Community College in Boston.

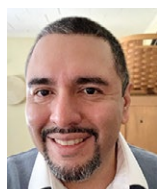


Peter Hepburn

Hepburn has chaired ALA's Budget Analysis and Review Committee, was a member of the Executive Board and the Finance and Audit Committee and has

been an ALA councilor-at-large. He is a current member of the Committee on Organization as well as an active member of ACRL and the American Association

of School Librarians. He is involved with the Graphic Novels and Comics Round Table (GNCRT), the Intellectual Freedom Round Table, the Rainbow Round Table, SRRT, SustainRT, and the New Members Round Table. He holds a doctorate of education from Arizona State University in Tempe, an MLIS from McGill University in Montreal, and a bachelor's from University of Victoria in British Columbia.



Oscar Lanza-Galindo

Lanza-Galindo serves on ALA Council and is a member of the ACRL 2022 President's Program Planning Committee. He is an active member of ACRL and

Core, and he is involved with Reforma, the National Association to Promote Library and Information Services to Latinos and the Spanish-Speaking. He

## CALENDAR

JAN. 21–24

**LibLearnX Virtual**

[alaliblearnx.org](https://alaliblearnx.org)

MAR. 23–25

**PLA 2022 Conference** | Portland, Oregon

[placonference.org](https://placonference.org)

APR.

**School Library Month**

[ala.org/aasl/advocacy/slm](https://ala.org/aasl/advocacy/slm)

APR. 3–9

**National Library Week**

[ala.org/nlw](https://ala.org/nlw)

APR. 5

**National Library Workers Day**

[ala-apa.org/nlwd](https://ala-apa.org/nlwd)

APR. 6

**National Library Outreach Day**

[bit.ly/NatlOutreachDay](https://bit.ly/NatlOutreachDay)

APR. 9–16

**Money Smart Week**

[moneysmartweek.org](https://moneysmartweek.org)

APR. 24–30

**Preservation Week**

[ala.org/preservationweek](https://ala.org/preservationweek)

APR. 30

**Día: Children's Day/Book Day**

[dia.ala.org](https://dia.ala.org)

has a master's in information and library services from University of Arizona in Tucson and a master's in intercultural service, leadership, and management from the SIT Graduate Institute in Brattleboro, Vermont, and is a doctoral student at University of Massachusetts Boston.

## ALA Launches New eLearning Website

On November 10 ALA announced the launch of ALA eLearning ([elearning.ala.org](https://elearning.ala.org)), a centralized web portal that brings together a comprehensive digital collection of professional development resources for library and information professionals. Learners can expect to find custom content developed by ALA's field-leading authors and instructors, a mix of free and paid webinars, on-demand events, and asynchronous e-courses.

The mobile-friendly site offers a robust search capability, dynamic product listings, courses and webinars in multiple digital formats, and discounted bulk purchases. Additionally, the ALA+ Pass offers division-member pricing on all products for anyone who is a member of three or more divisions.

## More Grants for Small and Rural Libraries

ALA announced in November the 100 small and rural libraries selected in the third round of the Libraries Transforming Communities (LTC): Focus on Small and Rural Libraries grant program, in partnership with the Association for Rural and Small Libraries. The libraries, selected through a competitive peer-reviewed application process, join a group of more than 500 small and rural libraries representing 48 states that received grants in 2021. (View the full list at [bit.ly/LTC-grantees](https://bit.ly/LTC-grantees).) Approximately half of the libraries funded in the current round are repeat grantees, having previously participated in an earlier phase of the community engagement initiative.

In 2021, nearly \$2 million was awarded to small and rural libraries to help them address issues of concern in their communities. Libraries receive funding to tackle problems ranging from media literacy to COVID-19 safety to unemployment. They also receive training in how to lead conversations, a skill vital to 21st-century librarianship.

Participating library workers complete a free ALA eLearning course on basic facilitation skills; host at least one conversation with community members on a chosen topic; and receive \$3,000 to support community engagement efforts. Grant funds may cover a range of expenses, including staff time and collections and technology purchases.

Grantees include Hewitt (Tex.) Public Library, which will facilitate conversations for young adults with disabilities and their families about their experiences in the community, and Cundy's

## ALA Applauds Passage of Digital Equity Funds

In a November 5 statement, ALA celebrated the final passage of the bipartisan Infrastructure Investment and Jobs Act by the US House of Representatives, after it was passed by the Senate on August 10. The legislation will provide critical funding for libraries to promote digital equity. President Biden signed the bill into law on November 15.

The legislation provides \$2.75 billion for the Digital Equity Act to create new federal investments for digital inclusion projects at the national, state, and local levels, and libraries of all types will be eligible. Endorsed by ALA in June 2021, the Digital Equity Act prioritizes "activities that seek to provide individuals and communities with the skills, supports, and technologies necessary to take full advantage of a broadband internet connection when they have one." It also provides \$43 billion for broadband deployment, including provisions to promote gigabit service to libraries.

"We appreciate that Congress recognizes libraries are key partners in advancing digital equity," said ALA President Patricia "Patty" M. Wong. "Libraries are the physical and human infrastructure—the connections, devices, and training—that help to close the digital divide. Broadband infrastructure legislation must address digital equity at the same time as deployment to unserved and underserved areas. As these programs are implemented, we urge federal, state, and local partners to collaborate with libraries. To achieve universal broadband access and digital literacy, libraries must be a part of the solution." ●

Harbor Library in Harpswell, Maine, which will host a conversation focused on the challenges longtime residents are facing regarding gentrification of the waterfront.

## ALA Partners to Boost Financial Literacy

ALA and the FINRA Investor Education Foundation have collaborated to distribute free financial literacy books and resources to 100 public and school libraries, with the goal of reaching children and young people. Library workers are invited to apply online to receive one of the kits for their library through January 3 at [bit.ly/AL-FinLit](https://bit.ly/AL-FinLit).

Participating libraries will receive a printed copy of the Thinking Money for (All) Kids book list with corresponding best practices and programming ideas for public and school libraries; a print copy of the ALA Editions title *Rainy*



*Day Ready: Financial Literacy Programs and Tools*, edited by Melanie Welch and Patrick Hogan for ALA's Public Programs Office, a guide for library staff with 16 model

financial capability programs; and print copies of related titles for libraries to add to their circulating collections.

## ACRL, PLA Partner on New Digital Data Tool

ACRL and PLA announced in October the release of Benchmark: Library Metrics and Trends ([ala.org/pla/data/benchmark](https://ala.org/pla/data/benchmark)), designed to power library data analysis and visualization that helps libraries plan, make decisions, and tell stories of their impact. Benchmark replaces the historic Public Library Data Service, discontinued in 2019.

Through Benchmark, library professionals have access to a centralized collection of their library data and the ability to compare with peer libraries using visualization and reporting tools. Public libraries have access to *Public Libraries Survey* data (reported to the Institute of Museum and Library Services) and census data. Academic libraries have access to data from the *ACRL Academic Library Trends and Statistics Survey*, the largest survey of academic libraries in the country, fielded annually since 1998.

All public and academic libraries have free access to open surveys, their own survey responses, and select summary data in Benchmark. A subscription option includes access to a full suite of peer data and interactive tools. Discounts are available for PLA and ACRL members and libraries that have participated in Benchmark surveys.

## ALA to Distribute \$2 Million in NEH Relief Funds

With funding from the National Endowment for the Humanities (NEH) through the American Rescue Plan Act, ALA will distribute \$2 million to help anchor libraries as they emerge from the coronavirus pandemic.

Up to 200 US libraries of all types, representing a broad range of communities, will receive \$10,000 to support humanities functions of the libraries, online resources and support, and a print copy of the ALA Editions title *Going Virtual: Programs and Insights from a Time of Crisis* by Sarah Ostman. Eligible expenses include salary and benefit support for library workers engaged in humanities activities, costs related to in-person or virtual humanities programming, and marketing and advertising to support library humanities efforts.

"Libraries have the potential and unique positionality to help Americans realize their highest visions of themselves—to think critically and ask big questions about the world and our place in it," said ALA President Patricia "Patty" M. Wong in an October 5 statement. "ALA is deeply grateful to the NEH for recognizing libraries' unique importance as incubators for the humanities and providing this funding to help libraries meet our communities' cultural needs." ●

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— Eke Williams, '19 MLIS, Library Operations Manager | Guttman Community College (New York)



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# 2022 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 committee were eligible to run for office by petition through December 1. The Nominating Committee was charged with considering applications for up to 51 potential nominations. The submissions pool has yielded the following 66 candidates for 34 seats.

## **Tarida Anantachai**

Interim Head, Learning and Academic Engagement  
Syracuse (N.Y.) University

## **Antonio Apodaca**

Education and Outreach Coordinator  
Ventura (Calif.) County Library

## **Joanna M. Arteaga La Spina**

Youth Services Librarian  
San Francisco Public Library

## **Richard E. Ashby Jr.**

Director  
Sto-Rox Public Library  
McKees Rocks, Pennsylvania

## **Glen Benedict**

Access Services Librarian  
University of the District of Columbia

## **Erin Berman**

Division Director, Learning Group  
Alameda County (Calif.) Library

## **Adriana Blancarte-Hayward**

Outreach Manager  
New York Public Library

## **Jennifer C. Boettcher**

Business Liaison and Reference Librarian

Georgetown University  
Washington, D.C.

## **Jennifer Brown**

Executive Director  
The Field Library  
Peekskill, New York

## **Nick Buron**

Chief Librarian  
Queens (N.Y.) Public Library

## **Camille E. Chesley**

Reference Librarian  
University at Albany  
in New York

## **Sarah Clark**

Dean and University Librarian  
La Salle University  
Philadelphia

## **John A. Clextion**

Library Director  
Gladwin County (Mich.)  
District Library

## **Kaitlin Crotty**

Interim Library Director  
Rogers State University  
Claremore, Oklahoma

## **Kalan Knudson Davis**

Special Collections  
Metadata Librarian

University of Minnesota  
in Minneapolis

## **Amy Dye-Reeves**

Education and History Librarian  
Texas Tech University  
Lubbock

## **Maria Estrella**

Dyad Public Services Manager  
Cleveland (Ohio) Public Library

## **Maggie Farrell**

Dean of Libraries  
University of Nevada, Las Vegas

## **Athanasia Fitos**

Librarian/Branch Manager  
Miami-Dade Public Library  
System in Florida

## **Tiffeni Fontno**

Head Librarian, Educational Resource Center  
Boston College in Chestnut Hill, Massachusetts

## **Elizabeth Fried**

Library Director  
Norwood (N.J.) Public Library

## **Kenny Garcia**

Reference and Instruction Librarian  
California State University, Monterey Bay

## **Calypso Gilstrap**

School Librarian  
Goochland (Va.) High School

## **Eric Gomez**

Community Library Manager  
Broward County (Fla.) Library

## **Africa S. Hands**

Assistant Professor  
East Carolina University  
Greenville, North Carolina

## **Vicky Hart**

Director of Library Services  
Northeast Lakeview College  
Universal City, Texas

## **Carrie Herrmann**

Library Director  
Boone County (Ky.)  
Public Library

## **Twanna Hodge**

Diversity, Equity, and Inclusion Librarian  
University of Florida  
in Gainesville

## **Jennifer Hooker**

Librarian  
Santa Cruz (Calif.)  
Public Libraries

## **Martha Hutzel**

Library Director  
Central Rappahannock  
Regional Library  
Fredericksburg, Virginia

## **Judy Jeng**

Community Representative  
Digital Public Library  
of America  
Ledyard, Connecticut

## **Qiana Johnson**

Interim Associate  
University Librarian for  
Collections Strategies

## Applications for Graphic Novel Grants Open

GNCRT and the Will and Ann Eisner Family Foundation have announced the opening of the 2022 Will Eisner Graphic Novel Grants for Libraries grant cycle. Open to libraries and institutions across

North America, these grants recognize libraries for their role in the growth of graphic literature and awards funds and resources for graphic novel collection development and programming. These grants honor the legacy and creative excellence of Will Eisner, whose career

spanned nearly eight decades, from the dawn of the comic book to the advent of digital comics.

Three grants of \$4,000 will be awarded: Two recipients will receive Will Eisner Graphic Novel Growth Grants, which support libraries that would like

Northwestern University  
Libraries

Evanston, Illinois

**Victoria Kowanetz**

Assistant Community  
Library Manager  
Queens (N.Y.) Public Library

**Jamie Kurumaji**

Supervising Librarian  
Fresno County (Calif.)  
Public Library

**Bradley Kuykendall**

Assistant Branch Manager  
Dayton (Ohio) Metro Library

**Tina Lerno**

Librarian, Digital Content Team  
Los Angeles Public Library

**Adriene Lim**

Dean of Libraries  
University of Maryland  
in College Park

**Rodney Lippard**

Director  
Gregg-Graniteville Library  
University of South  
Carolina Aiken

**Amy Little**

Youth Services Librarian  
Sacramento (Calif.)  
Public Library

**Jennisen Lucas**

District Librarian  
Park County (Wyo.)  
School District 6

**Andrea Malone**

Research Visibility and  
Impact Coordinator  
University of Houston Libraries

**Ryan McGinnis**

Library Technician  
Cook Memorial Library  
La Grande, Oregon

**Chulin Meng**

Director of Library Technology  
Lehigh University  
Bethlehem, Pennsylvania

**Valeria Molteni**

Adjunct Librarian/Faculty  
College of San Mateo  
in California

**Ophelia Morey**

Coordinator, Community  
Outreach Services  
University at Buffalo  
in New York

**Marina Morgan**

Metadata Librarian  
Florida Southern College  
in Lakeland

**Ramin Naderi**

Acting Senior Librarian  
Los Angeles Public Library,  
Venice-Abbot Kinney  
Memorial Branch

**Mandy Nasr**

Library Director  
Library Systems & Services LLC  
Camarillo, California

**Muzhgan Nazarova**

Turkic Languages Librarian  
Library of Congress  
Washington, D.C.

**Jim Neal**

University Librarian Emeritus  
Columbia University  
New York City

**Toni Negro**

Retired  
Montgomery County  
(Md.) Public Schools

**Sharaya Olmeda**

Librarian  
California Men's Colony  
State Prison  
San Luis Obispo

**Anchalee "Joy"**

**Panigabutra-Roberts**  
Head of Cataloging  
University of Tennessee  
Knoxville

**Edwin Rodarte**

Senior Librarian  
Los Angeles Public Library

**Suzanne L. Sager**

Cataloger  
Portland (Oreg.) State  
University

**Sophia Sotilleo**

Interim Library Director  
Lincoln University in  
Pennsylvania

**Eric D. Suess**

Library Director  
Marshall Public Library  
Pocatello, Idaho

**Valerie Tagoe**

Media Specialist  
Dallas Independent  
School District

**Marliese Thomas**

Fine Arts Librarian  
University of Alabama  
at Birmingham

**Joseph Thompson**

Director of Public Services  
Carroll County (Md.)  
Public Library

**Paul Wartenberg**

Reference and Technology  
Librarian  
Bartow (Fla.) Public Library

**Terry Weech**

Associate Professor Emeritus  
University of Illinois  
Urbana-Champaign

**Janice Welburn**

Dean Emerita  
Marquette University Libraries  
Milwaukee

**Amber Williams**

Managing Librarian,  
Strategic Initiatives  
Spokane County (Wash.)  
Library District

**Hong Yao**

Director, Technical Services  
Queens (N.Y.) Public Library

**Steven Yates**

Assistant Director and School  
Library Media Coordinator  
University of Alabama  
in Tuscaloosa

## 2022 Election Dates

Ballot mailing for the 2022 ALA election will begin on March 14. The election will close April 6.

Renew your membership by January 31 to ensure that you receive your ballot for the 2022 ALA election. ●



to expand their existing graphic novel collection, services, and programs; one recipient will receive the Will Eisner Graphic Novel Innovation Grant, which supports a library for the initiation of a new graphic novel service or program. In addition, winners will receive

a collection of Will Eisner's works and biographies, as well as a selection of winning titles from the 2022 Will Eisner Comic Industry Awards announced at Comic-Con International.

The grant also includes a travel stipend for a library representative to

travel to the 2022 ALA Annual Conference and Exhibition in Washington, D.C., where they will receive recognition from the Will and Ann Eisner Family Foundation at a reception. Learn more and apply by February 13 at [ala.org/rt/gncrt/eisner](http://ala.org/rt/gncrt/eisner). AL

# TRENDS



Prince George's County (Md.) Memorial Library System partnered with pro soccer team D.C. United in 2020 to create Talon's Workout Tapes. Here, midfielder Russell Canouse and his dog Lola demonstrate an exercise.

a way to encourage physical fitness, mental wellness, and personal

safety among kids while attracting new patrons and expanding outreach efforts.

One of the reasons PGCMLS pursued a partner-

ship with D.C. United, for instance, was to better reach the county's Latinx population. "We know that there's a huge soccer following in the Spanish-speaking community, so we thought it would be a really great way to connect with residents who aren't already connected to the library," Brown says.

In addition to Talon's Workout Tapes, the collaboration between PGCMLS and D.C. United has included players leading bilingual virtual storytimes and participating in "ask me anything" interviews. The library has also previously worked on initiatives with other professional sports teams in their area—including reading contests and book clubs in conjunction with the Washington Football Team, Washington Nationals, and Washington Wizards—but this was its first partnership with a pro sports club that included a significant physical fitness component.

"[Partnering with] organizations that are more involved in popular culture locally helps draw attention to what we do," says Brown.

## A Dream Team

Public libraries partner with pro sports teams and local athletes to promote youth wellness

BY Taylor Hartz

Last year, when kids were stuck at home during the early stages of the COVID-19 pandemic, staffers at Prince George's County (Md.) Memorial Library System (PGCMLS) got the idea to bring fitness classes into their young patrons' living rooms and backyards. To do so, they called on an unlikely ally: Talon the Bald Eagle, the mascot of pro soccer team D.C. United.

What resulted was Talon's Workout Tapes, a series of free exercise videos in English and Spanish that debuted in April 2020 on the library's website. The videos, created by D.C. United's communications department, featured the fan-favorite bird and team players demonstrating physical activities that kids and their families could do at home without any expensive equipment during the area's stay-at-home order. The library and the team promoted the series on social

media channels, websites, and the county's interagency communication network.

"Wellness had seemed to kind of go out the window because everyone was still hunkered down and we were in lockdown mode," says Nicholas Brown, chief operating officer for communications and outreach at PGCMLS. Because of this isolation, he says, the library felt it was an especially important time to keep kids active.

"We know that with the challenges of our times, maintaining a focus on health and wellness is essential," Brown says. "I think the pandemic has validated this approach for the library—that we have to take care of our minds and our bodies in order to do anything."

PGCMLS is part of a growing movement of public libraries partnering with professional and college sports teams in their communities as



“I think the pandemic has validated this approach for the library—that we have to take care of our minds and our bodies in order to do anything.”

**NICHOLAS BROWN**, chief operating officer for communications and outreach at Prince George's County (Md.) Memorial Library System

### A head above the rest

Grand Rapids (Mich.) Public Library (GRPL) has long viewed the promotion of youth health and wellness as an extension of its mission.

“[The library is] much more than being able to check out a book with us,” says Kristen Krueger-Corrado, marketing and communications manager at GRPL. “We’re a place where we can connect you with all the opportunities you have in your community, and those include sports and recreational opportunities.”

In 2008, GRPL developed a partnership with the Grand Rapids Griffins, a professional hockey team affiliated with the Detroit Red Wings. It started with the Griffins donating tickets to the library’s Check It Out program, which encourages cardholders to become more active in their communities by checking out passes for kayak rentals, sporting events, or attractions like local museums and gardens.

Later that year, GRPL and the Griffins collaborated on Lids at the Library, a free helmet giveaway program for ages 1–12 that encourages youth to get outside during the summer and families to be proactive about preventing head injuries. Library staffers and volunteers from the Griffins team—including mascot Griff—make sure that kids at the giveaway receive a helmet that covers their entire head and has been properly fitted and secured.

Though the pandemic led to a pause in 2020, the program came back for its 13th year in summer 2021. Lids at the Library has given away more than 1,300 helmets to children at eight GRPL locations since the program started, Krueger-Corrado estimates.

“[People here] are very supportive of their hockey team. They love to go to games, see Griff at community events, and even hold parades when they win the championship,” says Krueger-Corrado. “Our patrons are so grateful for everything they do for the library.”

### You don’t have to go pro

Other libraries have leveraged partnerships to teach kids about types of exercise they may not encounter at school or home. Kasi Allen, youth services librarian at Twin Falls (Idaho) Public Library (TFPL), got the idea to start the Active Kids program at her library in 2018 after talking to parents who wanted to get their children into martial arts classes and dance

## BY THE NUMBERS

# Love and Libraries

**902**

Number of homemade greetings Shaler North Hills Library in Glenshaw, Pennsylvania, received in February 2021, after putting out a call for its “Valentines for Seniors” program. Among the submissions were 25 hearts that a woman hand-crocheted and 20 watercolor valentines from Slippery Rock (Pa.) University students.

**1,100**

Number of public submissions received for Love Letters in Light, a poetry project conceived by artist Leila Hamidi in partnership with Los Angeles County Library (LACL) and Los Angeles County Department of Public Health. In May 2021, LED signs were installed at 10 LACL locations and displayed 300 messages (in English and Spanish) of 15 words or fewer that expressed sentiments of heartbreak, hope, and love to the community during the pandemic.

**101**

Number of years Valentine (Neb.) Public Library has served its community. Valentine is nicknamed the Heart City, and the library celebrated its 100th anniversary last year with an “I Love My Library” bookmark contest.

**1,160**

Number of letters exchanged by US President John Adams and his wife Abigail Smith Adams that are featured in the Massachusetts Historical Society’s digital archive. Described by the society as “warm and informative,” the letters were written between 1762 and 1801 and cover the couple’s courtship, their reactions to the Revolutionary War, news from their farm, and John’s entire political career. ●

Continued on page 18 ▶

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Griff—mascot for the Grand Rapids Griffins, a pro hockey team—greet fans at Grand Rapids (Mich.) Public Library's Lids at the Library helmet giveaway in summer 2021.

Continued from page 17

lessons but couldn't afford the often-steep fees.

Allen thought a program with local athletes giving young patrons a taste of a variety of physical activities and acting as sports role models could fill a gap in the community.

"I feel like a lot of the kids who use the library are more bookish than athletic," Allen says. "Introducing them to something that can be really intimidating in a safe space, where they're with their librarian, who they like, makes it easier."

Allen partnered with the volleyball and baseball teams at nearby College of Southern Idaho for her program, but also brokered collaborations with amateur athletes in the community—yoga teachers, karate and dance instructors, and coaches from a local soccer complex. Having these instructors come

into an environment the kids were already familiar with, says Allen, made them more willing to try something new.

The community response was "overwhelmingly positive," Allen says, and families were thankful for the opportunity to try out activities. Though Active Kids ended in 2019—Allen says an evaluation of the program showed that families prefer drop-in passive programming during the school year—wellness remains a priority for TFPL.

"You learn well if your body is happy and healthy and you feel fulfilled in your sensory experience," says Allen, who is pleased to find others in the profession developing similar partnerships. "I love seeing that lots of libraries are doing this kind of stuff. If we're here to serve our community and its health, then this is part of our service." **AL**

**TAYLOR HARTZ** is a multimedia storyteller in New London, Connecticut.

# Show Us Your Beautiful New Library

**A**merican Libraries is now accepting submissions for the 2022 Library Design Showcase, our annual feature celebrating new and newly renovated libraries of all types. The showcase will appear in the September/October 2022 issue.

We are looking for examples of innovative library architecture that address patrons' needs in unique, interesting, and effective ways. 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, 2021, and April 30, 2022. The submission deadline is May 31, 2022. Unfortunately, not all submissions can be featured.

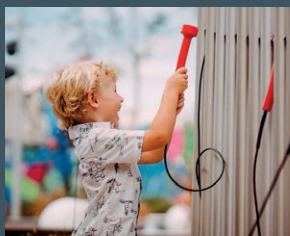
To have your library considered, send a completed submission form ([bit.ly/2022DesignShowcase-form](https://bit.ly/2022DesignShowcase-form)) and at least five high-resolution digital images with photographer credits to [americanlibraries@ala.org](mailto:americanlibraries@ala.org) via Dropbox or another file-sharing service.

View last year's showcase at [bit.ly/2021DesignShowcase](https://bit.ly/2021DesignShowcase). For more information, email [americanlibraries@ala.org](mailto:americanlibraries@ala.org). •

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Kathy McFadden (right), a staffer at Sussex County (Del.) Libraries, hands out rapid, at-home COVID-19 testing kits during a drive-through distribution event at Seaford (Del.) District Library in August 2021.

# Put to the Test

Health departments rely on libraries to distribute COVID-19 testing kits

BY Cass Balzer

Since the onset of the coronavirus pandemic, libraries have served both informally and officially as public health partners, from 3D-printing personal protective equipment to serving as vaccination sites. Now, as the country continues to ease masking and social-distancing restrictions, libraries are again stepping into the role as a point of care—this time by helping to distribute rapid, at-home COVID-19 testing kits.

In Delaware, the Division of Public Health (DPH) approached the Delaware Division of Libraries (DDL) with a plan to distribute more than 75,000 BinaxNOW antigen self-tests through the state's public libraries for three months from summer to fall 2021. "I think it's a slam dunk that [health departments] would think of libraries," says Alta Porterfield, statewide social innovator at DDL.

The initiative—which ran at 32 of Delaware's 33 public libraries—was "a very easy transition" for library

workers, says Porterfield, since they already have experience in public-facing roles and materials distribution.

Further west, the Ohio Department of Health (ODH) launched its testing kit distribution program—using a proctored version of Abbott's BinaxNOW tests, which requires a smartphone app and telehealth appointment—in March 2021 and considered libraries an important asset from the outset. The program has ebbed and flowed with the pandemic; of the 1.6 million testing kits ODH distributed last September (at the peak of the state's Delta variant spike), around 700,000 went to Ohio's public libraries.

"We're an opportunity for people to find resources," says Michelle Francis, executive director of Ohio Library Council (OLC) and point-person for the ongoing ODH partnership. "We're not the local health department, and we're not the schools," she says, noting that libraries were never meant to be

the primary testing kit distributor. "This is about being a distribution point for a resource that otherwise might not be accessible to certain individuals within our community."

## 'Part of daily service now'

An overwhelming demand and limited supply of the BinaxNOW tests caused long lines and frequent phone calls at many of Delaware's libraries. At Lewes (Del.) Public Library (LPL), Director Lea Rosell says the phone rang constantly—hundreds of calls per day—but the influx of visitors was no more substantial than their pre-COVID-19 norm. "It didn't feel like that much of a burden or that resources were scarce," she says.

LPL made its testing kits available for pickup at the circulation desk and instituted a limit of two boxes per person, with each box containing two tests. Visitors did not need to show an ID or library card, nor did staffers record names when patrons came in to pick up kits. "Libraries very much value patron privacy, and [collecting names] would have been a logistical and ethical nightmare," says Rosell. To track distribution, LPL noted how many kits they had at the start and end of each day. During the three-month period, library workers distributed a total of 5,280 tests.

According to OLC, more than 160 library systems are involved with the voluntary partnership in Ohio, including the Findlay–Hancock County Public Library (FHCPL). Joel Mantey, adult services manager, says the tests were

sorely needed in their area: “It’s been a boon for the community.”

FHCPL, which had distributed more than 17,000 testing kits by November, orders kits through ODH to resupply whenever stock is low. The kits are available at the reference desk and—like at LPL—visitors are not asked to provide identifying information or a library card. The program has been popular among patrons, but Mantey does not characterize it as overwhelming. “It’s just become part of daily service now,” he says.

Mantey and Holly Walter, circulation services manager, say the program aligns closely with the mission of FHCPL. “We’re encouraging and supporting the pursuit of knowledge, and part of that knowledge is, *Am I healthy?*” says Mantey. “We can help give people that security of knowledge.”

While ODH provides libraries with instructional fliers to distribute alongside testing kits, Mantey says staffers have helped patrons navigate the technological challenges that accompany the proctored BinaxNOW tests, such as downloading the required app and creating an account. Since FHCPL does not have internet-enabled devices or Wi-Fi hotspots available for loan, patrons who did not have

a smartphone or comparable device were provided with a list of local pharmacies that offered testing services. To address these hurdles to access, ODH began switching to unproctored test kits in November, but proctored options will continue to make up around 5% of a library system’s allocation.

Both FHCPL and LPL say their partnerships have allowed them to build new fundraising relationships, distribute promotional materials, and get library cards into community hands. “These are new relationships and new opportunities that we probably otherwise wouldn’t have had,” says Francis of OLC.

### Keeping staffers safe

Delaware’s libraries had worked on state health initiatives before, but this time around State Librarian and DDL Director Annie Norman wanted to make sure library workers felt appreciated in their collaboration.

“Libraries have such fatigue,” she says. “They don’t feel like they’re compensated in any way by their partners.” To counter this, Norman asked DPH for financial reimbursement for libraries agreeing to serve as testing kit distributors. The department decided to use American Rescue Plan Act funds to provide each library with \$10,000 to use at their discretion in exchange for their participation.

All but one public library in Delaware chose to participate in the partnership. In response to the non-participating library’s concern over safety, Norman says DDL added language to its advertising materials explicitly stating that patrons experiencing COVID-19 symptoms should not go to libraries for tests.

While the ODH program does not specifically tell visitors to avoid libraries if they are experiencing

COVID-19 symptoms, some libraries, including FHCPL, offer a curbside pick-up option for kits. According to Walter, this allows staffers to keep a safe distance from patrons who may be sick.



No one on LPL’s staff tested positive for COVID-19 during the partnership, though Rosell suspects that sick patrons have likely walked through their doors. In addition to requesting that visitors wear masks, LPL relied on sneezeguards, social distancing, and biweekly staff meetings to ensure everyone felt safe. She also says some of the \$10,000 the library has received from DPH has gone toward safety modifications and equipment, such as converting the building’s water fountain to a bottle-filling station and providing free masks for patrons.

Ultimately, it was the community benefits—not the money—that drew Rosell to get involved: “The whole idea of access really rings as something that is very apparent in this partnership.”

*A version of this story first appeared on [americanlibraries.org](https://americanlibraries.org) on December 1.* **AL**

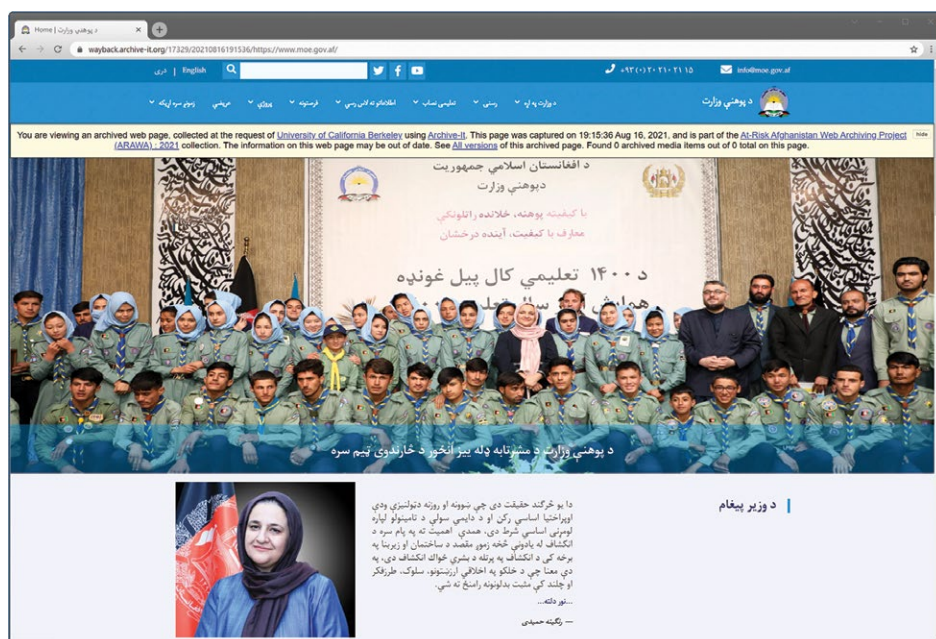
Library Assistant Claire Cassidy loads boxes of BinaxNOW COVID-19 testing kits onto a cart at South Coastal Library in Bethany Beach, Delaware.

“We’re encouraging and supporting the pursuit of knowledge, and part of that knowledge is, *Am I healthy?*”

**JOEL MANTEY**, adult services manager at Findlay-Hancock County (Ohio) Public Library

**CASS BALZER** is a writer in Chicago.





The Afghanistan Ministry of Education homepage, as captured on August 16, 2021. Information about then–Minister of Education Rangina Hamidi (pictured), a women's rights advocate, has since been removed from the website.

Between 2001 and 2021, the country generated thousands of digital artifacts—policy documents, working papers, tweets, media clips—all serving as essential markers of recent Afghan history that were suddenly in danger of being lost forever. The religious conservative movement signaled the potential erasure, sanctioning, or altering of these websites to suit the Taliban's ideological views.

In light of this threat, ARAWA's goal had been to selectively crawl and preserve content from the websites most at risk of being taken down.

I had envisioned this as a collaborative project, reaching out to several key faculty members and doctoral students specializing in Afghanistan, and I invited our curator and cataloger for South Asian studies, Adnan Malik, to partner with me. Professors from other institutions—including Stanford University and James Madison University—were also enthusiastic supporters and helped initiate the project. UC Berkeley Library covered the cost of web archiving, and we used the Internet Archive's web archiving platform.

Because of the seriousness of the situation on the ground in Afghanistan, the ARAWA project has kept several social media crawls and individual tweets of certain activists and archivists private for now. Some scholars, students, artists, and other Afghan citizens have also requested privacy or an embargo of their content from public view.

We were concerned initially about whether including the names of faculty members at higher education

# Saving Afghanistan's At-Risk Websites

A race to archive digital and cultural content under threat of erasure by the Taliban

When the Taliban breached the presidential palace in Kabul, Afghanistan, on August 15, Liladhar R. Pendse knew he had to do something. Pendse, librarian for the East European and Central Asian collection at University of California, Berkeley Library, initiated a project that same day to archive web content at risk of being taken down under Taliban rule. This included websites, social media posts, and news clips by and about artists, journalists, social activists, and others based in the country. With the help of campus colleagues, Pendse created the At-Risk Afghanistan Website Archiving Project (ARAWA), a seven-week-long project with the goal of preserving and archiving digital cultural content that could be permanently lost.

BY Liladhar R. Pendse

In mid-August, I watched Al Jazeera in dismay as news footage depicted Taliban representatives sitting at the desk of then–Afghan President Ashraf Ghani in the presidential palace in Kabul. Watching images of them at the presidential table and the evacuation of the last US ground troops signaled to me the potential changes in all aspects of Afghan civic life.

Despite the US occupation, a semblance of civil society had emerged in major urban centers like Kabul and Herat over the past 20 years. After the Taliban was removed from power in 2001, the ensuing government restored women's rights. Journalism thrived. Higher education institutions filled with students. Government departments began to have a web presence.

## GLOBAL REACH

## Indigenous Voices Project

**RUSSIA** A humidity-damaged cassette archive containing the world's largest collection of voices, stories, and songs of the Indigenous peoples of Siberia is being digitized thanks to a \$50,000 grant to University of Aberdeen from the Modern Endangered Archives Program at UCLA Library and the Arcadia Fund. The recordings were made from the 1920s to the 1980s and are stored at Pushkin House in St. Petersburg.

—Museums Association, Oct. 13



The cassette archive of Siberian voices at Pushkin House in St. Petersburg, Russia.

**PHILIPPINES** Mary Grace Golfo-Barcelona, dean of the School of Library and Information Studies at University of the Philippines, said in an October 28 interview that attempts to remove supposedly subversive materials from school libraries are a form of censorship and go against librarians' role in promoting intellectual freedom. The statement came in response to a request from the Commission on Higher Education–Cordillera Administrative Region that university libraries in the region remove materials deemed to have “pervasive” communist ideologies.—PhilStar Global, Oct. 28.

**MEXICO** Manuscripts directly linked to Hernán Cortés and other antiquities were returned to Mexico City September 23, helped in part by an amateur investigation led by scholars. Unidentified thieves had been stealing the papers from Archivo General de la Nación in a systematic, multiyear operation, cutting them from their original bindings and selling them through major auction houses.

—Smithsonian, Sept. 28.

**SCOTLAND** National Library of Scotland (NLS) is removing colonial-era descriptions of material held in its collection. Terms it now regards as outdated—such as *slave* and *plantation*—will be replaced in catalogs and indexes with a recommended glossary of preferred words—such as *enslaved person* and *forced labor plantation*. History PhD candidate Carissa Chew, who led the work at NLS and whose work will inform the library's policy on decolonizing its collections, said discriminatory descriptions of material contributed to a “culture of oppression” and needed to be reviewed to ensure they were accurate and respectful. Universities in Aberdeen and Glasgow are undertaking similar work, part of a broader drive within the country's cultural and heritage sector to address how the legacy of colonialism is presented.—The Scotsman, Oct. 17. ●

institutions in the web crawls would put them in danger. But because the information is publicly available, we decided to archive the Afghan university sites and make them viewable.

We've found that this project, like others, offers new lessons in the scope and limitations of the software used to archive websites. In some cases, the crawls can be unsuccessful because of a website's settings or required permissions. In other situations, it has been difficult to reach a site's creators: The transition to the Taliban government has been fluid, and the whereabouts of some artists or social activists are unknown. Emails we send to solicit permissions to crawl can go unanswered.

However, keeping in mind the larger goal of preserving these websites is crucial. Because this was an archival project geared toward documenting select governmental and nongovernmental sites that were bound to change under the Taliban, it was vital to have a finite end date to sunset the project. From the beginning, that date was scheduled for September 30, 2021.

As of early October, the project had archived 83 websites with more than 100 GB of data, including 846,111 files in Dari (Afghan Persian), Pashto, and English.

## Recent Afghan history was suddenly in danger of being lost forever.

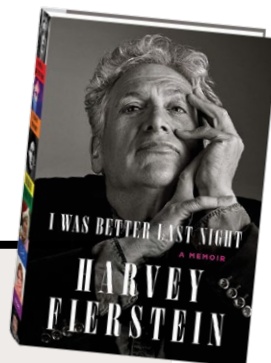
Collaboration is the mantra for any successful project. The partnerships with faculty, graduate students, library colleagues, and administration have been essential for preventing erasure in the virtual realm, making this project worthwhile and successful. **AL**

**LILADHAR R. PENDSE** is librarian for East European, Central Asian, Caribbean, Latin American, and Armenian Studies at University of California, Berkeley Library.



# Harvey Fierstein

Broadway legend on new memoir and the value of library space



When the coronavirus first arrived in New York City in early 2020 and theaters went dark, actor and playwright Harvey Fierstein—a self-described hermit, though some would say he’s synonymous with Manhattan’s Midtown theater district—retreated to his home in Connecticut and started work on a memoir. *I Was Better Last Night* (Knopf, March 1) traces his legendary Broadway career as well as his LGBTQ+ activism and some of the key relationships in what he calls his “small circle of a thousand friends.” He spoke with *American Libraries* about his librarian mother, what he’s learned from playwriting, and his recent \$2.5 million gift to the New York Public Library for the Performing Arts campus at Lincoln Center, which will fund a new laboratory space.

BY Sallyann Price

**How did your mother become a school librarian?** My mother had a great love of learning but had to drop out of school to help earn money for her family. I don’t know how she ended up in the library, but she volunteered in the

school. When I went to high school, she went back to high school and got her diploma, and when I went to college, she went to college and got her degree and then her master’s. When she died, she had piles and piles of this magazine. I’ve thrown out thousands of them.

**How did you go from reading to playwriting to penning a memoir?**

The big problem was that I was dyslexic, and when I was growing up, *dyslexic* wasn’t a term anybody used. I had a high IQ, so the excuse was that I was beyond my lessons and that’s why I couldn’t read. But I knew that wasn’t true because I couldn’t read the lessons. I’ve had a long journey of learning to read, of going from picture books to comic books to play scripts. Because [those formats] didn’t have all that extra writing, you could get through the story without all that description stuff. I didn’t think I could [write a book], but most of my life has been “I can’t do that” and then going ahead and doing it anyway and seeing what happens.

I did call different people for advice. I called Shirley MacLaine, since she’s written so many

autobiographies, and she gave me really good advice: What you remember is what you should write, don’t push too hard to remember things you don’t. “Time has a way of editing for you.” But now that I’m finished writing, I still have hundreds of stories to tell. You’re living your life and you don’t put

it all into perspective until you do something like [write a memoir] and realize “I *survived* a lot of stuff I should not have survived: the AIDS crisis, the great pogroms against gay people in the 1970s.” I knew where I had come from and ended up where I’ve ended up, but until you put it all down, you don’t know.

**Tell us about your recent gift to New York Public Library for the Performing Arts.** There’s this unbelievable collection of filmed Broadway performances, which is not really the way to see a show, but this is the way we capture shows, otherwise they’re lost forever. If you sat down with a list of what they’ve got, you would die. People would ask me, “Was Estelle Getty better than Anne Bancroft [in *Torch Song Trilogy*]?” Go see for yourself! It’s there in New York Public Library.

[The funds will be used for a] flex space, a place where you can view these films and rehearse and develop new work. Even Broadway shows with lots of money fight for rehearsal space in New York. I used to develop shows in the basement of La MaMa [Experimental Theatre Club in downtown Manhattan], but not everybody’s lucky enough to have a space like that. So that seemed like a good way to give back to a library that’s given so much to me. **AL**



Photo: Bruce Gilkas

“Shoutouts to the Mayfield Public Library [outside] Cleveland and the Bainbridge (Ohio) Public Library—those were real havens. They were third places for me. They were a place where I felt completely safe. And just the miracle of them, there’s something that—talk about peeling the scales off your eyes. Like, here’s the work of all these masters available to you for free. And you can take them home.”

**ANTHONY DOERR**, in “Anthony Doerr on the Spark That Inspired *Cloud Cuckoo Land*,” NPR’s *Weekend Edition Saturday*, Sept. 25.

“Politicians who want children to feel safe have the power to actually *make them* safer. They could, for example, reduce the number of guns and amount of traffic on our streets.... It’s hard to take lawmakers and other officials’ ‘safety’ worries seriously when they seem to begin and end with banned book lists.”

**ANNE LUTZ FERNANDEZ**, “Banned School Books Focus on Sex and Race because of Parents, Not Students,” NBC News: THINK, Oct. 3.

“The library is the aspect of American society that brings me the most hope and the most feeling of real patriotism.... It’s beautiful to me that a governmental institution exists to say that books matter, art matters, that everybody should have access. If somebody wants to learn how to play the guitar, they should be able to teach themselves for free. If somebody wants to read James Baldwin, or work on their résumé, or read a poem, or whatever, we agree this is a public good and that this information and knowledge and pleasure should be accessible to all of us.”

**SHRUTI SWAMY**, in “How Do We Make a Life with Art at the Center?,” *Electric Lit*, Sept. 23.

“Wikipedia and Google answer questions with more questions, opening up pages of information you never asked for. But a dictionary builds on common knowledge, using simple words to explain more complex ones. Using one feels like prying open an oyster rather than falling down a rabbit hole. Unknown words become solvable mysteries.”

**RACHEL DEL VALLE**, “Why Use a Dictionary in the Age of Internet Search?,” *The New York Times Magazine*, Sept. 13.

“DURING THE HEIGHT OF THE PANDEMIC, MORE PEOPLE THAN EVER WANTED TO DISAPPEAR INTO A BOOK. THE CLOSURE OF LIBRARIES WAS A BITTER PILL. NOW THAT WE ARE EMERGING BLINKING INTO THE LIGHT, WE NEED THOSE LIBRARIES MORE THAN EVER.”

**IAN RANKIN**, “‘It Seems Bewildering to Me That Libraries Should Be under Threat and Yet They Are,’” *The Scotsman*, Sept. 5.



# YEAR IN REVIEW

## Wong's election makes ALA history

At the conclusion of the 2021 Annual Conference Virtual, Patricia "Patty" M. Wong began her term as the first Asian American to serve as ALA president.



## Libraries mark centennial of Tulsa Race Massacre

In spring 1921, racial tensions erupted in Tulsa, Oklahoma, and violent white mobs destroyed thousands of homes and businesses in an affluent Black neighborhood. Tulsa City-County Library commemorated the massacre's centennial with an immersive exhibit and educational programming and Shawnee (Okla.) Middle School won the 2021 Sara Jaffarian School Library Program Award for its program, "The Tulsa Race Massacre: Assumptions Cause Conflict in Society." The Library of Congress also changed its subject heading to *Tulsa Race Massacre* to more accurately reflect the event.



## The American Rescue Plan Act and libraries

When President Biden signed into law the \$1.9 trillion American Rescue Plan Act of 2021 on March 11, the Institute of Museum and Library Services received \$200 million, the largest single increase in the agency's 25-year history. The funding package also provided more than \$7 billion to establish the Emergency Connectivity Fund, an initiative to benefit academic, public, and school library-eligible programs through the Federal Communications Commission's E-Rate program.

# \$200 MILLION

Photo: Library of Congress (Tulsa)



## ALA Code of Ethics gains ninth principle

On June 29, ALA Council approved the addition of a new principle focused on equity, diversity, inclusion, and social justice:

“ We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces. ”

## ALA distributes \$1.25 million in emergency relief

The American Library Association's (ALA) COVID Library Relief Fund distributed \$1.25 million in grants to 34 academic, public, school, and tribal libraries that experienced pandemic-related economic hardship. The grants of \$30,000–\$50,000 supported library services and operations, particularly efforts to expand technology access, collection development, digital instruction, staffing, and outreach.



## ALA Business Advisory Group gets new class

On January 13, ALA revived its Business Advisory Group, appointing 13 new members from libraries, civic life, technology, and academia to support business development and new strategic plans for the benefit of the Association and the wider LIS sector.

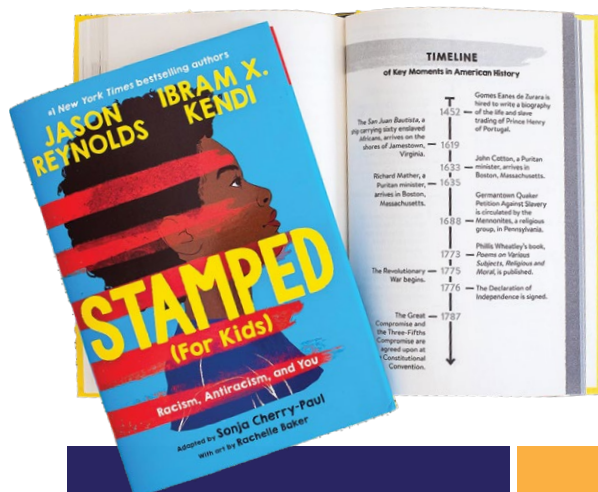
## Creativity from necessity

In the second year of the COVID-19 pandemic, library workers continued to create and adapt programs and services. Libraries provided drive-in storytimes, telemedicine assistance, “job fairs in a bag,” and new forms of outdoor programming and bookmobile outreach to safely meet patrons' needs.



Fair Oaks Elementary School bookmobile in Cobb County, Georgia.





## Core values come under fire

The year saw increasing challenges and protests at library and school board meetings over materials and curricula, particularly those addressing race and the legacy of slavery. On August 18 ALA's Executive Board joined dozens of other institutions in defense of intellectual freedom and social justice in the classroom: "As members of a profession committed to free and equitable access to information and the pursuit of truth, we stand firm in opposing any effort to suppress knowledge, to label 'controversial' views, or dictate what is orthodox in history, politics, or belief."

## Aiding the vaccination effort

In early 2021, many public libraries began serving as COVID-19 vaccination sites in their communities. Libraries from New York to Indiana to Florida were seen as suitable distribution centers because they are ADA-accessible and have daily hours, safety features (such as security cameras), and onsite technology (including laptops for health care workers to use). In a time when libraries around the country were hit with budget cuts, staffers said public health efforts like these raised awareness of libraries' value.



## Biden, Obama address librarians

First Lady Jill Biden delivered the Closing Session speech at ALA's 2021 Midwinter Meeting Virtual, and former president Barack Obama closed the 2021 Annual Conference and Exhibition Virtual.



## January 6 Capitol riot; Library of Congress evacuated

Rioters protesting the election of President Biden stormed, occupied, and vandalized the US Capitol Building on January 6. Library of Congress employees and contractors were among the federal employees evacuated during the insurrection.





## Emergency broadband discount program launched

In May, the Federal Communications Commission launched its \$3.2 billion Emergency Broadband Benefit program, which provides discounts on broadband internet service and digital devices for eligible low-income households.

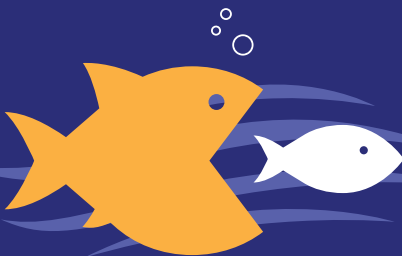
## Remembering 9/11

Libraries across the country commemorated the 20th anniversary of September 11 with displays, programs, artwork, and educational resources, as well as posters provided free by the 9/11 Memorial and Museum and the National Endowment for the Humanities.



## ALA speaks out against anti-Asian hate crimes

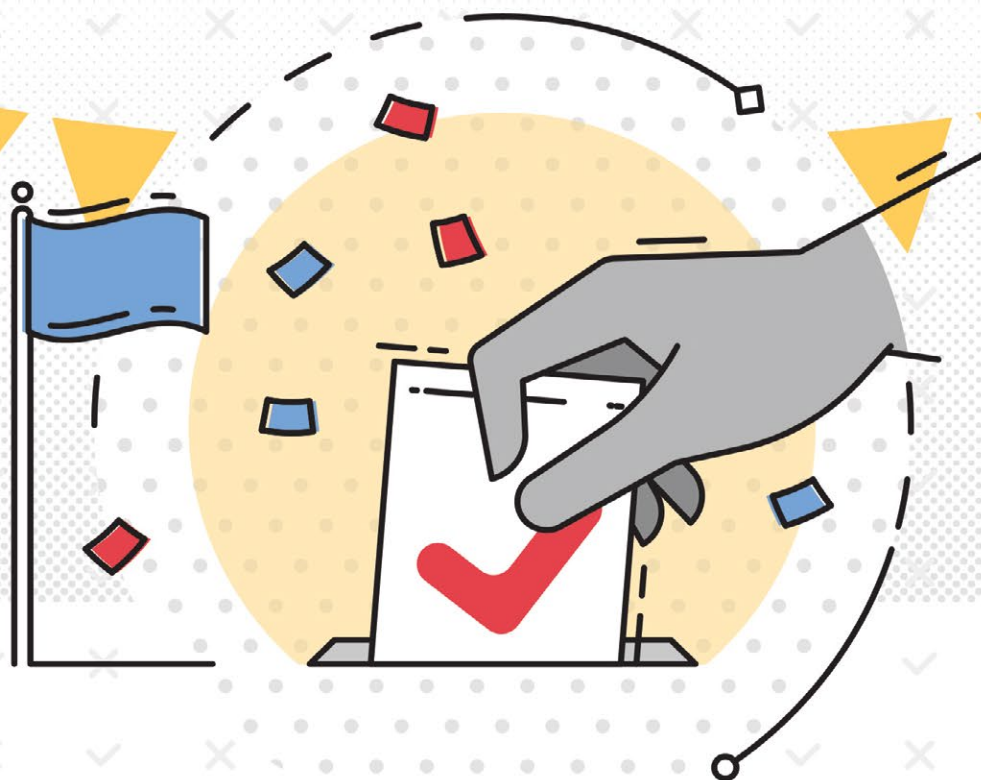
On March 11, the ALA Executive Board issued a statement in solidarity with the Asian/Pacific American Librarians Association's stance recognizing and condemning anti-Asian violence. The Executive Board called on ALA members to condemn the "wave of anti-Asian language, hate speech, and physical assaults on streets across the country, in media reports, in statements by politicians, and on social media related to the origins of COVID-19."



## Big acquisitions in tech

Two of the biggest library technology companies were acquired by companies outside the field. In May, Clarivate purchased ProQuest for \$5.3 billion in the largest library-sector transaction to date. Follett School Solutions was sold by its parent company, Follett Corporation, to private equity investment firm Francisco Partners in September.





# Referenda

## ROUNDUP

How states  
performed on  
library measures  
in 2021

BY Lucas  
McGranahan

**A**s in past years, *American Libraries* and the Public Library Association have again partnered to track library ballot measures and council actions across the country. In 2021, we followed 78 referenda items; results were positive for libraries in nearly 90% of cases. Ohio remains a national leader in supporting libraries at the ballot box, passing all 24 proposed local library levies in its May and November elections. In a noteworthy statewide victory, Colorado residents rejected Proposition 120, which would have lowered the property tax assessment rate for multi-family homeowners and commercial lodging properties, eliminating about \$1 billion in revenue that currently funds libraries, schools, and other services. For the complete list of referenda, visit [americanlibraries.org](https://americanlibraries.org).



## ALASKA

✓ In October **Juneau** voted 6,580–1,786 in favor of renewing the city's 3% temporary sales tax for five years. A portion of the approved tax goes toward supporting libraries.

## ARKANSAS

✓ On November 9 **Little Rock** approved a library levy increase from 3.3 to 3.8 mills by a vote of 4,842–1,973. The increase represents the first boost to Central Arkansas Library System's Little Rock millage rate since a 2007 referendum. Library officials anticipate the new rate will generate \$2.3 million per year.

## CALIFORNIA

✓ By a tally of 16,078–13,420, voters in **Riverside** on November 2 approved Measure C, which would allow the city to continue generating about \$40 million annually for programs—including libraries—by charging more than it costs to provide electricity and shifting those monies to the city's general fund. This de facto taxation method, first established in 1968, has been subject to legal challenges that the ballot measure attempts to settle by amending the city's charter. However, a judge has blocked certification of Measure C until at least January 7, when the court is scheduled to hear arguments that allege putting the measure on the special election ballot violated state law.

## COLORADO

*The following are results from the state's November 2 election.*

❑ Residents of **Berthoud** rejected a 0.36-mill tax that would have funded the construction of a new library building by a vote of 2,404–1,768.

✓ **Denver** voted 108,302–54,831 for bonds providing \$104 million in funds to construct two new libraries, upgrade existing library facilities, and upgrade and maintain museums and entertainment venues.

## CONNECTICUT

✓ The **New Canaan** Town Council voted in August to approve a grant of \$10 million and a line of credit to New Canaan Library for a new building budgeted at \$38 million. A campaign to reverse the decision by referendum did not garner enough signatures by the October deadline to prompt a vote.

✓ On November 2, **Southington** voted 6,896–4,922 to authorize \$16.9 million in bonds to construct a new facility for Southington Public Library at its current location.

## IDAHO

✓ Residents of **McCall** voted in May to approve a \$4.2 million bond to fund an addition to its public library and renovations to the existing building, including updates intended to improve accessibility.

## ILLINOIS

✓ **Rolling Meadows** City Council approved a 1.8% increase in the city's library levy in October.

*The following are results from the state's April 6 election.*

✓ In **Cook County**, residents of Prospect Heights Public Library District approved the annexation of new territory into the district by a vote of 787–198. The annexation is expected to generate an extra \$24,000 annually in property taxes for the library.

✓ Voters in **Hancock County** decided 358–333 to approve the issuance of \$1.2 million in bonds by Carthage Public Library District for building and furnishing a new library facility. The funds were matched by a Public Library Construction Grant from the state.

❑ **Mercer** and **Rock Island** counties rejected a proposed increase in the public library tax rate for Sherrard Public Library District from 0.15% to 0.19% by a vote of 278–185.

✓ Residents of **Monee** voted 487–410 in favor of a nonbinding resolution

instructing officials to continue efforts to create a library facility within village boundaries.

✓ By a vote of 1,655, **St. Clair County** residents approved the annexation of the unserved territory of Cahokia Heights into Cahokia Public Library District.

## IOWA

✓ **Hiawatha** can continue using the **Linn County** local-option sales tax in part for library improvements. The tax, which each community in the county spends differently, was extended through 2034 on November 2 with the metro voting bloc of Cedar Rapids, Fairfax, Hiawatha, Marion, and Robins voting 24,627–10,757 in favor and unincorporated Linn County approving by a vote of 2,349–1,360.

## LOUISIANA

✓ Voters in **Lafayette Parish** on November 13 approved the renewal of a 1.84-mill property tax for public libraries by a vote of 12,252–8,502. The tax will provide an estimated \$4 million annually over 10 years and go toward construction, improvements, materials, and operating costs for Lafayette Public Library System.

✓ The **Welsh** Board of Aldermen in October voted 5–0 to declare a stretch of property as surplus, which will allow the land to be donated to Jefferson Davis Parish Library. The library plans to use the property to expand its McBurney Memorial branch facility or potentially construct a new building in the next 5–10 years.

## MASSACHUSETTS

✓ **Amherst** upheld the Town Council's decision to appropriate \$35.3 million to expand and renovate Jones Library by a vote of 3,187–1,683. The Massachusetts Board of Library Commissioners has also agreed to a \$13.8 million grant for the project.

✓ In May, **Upton** voted 806–727 to issue bonds for the creation of a new

community center that will include a library and senior center. The vote creates an exemption from an existing proposition that places limits on raising property taxes.

## MICHIGAN

✓ Residents of **Cheboygan County** voted 348–215 in May to increase the millage rate for Indian River Area Library by 0.4 mills for 10 years—the first increase the library has requested in 44 years.

*The following are results from the state's November 2 election.*

✓ By a vote of 1,319–1,240, **Auburn Hills** increased its library millage to 0.298, which is expected to raise an additional \$515,000 in its first year.

□ Residents of the **Ionia** Community Library district voted 1,447–1,551 to reject a 25-year, 0.98-mill levy that would have funded a new library to replace the current one.

□ **Oxford Township** rejected a plan to borrow \$9.1 million to expand and refurbish its public library by a vote of 3,302–1,533.

*The following are results from the state's August 3 election.*

□ **Chesterfield** rejected a levy increase of 1 mill for 20 years that would have funded the construction of a new public library in a 5,482–2,090 vote.

✓ **Dearborn** voted 13,331–6,447 to renew a 1-mill tax to help fund its three-branch public library system for the next six years.

✓ By a count of 958–242, voters in the townships of **Empire**, **Glen Arbor**, and **Kasson** renewed a levy of 0.27 mills for Glen Lake Community Library and approved an additional 0.03 mills for five years.

□ Residents of **Nelson Township** voted 481–319 against a four-year millage increase of 0.62 mills supporting Kent District Library's Nelson Township branch.

✓ In support of the Saugatuck–Douglas District Library, **Saugatuck**, **Douglas**,

and **Saugatuck Township** voted 809–321 to renew a 0.19-mill operating millage that had expired in December 2020 and authorize an additional 0.06-mill tax for the next five years.

✓ In **Westland** residents voted 5,418–4,972 to approve an 0.85 millage rate for 10 years to support Westland Public Library—a reduction from the expiring millage rate of 0.98.

## MONTANA

✓ **Belgrade** voted 1,137–946 to approve \$14 million in bonds for the design and construction of a new library and community center. The Belgrade Library Foundation has already raised \$2.2 million of the estimated \$16 million budgeted for the project.

## NEW YORK

✓ On October 26, residents of **Cayuga County** voted 67–2, or 97% in favor, to approve a \$1.04 million budget for Auburn's Seymour Library in 2022—\$864,000 of which will be funded by a property tax levy.

✓ In September voters approved by a count of 169–27 **Kingston** Library's \$1.2 million budget for 2022, a 10.7% increase from 2021. The budget includes a 6.5% increase in the property tax levy.

✓ Residents of **Lawrence** in May passed a \$3.1 million budget for Peninsula Public Library by a tally of 1,153–256, which puts the budget at the same level as the previous year.

✓ In May **Ogdensburg** voters approved an extra \$225,000 for Ogdensburg Public Library, for a total allocation of \$350,000 for the year. The measure, which will help make up funds that have been slashed since 2017, passed 792–405.

□ In a 422–395 vote in September, **Pearl River** rejected a \$20 million bond for a new public library.

✓ By a 350–191 vote in October, **Stillwater** approved a \$4.4 million project that will triple the size of the

village library through the purchase of nearby property. The current library is located in a 147-year-old former Episcopal church.

*The following are results from the state's November 2 election.*

✓ **New Lebanon** voted 381–309 to approve an increase of \$20,000 to its annual library budget.

✓ **New Paltz** voted 1,383–530 to increase the town's annual contribution to Elting Memorial Library by \$100,000, bringing the yearly total to \$656,000.

✓ The **Town of Olive** approved increasing annual funding for Olive Free Library from \$148,142 to \$168,142 by a 1,333–334 vote.

✓ A proposition to raise the **Town of Shandaken**'s annual contribution to two libraries—increasing Morton Memorial Library's funding from \$44,750 to \$54,750 and Phoenicia Library's from \$172,000 to \$182,000—was approved by a vote of 635–330.

✓ Residents of **Stony Point** voted 2,349–1,826 to allow Rose Memorial Library to increase its budget from \$295,000 to \$365,000.

## OHIO

*The following are results from the state's November 2 election.*

✓ **Adams County** approved a 1-mill renewal levy for 10 years, 3,210–1,894. The levy will help Adams County Public Library with staffing, materials, and maintenance at its four locations.

✓ A 1-mill, 5-year renewal levy for **Barnesville** Hutton Memorial Library was approved by a vote of 1,165–332.

✓ A 3-mill ongoing levy to support Washington–**Centerville** Public Library was approved by a vote of 11,425–4,110.

✓ **Coshocton County** residents voted 5,001–2,264 to approve a 0.5-mill renewal levy for five years. Had the levy—which currently makes up 23% of Coshocton Public Library's funding—not been renewed, the library would have had to reduce hours, services, and programs.



✓ By a vote of 482–247, the 2-mill levy for Carnegie Public Library in **East Liverpool** was renewed for five years.

✓ A 1-mill, 5-year renewal levy was approved in **Guernsey County** by a vote of 4,160–1,959. County officials expect the levy will generate more than \$835,000 for the public library system in its first year of collection.

✓ **Pataskala** narrowly renewed its levy and increased it to 1 mill for five years by a vote of 2,973–2,911.

✓ By a close margin of 9,912–9,846—and after 11 straight defeats—**Portage County** residents approved an additional 1-mill levy for 10 years. Portage County District Library hopes to use the funds to restore hours and book-mobile services.

✓ **St. Clairsville** approved a 0.5-mill renewal levy for five years by a vote of 2,302–686.

✓ In Fulton County, 1-mill, 5-year renewal levies passed in both **Swanton** (905–391) and **Wauseon** (1,397–706).

✓ Voters in **Vermilion** approved a 10-year renewal levy of 0.63 mills for Ritter Public Library by a vote of 2,495–803.

✓ **Wellington** voters approved a 1.25-mill, 5-year renewal levy for Herick Memorial Library, 1,086–604. The levy will continue to generate almost \$314,000 annually.

✓ **Williams County** voted 4,072–1,391 to approve a 1-mill, 5-year renewal levy.

*The following are results from the state's May 4 election.*

✓ Voters approved a five-year renewal levy of 1 mill for **Dover** Public Library, 962–116.

✓ **Hudson** Library and Historical Society won a five-year renewal levy of 2.9 mill by a vote of 2,087–677.

✓ **Lorain County** residents approved four 5-year renewal levies: 2.95 mills for the Domonkas branch of Lorain Public Library in **Sheffield Lake** (passed

327–75); 3.25 mills for **Oberlin** Public Library (passed 734–106); 2.8 mills for **Avon Lake** Public Library (passed 1,337–255); and 5.95 mills for **Lorain** Public Library (passed 1,439–363).

✓ In a 15,120–4,821 vote, **Summit County** residents approved a six-year, 1.9-mill renewal levy for Akron–Summit County Public Library.

## OREGON

*The following are results from the state's May 18 election.*

✓ With nearly 79% in favor, **Multnomah County** passed a five-year renewal levy of .05 mills to support the library, museum, and educational programs of the Oregon Historical Society in Portland.

✓ **Stayton** approved a five-year levy of 0.4 mills for Stayton Public Library by a vote of 1,286–543, replacing a tax set to expire this year. Had the levy not passed, the library would have faced significant cuts to operations, services, and programs.

## TEXAS

✓ By a vote of 102,791–46,433, **Austin** voters on November 2 shot down Proposition A, which would have scaled up the city's police force while likely reducing the ranks of librarians, firefighters, and those who work at other city departments.

*The following are results from the state's May 1 election.*

✓ In **Anna**, residents voted 844–465 to approve \$22 million in bonds for the design and construction of a combined library and community center including multipurpose recreation, meeting, and classroom space.

✓ **Irving** residents voted 3,910–2,397 in support of Proposition J, which authorizes the issuance of \$20.2 million in bonds for constructing, improving, and expanding library facilities.

✓ In a 245–106 vote, **Plano** residents approved \$2.5 million in bonds in support of the city's library facilities.

✓ **Saginaw** approved \$18.7 million in bonds for the construction and equipping of a new public library by a vote of 674–560.

## WASHINGTON

*The following are results from the state's November 2 election.*

✓ **Birch Bay** voted 2,142–1,469 to establish the Birch Bay Library Capital Facility Area (LCFA), which will be able to issue bonds to fund the construction of a planned library. Property owners within the LCFA boundary will pay a 0.11-mill levy.

□ A 0.3-mill levy for **Castle Rock** Public Library—with about 58% of voters in favor—has not met the 60% supermajority threshold needed to pass. This is the sixth attempt in three years to fund the library, which relies entirely on donations.

## WISCONSIN

✓ **Appleton** Common Council voted November 10 to approve a city budget that includes \$10 million for renovation and expansion of Appleton Public Library. A new library is currently being designed and is slated to begin construction in 2022.

✓ In April voters decided 553–234 to issue up to \$17.6 million in bonds to construct a new library and other facilities in the **Kohler** School District.

## WEST VIRGINIA

✓ **Doddridge County** in January voted 380–168 to fund the Doddridge County Public Library among several other county organizations. The levy, which has existed since 1987, provides 97% of the library's budget.

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



**LUCAS MCGRANAHAN** is a contributing editor for *American Libraries*.

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# UPTICK IN **First Amendment Audits**

Public libraries  
report recent  
rise of  
encounters

**R**yan\*, a librarian working in New England, was confused when she received an email from library administration about a man who had been banned from the building. When she asked a colleague what had happened, she learned there had been a “First Amendment audit.”

**BY Cass Balzer**

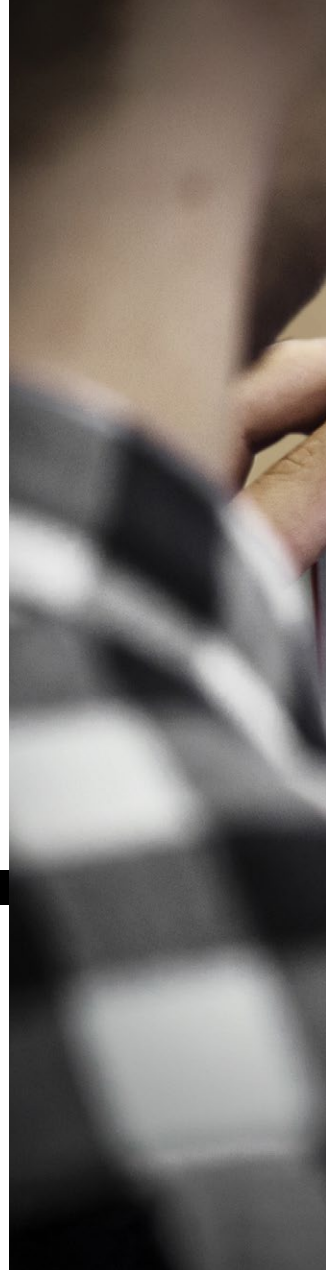
“My heart sank,” Ryan says. She had learned about these encounters in 2020 and knew what they entailed. In First Amendment audits, individuals arm themselves with video cameras, proclaim themselves “auditors,” and enter public buildings, like police precincts and libraries, to record alleged Constitutional violations. “I know what these people do, so when I heard it was a First Amendment audit, I thought, ‘Oh, no.’”

Libraries have been experiencing First Amendment audits for several years, but there has been an uptick in reported cases in 2021, according to the American Library Association’s (ALA) Office for Intellectual Freedom (OIF). And while the format

of these audits is familiar, libraries are reporting more aggressive, targeted, and organized operations than in years past.

“We have seen a greater number [of First Amendment audits in 2021], and there could be many reasons for it,” says Deborah Caldwell-Stone, director of OIF. There is now a clearer mechanism for First Amendment auditors to profit from their videos, either through monetizing YouTube channels or using crowdfunding tools like Patreon and GoFundMe. Caldwell-Stone also notes the potential impact of pandemic-induced shutdowns. “We’re living in a time where there is a little more contention over politics, and some of it may be

\*Name changed at source request





coming from that,” she says. “But there may also be a relationship to the fact that libraries are open again.”

OIF collects and analyzes data on an annual basis, Caldwell-Stone says, and the 2021 numbers should be available in spring 2022. A few trends have already emerged: Anecdotally, there has been an increasing number of reports “coming in from the Northeast in particular,” she says, and reports are up compared with 2020. More recently, auditors appear to be targeting smaller libraries whose staff might not have the resources and experience to de-escalate a volatile encounter.

What’s still uncertain is how 2021 numbers compare with those from before the COVID-19

pandemic, when more libraries were open. And as these cases see a resurgence, library staffers are split on whether they feel prepared—for the audits themselves or their aftermath.

### GETTING PREPARED

In October 2019, OIF published a blog post ([bit.ly/AL-1AAudit](https://bit.ly/AL-1AAudit)) that several library directors have used to better understand their legal grounds for interacting with auditors (see sidebar on p. 32). Caldwell-Stone advises that staff refrain from intervening unless an auditor is violating behavior policies or harassing staff members or patrons. She also encourages library workers to revisit their behavior

# DON'T GO VIRAL

**P**reparing for a First Amendment audit is often a library's best defense against a viral outcome. Library workers should take steps to limit an auditor's ability to cause harm. The below tips are adapted from the ALA Office for Intellectual Freedom (OIF) blog post, "Auditing the First Amendment at Your Public Library" ([bit.ly/AL-1AAudit](https://bit.ly/AL-1AAudit)) by OIF Director Deborah Caldwell-Stone.

**Understand the library's role as a limited public forum.** In limited public forums, staffers are only obligated to allow free speech that is consistent with the nature of that forum. In other words, library behavior and privacy policies can often supersede an individual's right to film or photograph the space. As is the case in many courthouses, a library can regulate photography or filming inside the building even if the facility is open to the public.

**Adopt or review written policies.** Written policies can help staff members regulate behavior in a manner that respects every person's right to privacy and safety. Staffers should be familiar with these policies to

mitigate behavioral violations that may occur during an audit. As always, staff training and consultation with your state library or legal counsel are important parts of this process.

**Know your rights and responsibilities.** Public library workers are public employees. Several US Courts of Appeals have upheld a private citizen's right to record audio and video of public employees carrying out their duties in a public space regardless of their consent. However, this does not include the right to harass or interfere with public employees as they carry out those duties.

**Label all private spaces.** Libraries should clearly identify all nonpublic

spaces inside the building, such as bathrooms, offices, break rooms, work areas, and reservable private study spaces. Creating this identification can provide clearer guidance when a First Amendment auditor violates library policy.

**Know when to engage.** If a First Amendment auditor is not violating any behavior policies, avoid engaging. Most auditors enter these situations with a goal of getting a rise out of employees. If staffers do not give them that opportunity, auditors are more likely to leave without incident. ●



and social media policies and any rules concerning photography.

Stacy Wittmann, director of Eisenhower Public Library District (EPLD) in Harwood Heights, Illinois, took this advice when she heard some libraries were experiencing First Amendment audits. Wittmann met with department heads to collaborate on a strategy to prepare staff.

"The public-facing departments did go over all our policies with their staff," she says. "As long as people aren't violating our behavior policy, they have the right to photograph and record within the library." Though EPLD has not experienced an audit, Wittmann says she feels reasonably ready for an encounter.

Jennifer Brown, executive director of The Field Library in Peekskill, New York, used OIF's blog post to prepare herself and her staff after receiving a warning from her town's police department to plan for a potential audit. The caution came after an encounter at a nearby library resulted in a viral video.

When the so-called auditor arrived 10 days later, Brown says she felt ready. "We knew what to expect, what this guy would try to do, what the policies from ALA are, and what our own policies were," she says. The auditor stayed in the building for only six minutes. "He didn't get a rise out of anybody, so he was kind of deflated and left. It doesn't make for an interesting video if nobody



stops you or tries to argue with you over your right to video.”

Brown notes that, in preparation for the audit, some library staff took off their name tags to help preserve personal privacy. She also says staff would have protested the man’s filming had he attempted to record minors or patrons using computers.

She credits her local police department with her ability to ready herself and her team for the encounter: “My advice is to already have that established relationship with the police department and make sure everybody is on the same page.”

## THE QUESTION OF POLICE INTERVENTION

Police presence in libraries remains a difficult topic, especially when staff and patron safety may be at risk; not all libraries can rely on local police to help them prepare for First Amendment audits. “I don’t think working with police is a scalable way of addressing this issue,” says Alison Macrina, director of the Library Freedom Project. “In fact, I could see very easily how they could make those situations worse.”

For Ryan in New England, police involvement escalated tension during her library’s audit, she says. The police were called shortly after the auditor’s arrival at the building. A now-viral video shows a heated exchange between police and the man, who has filed a lawsuit against the city (he was also charged with a misdemeanor). Library staff involved in the incident are not named in the lawsuit, but Ryan remains upset by the response from law enforcement.

“Having watched the video and seen how the police engaged with him, it’s really frustrating. I feel like they made it worse,” she says. “The way that they came in, itching for a fight, is everything that this guy wanted.”

While staffers are not featured in the viral video, the library has been the target of harassment through Facebook, Google reviews, and phone calls. Hostile messages have been posted on their children’s storytime videos as well, she says. Additionally, every time the so-called auditor updates his YouTube channel, the calls and comments begin again.

“What we’re all so exhausted by is the fact that this is not going to go away. The internet is forever, and any time this guy decides to post an update, it’s going to refresh the vitriol,” Ryan says. “It’s just so annoying that we’re going to have to be dealing with this in some fashion for ages.”

In the months since the First Amendment audit, Ryan’s library has continued to receive phone calls and one-star Google reviews from people outside of her community. The library has since eliminated the ability to comment on its Facebook posts, which has quelled some of the harassment. Still, Ryan says these interactions remain a consistent part of her workday.

“If I schedule something [on Facebook], and it posts, and I forget to go in and turn off commenting, they jump right on that,” she says. “Anytime we leave an opening, they find it.”

## A MURKY PATH FORWARD

A First Amendment audit’s severity and virality appear to hinge on the response to the auditor, whether by library staff, security, or police. But it can be difficult to predict just how aggressive an auditor can be, as well as when they may arrive. Macrina says that library workers should use their own networks to prepare for encounters.

“We have our mailing lists, our Facebook groups, we have all kinds of ways that we talk to fellow library workers,” she says. “What we’re missing is the plan of action.”

Caldwell-Stone says her office has helped individual libraries develop policies and make improvements to existing ones. She notes that adapting OIF’s blog post into a set of guidelines is on the Intellectual Freedom Committee’s agenda.

And while some library workers believe this trend will fade if auditors don’t get the viral responses they seek, others are less hopeful. “I feel very cynical about it,” says Macrina. “I think we, as library workers, really need to prepare ourselves.”

*A version of this article first appeared on [americanlibraries.org](http://americanlibraries.org) on August 26, 2021.* **AL**



**CASS BALZER** is a writer in Chicago.

“It doesn’t make for an interesting video if nobody stops you or tries to argue with you.”

**JENNIFER BROWN**, executive director of The Field Library in Peekskill, New York

# LibLearnX



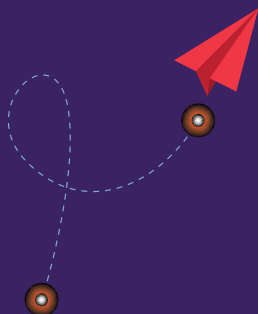
Preview  
the newest  
learning  
experience  
for librarians

EDITED BY  
Greg Landgraf

For many years, the leadership of the American Library Association (ALA) has been working to reimagine—and ultimately replace—the Midwinter Meeting & Exhibits event traditionally held in January. ALA's planning, which has involved gathering member input and incrementally tweaking the conference's format, reflects the shifting dynamics in how associations conduct business and engage members, moving away from in-person governance meetings and focusing more on education and professional development.

That planning comes to fruition when LibLearnX: The Library Learning Experience debuts as an online event January 21–24. (ALA's Executive Board voted in September to cancel the planned in-person component in San Antonio because of the ongoing pandemic and surge of COVID-19 variants, as well as the size, scope, and location of the event.)

LibLearnX emphasizes active and applied learning in a variety of formats, while including familiar ALA conference components: high-profile speakers, networking opportunities, and celebrations of libraries, books, and authors. This member-focused education experience is designed to motivate, inspire, and engage discussions to help shape the future of libraries and their communities.





## Theater Speakers

Emmy-nominated actor and comedian **Molly Shannon**, who closed the 2011 Annual Conference in New Orleans, returns to ALA. Shannon's forthcoming memoir *Hello Molly!* covers her six seasons on *Saturday Night Live*, a tragedy that shaped her childhood, and her complicated relationship with her father. Shannon's recent credits include the film *Promising Young Woman* and the HBO comedy series *The White Lotus* and *The Other Two*.

Molly Shannon



**Jacqueline Woodson** is the author of more than 30 books for young adults, middle-graders, and adults, including *Red at the Bone*, *Another Brooklyn*, and the National Book Award-winning memoir *Brown Girl Dreaming*. Woodson will discuss her forthcoming titles for children, *The Year We Learned to Fly* (January) and *The World Belonged to Us* (May). She is a four-time Newbery honoree, a two-time Coretta Scott King Book Award winner, and the recipient of a MacArthur Fellowship, the NAACP Image Award, and the Hans Christian Andersen Award.

Dave Liu



*New York Times* bestselling author **Kelly Yang** won the 2019 Asian/Pacific American Librarians Association's Asian/Pacific American Award for Children's Literature for *Front Desk*, the first in a series about a 10-year-old Chinese-American immigrant girl who manages the front desk of a motel while her parents clean the rooms (a story drawn from Yang's own experience). Her latest book *New from Here* (March) tells the story of an Asian-American boy who fights to keep his family together and stand up to racism during the initial coronavirus outbreak.

Entrepreneur and retired investment banker **Dave Liu** completed more than \$15 billion in transactions with hundreds of companies during his career and serves as CEO, advisor, and investor with several multibillion dollar companies. His recent humorous book *The Way of the Wall Street Warrior: Conquer the Corporate Game Using Tips, Tricks, and Smartcuts* (November) is intended to help members of underrepresented communities achieve their career goals.

Storyteller and former director of the Office of Indian Education at the US Department of Education **Angeline Boulley** writes often about her Ojibwe community in Michigan's Upper Peninsula. Her bestselling debut novel *Firekeeper's Daughter* (March 2021), a young adult thriller about an



Jacqueline Woodson



Kelly Yang



Angeline Boulley



Cicely Lewis



Mariko Tamaki

Indigenous teen who roots out corruption in her community, will soon be adapted as a Netflix series by Barack and Michelle Obama's production company.

School librarian **Cicely Lewis** started the Read Woke Challenge in 2017 in response to police violence against young unarmed Black people, regressive immigration policies, and a lack of diversity in young adult literature. She later

created Read Woke Books in partnership with Lerner Publishing Group, which published her books *Mass Incarceration*, *Black Men*, and *the Fight for Justice* (August 2021) and *Resistance to Slavery: From Escape to Everyday Rebellion* (January).

Canadian prose and comics writer **Mariko Tamaki** has won Eisner and Governor General's awards for *This One Summer* (cocreated with Jillian Tamaki) and Harvey and Walter Dean Myers awards for *Laura Dean Keeps Breaking Up with Me* (illustrated by Rosemary Valero-O'Connell). Both titles received Printz honors. Her latest novel, *Cold* (February), is a crime story for young adults.



# Education Sessions

ALA has designed four types of active learning experiences for LibLearnX, empowering attendees to determine the most relevant content for their educational journeys, for a total of 120 sessions:

- **ShopTalks** are bite-sized presentations, about 15–20 minutes long, that focus on a specific idea, project, or workshop. They're perfect for learning about hot topics and picking up practical tips.
- **Ideas Xchanges** are about 30 minutes each and feature creative projects shared in peer-to-peer conversations.
- **Learning Labs** delve into current issues with action-based instruction and collaborative learning. Sessions are approximately one hour and focus on methods, approaches, and opportunities that attendees can immediately apply in their libraries. Learning Labs may include panels, Q&As, polls and surveys, games, and breakout discussions.
- **Accelerators** are led by expert facilitators and designed to expose attendees to new ideas and challenge traditional thinking. Accelerator sessions last approximately two hours.

## BOOKS AND AUTHORS

### ● **Problematic Authors and Problematic Works: An Intellectual Freedom Q&A**

While content challenges are familiar territory for librarians, the distinction between challenged materials and challenged authors is often unexplored. Members of the ALA Intellectual Freedom Committee will present a new FAQ document, created with ALA's Office for Intellectual Freedom, clarifying how library staff should handle challenges.

### ● **Nonboring Nonfiction: Using Hands-On Activities to Engage Young Readers**

This session will share creative, fun, and affordable activities designed to pair with STEM and STEAM books for young readers—from paper airplane contests to eating crickets. Participants will leave with at least a dozen new nonfiction program ideas.

## CAREER DEVELOPMENT AND LEADERSHIP

### ● **What Keeps Us Growing? A Discussion about Late-Career Motivation—for Everyone**

This session will be a conversation about what keeps us going and growing. Attendees will discover common experiences of senior library workers through discussion, polling, and a review of research, and will take away research-supported ideas for navigating the late stages of a library career.

### ● **How to Think Like a Library Project Manager to Execute Your Ideas**

To be change agents, librarians need to bring people together to test the viability of an idea and advocate for the attention and resources needed to usher it to life. This session will demystify the basic steps that project managers effectively use to turn ideas into action plans.

### ● **Library Internships and Diversity: How Internship Programs Can Uplift BIPOC Library Students**

University of Northern Colorado Resident Information Literacy Librarian Ramón García will share his experience as a former graduate library intern and discuss how internships can help libraries make progress toward their equity, diversity, and inclusion goals.

### ● **Servant Leadership in Action: Values-Based Planning for Enhanced Decision Making**

Values-based strategic planning can give library leaders a methodology for making decisions in times of rapid change. Participants will work independently and in teams to define their values in the framework of servant leadership. Using case-based learning exercises, they will explore how their values can inform decisions and how assessment can improve planning.

## COLLECTION DEVELOPMENT AND READERS' ADVISORY

### ● **Adding “Kid Voice” into Your Readers' Advisory Practices**

This session will explore how librarians can use Bookopolis, a social network made for readers ages 13 and under, to find children's and young adult books based on young readers' reviews and recommendations.

### ● **Diversifying Your Romance Collection**

Brigid Black, reference librarian at Lucius Beebe Memorial Library in Wakefield, Massachusetts, will provide 10 steps

for finding diverse books for romance (or any other genre) collections.

### ● **Now or Never? The Library's Critical Role in Supporting Research and Scholarship**

The library's position in the wider scholarly landscape has expanded into new areas, increasingly leading to more direct research-related support and services to faculty and students. But languid development in institutional repositories has left incomplete and unrepresentative collections. This session will explore what could happen if the repository pivots to a research information hub that is viewed as a crucial institutional asset.

## COMMUNITY OUTREACH AND PARTNERSHIPS

### ● **Library Programming for Expectant Parents and Parents of Newborns**

In Maryland, the "Mother Goose on the Loose: Hatchlings" pilot project has successfully reached expectant and new parents from underserved populations, including Spanish speakers, letting them know the important role they play in their babies' development and demonstrating ways to talk, sing, and share books. Project representatives will share challenges, adaptations, and positive feedback from evaluations.

### ● **Local History for the People: A Newspaper Partnership**

In 2018, Kansas City (Mo.) Public Library began a community reference project with *The Kansas City Star* newspaper, in which librarians and reporters respond to reader-submitted questions about the city's history. Library representatives will explain how they overcame challenges caused by institutional differences and demonstrate how other libraries can benefit from this type of collaboration.

### ● **Raise Up Radio: Connecting Families, Libraries, and Radio for Educational Equity**

Raise Up Radio is a program developed to address educational inequities in rural areas by delivering STEM programs, designed by local youth and families, via local radio stations. Team members will present a community of practice for library professionals seeking to design radio programming.

### ● **Sustainable Thinking Builds Strong Libraries and Resilient Communities**

ALA President Patricia "Patty" M. Wong highlighted sustainability as one of four areas of focus during her inaugural address at ALA's 2021 Annual Conference Virtual. In this

## Registration

Register for LibLearnX at [alaliblearnx.org/](https://alaliblearnx.org/) registration. LibLearnX registration is available exclusively to ALA members. Registrants will have access to on-demand content during conference and through February 28.

You may buy additional registrations to support a fellow ALA members' attendance by checking the "Gift a Registration" box while registering. Members may also apply to attend on a registration scholarship gifted by a fellow member by filling out the application form on the registration page. The number of complimentary registrations available depends on the number of gifts. Members who receive complimentary registrations will be notified by January 7.

ALA is offering a group registration option: Register five people and receive a sixth registration free. To register as a group, the first person should sign in and check the "Add Another" button on the Review Information page to add subsequent registrants. ●

session, leaders from the award-winning Sustainable Libraries Initiative program will demonstrate how the program can bring about organizational transformation. The session will provide examples from different library settings where leaders used the triple bottom line definition of sustainability as a guiding factor in decision making.

## DIGITAL EQUITY

### ● **Tackling the Digital Divide: Facilitated, Solution-Focused Conversations**

This session will explore issues related to digital equity, as identified through a grant-funded research project. After a briefing on the current status of internet connectivity and broadband access in the US, attendees will break into groups with expert facilitators to tackle specific issues related to equitable internet access. Attendees will be able to both contribute to the conversation and take ideas back to their communities.

### ● **New Challenges—and Solutions!—for Technology Skilling and Workforce Programming**

In this interactive session, experts will share data on challenges facing workforce development programs—including the difficulties of reaching technology-resistant patrons, engaging populations who have suffered longstanding

inequities, teaching technology skills virtually, and moving beyond basic computer literacy to give learners the tools they need for tomorrow's workforce. Attendees will participate in short working sessions to solve problems and share solutions.

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## EQUITY, DIVERSITY, AND INCLUSION

### ● **Diversity, Author Identity, and Metadata: Encouraging the Discovery of Hidden Voices**

Despite surging demand, content authored by people from historically underrepresented groups can be difficult to identify because of a lack of standardized metadata related to author identity. In this session an academic librarian, an aggregator, and a publisher will discuss ethical, practical, and legal ramifications for stakeholders throughout the book supply chain and will feature an extended Q&A session.

### ● **Making Our Spaces Accessible: Makerspaces That Include Patrons with Disabilities**

How accessible are our makerspaces? This session, developed through a grant from the Institute of Museum and Library Services (IMLS), examines the results of conversations with public library patrons with disabilities that illuminate the need for more inclusive services, equipment, and practices. Attendees will gain practical tips for improving accessibility in their own makerspaces.

### ● **Strategies for Inclusion and Diversity: Building Business Communities in Public Libraries**

When racism and bias are embedded in business resources, the ability of libraries to meet the needs of entrepreneurs and small business owners can be impeded. Members of the Libraries Build Business cohort will use interactive activities to inform, challenge, and provide examples to help attendees bring intention and renewed focus to equitable services.

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## HUMAN RESOURCES AND MENTAL HEALTH

### ● **Bullying, Incivility, and You: Applying Strategies from Nursing to Library Work Environments**

This interactive session will introduce strategies and frameworks that can help librarians address and resolve workplace incivility and bullying. These interventions were first identified from research in the field of nursing, which shares a similar population and service orientation as librarianship. Small groups will workshop ways to adapt these findings and will role-play scenarios in a guided exercise.

### ● **Creating Mindful Moments during Storytime**

This session will introduce techniques for bringing mindfulness into youth services through mindfulness storytimes. Participants will receive a demonstration that will leave them calmer and more ready to tackle the day.

### ● **Trauma in the Library**

The IMLS-funded study “Trauma in the Library: Symptoms of PTSD Among Staff and Methods for Ensuring Trauma-Informed Care” is investigating how public library staffers experience symptoms of posttraumatic stress disorder because of workplace incidents and how libraries can support traumatized employees most effectively. In this session, researchers will present preliminary findings from a national online survey and interviews and identify tools and policies that libraries can implement.

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## LIBRARY SERVICES

### ● **Copyright during Quarantine and Beyond**

This session will present recent developments in copyright, such as the CASE Act, and discuss how they may affect

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libraries' ability to provide materials through course reserves and resource sharing. Attendees will gain a better understanding of copyright exemptions that can be applied to copyright questions in real-world situations.

### ● **Creating a Library Usability Service for Online Learning**

In 2019, Nevada State College Library piloted a Usability Testing Service to provide instructors with actionable feedback on their Canvas course sites' organization, navigability, and accessibility. Library representatives will discuss how courses have been improved based on this feedback, and the opportunities for collaboration with other campus units.

### ● **Let Teens Lead: Strategies to Build Programs Developed by Teens, for Teens**

Using teen literature podcast *Bridges & Books* as a case study, this session will provide a toolkit to help librarians implement teen voices into project planning and put teens in leadership positions to develop engaging programming. The session will be led by Kelsey Ford, *Bridges & Books*' adult advisor and creator of Pittsburgh's teen book festival Bookish in the 'Burgh.

## TECHNOLOGY INNOVATION

### ● **A Spoonful of Information Literacy**

Chapman University Special Collections and Archives Librarian Rand Boyd will share a case study of his library's new information literacy program for first-year students. Boyd will discuss how instruction librarians distilled the Association of College and Research Libraries' *Framework for Information Literacy for Higher Education* down to its essentials, created helpful learning outcomes, and met different learners' needs in both online and in-person learning environments.

### ● **A Virtual Place of Their Own: Providing Radical Teen Services on Discord**

Discord is an online voice, video, and text communication service. San Antonio Public Library has used its 210teenlibrary Discord server to create a virtual library environment with a high level of teen participation and ownership. This session will examine its success and how teen librarians can use Discord to respond to their patrons' needs.

### ● **Personalization in the Catalog with Machine Learning and Linked Data**

King County (Wash.) Library System has partnered with BiblioCommons on a pilot project to develop a machine

## Governance Meetings

Most meetings will take place before or after LibLearnX. Meetings will take place virtually and are open to all members, with the exception of closed executive sessions. Find registration links and meeting documents at [bit.ly/ALA-gov](https://bit.ly/ALA-gov). All times listed are Central.

**Joint Budget Analysis and Review Committee/ Finance and Audit Committee Meeting**  
Tuesday, January 11,  
3–6 p.m.

**ALA Membership Information Session**  
Tuesday, January 18,  
11 a.m.–12:30 p.m.

**ALA/APA Executive Board Meeting**  
Tuesday, January 18,  
3–3:30 p.m.

**ALA Executive Board Meeting I**  
Tuesday, January 18,  
3:30–5 p.m.

**Planning and Budget Assembly/Division Leadership Meeting**  
Wednesday, January 19,  
11 a.m.–1 p.m.

**ALA/APA Council**  
Wednesday, January 19,  
2–2:30 p.m.

**Council I**  
Wednesday, January 19,  
2:30–5 p.m.

**Council II**  
Thursday, January 20,  
11:30 a.m.–2:30 p.m.

**ALA Executive Board Candidates Forum**  
Thursday, January 20,  
3:30–4:30 p.m.

**Council III**  
Monday, January 24,  
2:30–5 p.m.

**ALA Executive Board Meeting II**  
Tuesday, January 25,  
3–5 p.m.

**ALA Executive Board Meeting III**  
Wednesday, January 26,  
11:30 a.m.–1:30 p.m. ●

learning system that produces personalized recommendations for patrons, using the patron's profile, contextual data, and anonymized behavioral click data to predict and promote the most relevant content. This presentation will provide a summary of the pilot and its findings.

### ● **It's Time to Listen: A New Method for Public Engagement**

The best way to find out what a community needs is to ask, but traditional methods of public engagement may be losing effectiveness because of unrealistic expectations, broken trust, lack of equity, or apathy. This presentation will address how to create survey questions that uncover residents' true wants, how to facilitate effective focus groups, and how data combines with input to form a complete picture.

## Celebrations

### I Love My Librarian Awards

**3:30–5 p.m. Saturday, January 22**

These awards recognize the impact and accomplishments of outstanding public, academic, and school librarians. Ten winners will share their inspiring stories, and the event will be streamed on ALA's YouTube channel. A celebration of the winners will follow from 5 to 7 p.m.

### RUSA Book and Media Awards

**5–7 p.m. Sunday, January 23**

The Reference and User Services Association (RUSA) annually recognizes the year's best in fiction, nonfiction, poetry, audio-book narration, reference materials, and more, including the Carnegie Medals for Excellence in Fiction and Nonfiction.

### Youth Media Awards

**8–9 a.m. Monday, January 24**

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, Stonewall, and Schneider Family awards.

## LLX Marketplace

Meet more than 100 exhibitors and publishers and learn about the newest titles, authors, technologies, and core library services. Interactive Idea Xchange sessions are designed to provide meaningful educational opportunities. The LLX Marketplace will also have networking events where attendees can develop new connections. ●

### 23rd Annual Martin Luther King Jr. Holiday Observance and Sunrise Celebration

**9–9:45 a.m. Monday, January 24**

This conference tradition commemorates Martin Luther King Jr.'s legacy and recognizes the connection between his life's work and the library world. The event will feature passages from his work, a keynote address, and a call to action from ALA Executive Director Tracie D. Hall. [AL](#)

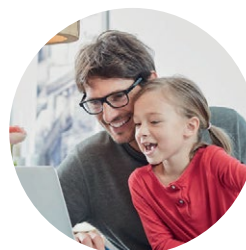
All times listed are Central. Times and dates of most sessions have not been finalized as of press time. The LibLearnX Scheduler will be available at [alaliblearnx.org/schedule](http://alaliblearnx.org/schedule) in January.

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# Ways to Connect

Evaluate how patrons engage with your library

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.

It's true that people crave connection, to be acknowledged and listened to. But they're not always looking to mimic real-world connections online, and an organization that tries to position itself as a new best friend on social media can come across as fake. So how can libraries strike a balance, demonstrating authentic engagement with a patron's experiences, whether in person or via a digital transaction?

Most libraries use one or more library engagement platforms—such as newsletters, mobile apps, or reservation systems—for communications like notifying customers about upcoming events or inviting them to browse materials and check something out. These interactions are touchpoints where the library and customer connect, not unlike a physical reference or circulation desk.

Let's consider how libraries can make use of common engagement platforms:

**Library catalogs.** The catalog experience is filled with touchpoints, from searching for something to read or watch to putting that selection on hold. Yet they don't provide much room for customer engagement with the library. You can enhance catalogs using the direct email function built into some newer systems to send automated emails, like library card sign-up welcomes that pitch lesser-known services or offer reminders to make use of a card. Some libraries share recommendations based on reading interests, announce new acquisitions, or send birthday greetings.

**E-newsletters.** Leverage your email lists to get library information into the hands (and inboxes) of your customers. Most e-newsletter products require that you create original content; this can be easy to do if you pull content from your library's news releases or blog posts and create accompanying book lists. Many of these systems can also track interactions, data you can use to report to your board to demonstrate engagement. Want to further simplify the process? A product like LibraryAware can curate newsletters for you that provide stories and links to material in your library's catalog.

**Reservations.** Many libraries have events, classes, or meeting rooms that require reservations. Customers are empowered when they use automated software to sign up for something, and it gives you direct insight as to what types of programs they are interested in.

**Pickup and delivery services.** During the pandemic, many libraries provided contactless services such as delivery and curbside pickup—services that are likely here to stay, presenting an exciting growth area for libraries. As we adapted our operations at Topeka and Shawnee County (Kans.) Public Library (TSCPL), we started using Springshare

Pickup Manager to facilitate our curbside service, which provides another touchpoint.

**Mobile apps.** To maintain customer interest, make sure your app is useful. Your library probably has other mobile apps such as Flipster, Hoopla, LinkedIn Learning, and OverDrive's Libby, each providing different touchpoints for patrons. Continually promote these apps and create a "mobile apps" page on your website with links to the Apple and Google Play app stores.

Library engagement via software can sometimes feel

like invading our customers' space, especially when we are talking about ads, push notifications, or direct marketing via email. Here's the thing: Customers are used to this kind of engagement; in fact, they

Some touchpoints are truly meaningful, building on positive associations with the library.

expect it. If some touchpoints are irritating, the tradeoff is that some are truly meaningful, building on positive associations with the library and the materials, services, and programming it offers.

What are you doing to engage your customers? Library engagement platforms can connect to them beyond the four walls of the building and reach them where they are. I'd advise all libraries to explore the emerging opportunities these platforms offer and use them to interact with their communities in new ways.

*Adapted from "Library Engagement Platforms," Library Technology Reports vol. 58, no. 1 (Jan. 2022). Read more at [bit.ly/ALA-LTR](http://bit.ly/ALA-LTR). AL*



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# Crisis Averted

Shifting to proactive support of teen mental health

BY Linda W. Braun



**LINDA W. BRAUN** is a California-based consultant and a past president of ALA's Young Adult Library Services Association.

For much of my career as a youth librarian, I had focused on the topic of teen mental health from a service point of view. That meant knowing which resources or hotlines were available in the community and being able to point teens to assistance during times of distress. I've recently realized that this is not enough; libraries' support of teen mental health must be embedded in everyday services and start far before a crisis occurs.

Consider, for example, a library activity in which teens can talk about the spaces that make them feel comfortable and can help design an area of the library that is just for them. In this exercise, teens articulate what evokes happiness and calm—two emotional states that are central to positive mental health—and are given an opportunity to think critically about their own well-being.

My “aha” moment in realizing that we must shift from reactive to proactive support was spurred by Caring about Teen Mental Health, a project funded by the Institute of Museum and Library Services last year. Through this initiative, created partly in response to the mental health challenges surfaced by the pandemic, library staffers at D.C. Public Library, Seattle Public Library, and Fayette Public Library, Museum, and Archives (FPLMA) in La Grange, Texas, are codesigning virtual reality (VR) experiences with youth that address mental health matters and support mindfulness and emotional regulation. As teens engage in the design process, they communicate with one another and their adult codesigners about their vulnerabilities, what brings them joy, how they de-stress, and other topics. In having teens and library staffers openly discuss these issues, we help destigmatize how adolescents think and talk about mental health.

The teens involved in the project at FPLMA had not previously engaged in VR-based activities. As a result, many of them got frustrated in the early codesign sessions as they tried to navigate the VR environment. “I feel sad because I am struggling to participate,” one teen said. Library staffers used this opportunity to help teens recognize negative emotions, discuss ways to manage them, and mitigate their mental health effects.

“Having these consistent, open conversations about mental health is a way for teens to become more self-aware,” says FPLMA Library Director Allison MacKenzie. “The more self-aware teens are, the better they are able to communicate frustrations and needs—possibly before a full-blown crisis.”

Talking with teens about mental health does not require a medical degree. It simply requires being open to conversation—giving teens time and space to process what makes them frustrated, stressed, and depressed—and acknowledging methods that can be used to overcome these emotions.

In July, the Forum for Children's Well-Being of the National Academies of Sciences, Engineering, and Medicine and the Societal Experts Action Network released

a guide ([bit.ly/AL-NASguide](https://bit.ly/AL-NASguide)) that offers school and library staffers ways to foster an understanding of positive mental health among students on an everyday basis. One of the report's recommendations is to promote resilience through programs that “can help youth build relationships, encourage them to create healthy self-perceptions, provide opportunities for efficacy and self-control, develop a sense of belonging and responsibility for others, and foster understanding of the importance of cultural and historical roots.”

As you think about the youth you work with and for, consider how the services you already provide—and may build in the future—can support positive mental health. Even by simply having conversations with teens about how they are feeling and reflecting with them on how to handle their day-to-day emotions, you are helping them build the skills they need to manage their mental health throughout their lives. <sup>AL</sup>

Libraries' support of teen mental health must be embedded in everyday services.

# Work Made Visible

What's lost when we  
obscure labor

BY Rachel Ivy Clarke



**RACHEL IVY CLARKE** is assistant professor in the School of Information Studies at Syracuse (N.Y.) University, where she researches the reconceptualization of librarianship as a design profession. The research team on this project also included Alexandra Grimm, Katerina Lynn Stanton, and Bo Zhang.

A popular method for quantifying a library's value is to tally the money a patron saves by borrowing rather than purchasing materials, sometimes even printing a dollar amount on a receipt or offering an online calculator. The problem with these metrics is that they almost always focus on items rather than the intangible services that library workers provide. If we focus exclusively on the retail value of materials, we render the labor that goes into providing services invisible.

Invisible labor is a concept from feminist scholarship that aims to bring attention to underpaid, unrecognized, and undervalued work, often performed by women. Household work is an example, but the term also applies to some intellectual work, like that performed in libraries. When a job is done well—a program goes off without a hitch, for instance, or workers successfully introduce a new service like curbside pickup—the labor it took to accomplish it becomes less visible to those who benefit, and thus harder to articulate to the administrators and legislators who allocate resources. It's a vicious cycle.

At Syracuse (N.Y.) University's iSchool, my project team wanted to experiment with ways to make library work more visible to patrons, administrators, and other stakeholders. To do this, we drew on the idea of critical design, a specific form of activist research inquiry that uses the creation of provocative artifacts to challenge established assumptions and spur people to think in new ways. The artifact we created is a prototype library value calculator that includes the costs of labor as well as materials and presents both calculations to the user ([truevalue.ischool.syr.edu](http://truevalue.ischool.syr.edu)). Our team was surprised to find that the average labor cost is almost always higher than the cost of materials.

Invisible labor may also affect library staffing. If we don't see work, we start to doubt the necessity of that work and of the people who perform it. Staffers may be driven to quit and positions may be eliminated and not replaced. In turn, the work may be loaded onto other workers, who must then do more labor that goes unrecognized and unvalued. We can't be surprised at low morale in the profession when we ignore the contributions of the workers holding the field together.

We need to clearly and explicitly move beyond the idea that the value of a library is rooted in its collections. Let's start by doing away with the idea that everything in libraries is free. Instead, we can promote the idea of the library as co-op: an organization owned and operated by the

people who use its products and services and benefit from what it has to offer. Public libraries are already part of the way there, as they are funded with community tax dollars and donor support. The values they support, such as democracy and equity, are shared by co-ops. Reframing libraries in accordance with a co-op model could offer more opportunities for community members to actively participate not only in consumption of library services but also in library service provision—things like working or volunteering at the library in traditional roles, leading community programs, and advising on the design of new services. (Read more about co-op structure and principles at [bit.ly/AL-co-op](http://bit.ly/AL-co-op).)

While monetary estimations of value can be an important means of securing funding and a place at the table for libraries, we must also consider other opportunities libraries might leverage to emphasize their value. For example,

inviting narrative or visual accounts that express the library's importance—such as asking patrons to write valentines to the library—is a nontrivial way of allowing community members to convey their understanding of the library's value in their own words.

If we don't see  
work, we start to  
doubt the necessity  
of that work and  
of the people  
who perform it.

If we truly want to advocate for libraries, then we must stop focusing solely on buildings and resources and start supporting the people who make them accessible. We can start by making their work visible. **AL**

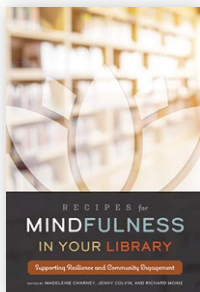


# Mental Health in the Library

Resources to support patrons and staff



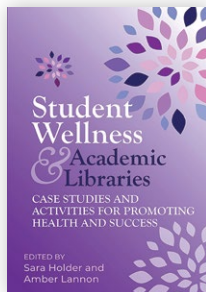
**ANNA GOODING-CALL** is reference and technology librarian at Nevins Memorial Library in Methuen, Massachusetts.



## Recipes for Mindfulness in Your Library: Supporting Resilience and Community Engagement

Edited by Madeleine Charney, Jenny Colvin, and Richard Moniz

Mindfulness is an accelerating trend in libraries, and this title is a great start for those interested in joining in. It explores how librarians have integrated mindfulness into their teaching, collections, services, spaces, partnerships, professional development, and programming, from yoga and meditation groups to Zen rooms and journaling exercises. Program suggestions skew toward academic libraries, but some examples (such as how to mindfully manage a library staff) can be applied in any context. While full of good ideas, this book is light on citations; more research on mindfulness could serve as a solid companion to this otherwise excellent work, especially when pitching mindfulness programs to directors and boards. ALA Editions, 2019. 144 p. \$50. PBK. 978-0-8389-1783-1.



## Student Wellness and Academic Libraries: Case Studies and Activities for Promoting Health and Success

Edited by Sara Holder and Amber Lannon

This volume gathers perspectives on wellness programming and discussions of current activities, with case studies, commentary, and research on wellness initiatives in academic libraries. The editors acknowledge that many of the studies work best in environments where students show up in person, but useful ideas for pandemic-era programs can be gleaned, especially in the chapter “Supporting Digital Wellness and Well-Being.” Almost every study recognizes that students are stressed and anxious—a familiar notion to anyone who has spent time on a college campus. Read this book for ideas about partnerships and ways to hold space for student mental health. Association of College and Research Libraries, 2020. 300 p. \$86. PBK. 978-0-8389-4864-4. (Also available as an ebook.)

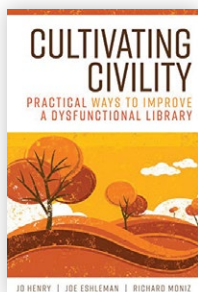


## The Six-Step Guide to Library Worker Engagement

Edited by Elaina Norlin

This collection looks at a holistic approach to workplace culture. For management strategy, it emphasizes a multifaceted approach rooted in emotional intelligence and provides myriad examples of successful leadership. At the same time, it is frank about certain realities, such as the fact that not everyone is cut out to be a leader. While presenting examples of good library leadership, it also dissects bad workplaces, looking at employees’ well-being, the legal dangers of alienating workers, and the problems that come with a revolving-door workplace. It also addresses remote work as a management issue, making it a timely addition to any library’s collection. Particularly essential is the final chapter, “Diversity, Equity, and Inclusion.” ALA Editions, 2021. 144 p. \$65. PBK. 978-0-8389-4798-2.

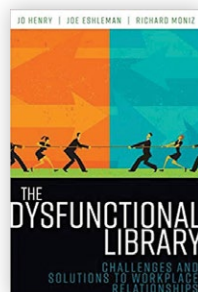
by Anna Gooding-Call



### Cultivating Civility: Practical Ways to Improve a Dysfunctional Library

By Jo Henry, Joe Eshleman, and Richard Moniz

This foundational text on workplace environments covers an array of management issues and builds on the authors' previous work, *The Dysfunctional Library*. Starting with the basics—defining communication—this title progresses through the health and wellness concerns of the average worker, the health of a working team, and leadership and organizational tips. Empathy, mindfulness, and communication are important touchstones, and the authors do not shy away from a frank discussion of bullying in the workplace. The three authors, all seasoned library management leaders, offer plenty of sound advice, but they also present short essays by other librarians on relatable management scenarios and how their libraries navigated them. ALA Editions, 2020. 232 p. \$60. PBK. 978-0-8389-4716-6. (Also available as an ebook.)



### The Dysfunctional Library: Challenges and Solutions to Workplace Relationships


By Jo Henry, Joe Eshleman, and Richard Moniz

Addressing the gamut of broken workplace scenarios, this title employs intensive research and literature review to provide library managers with tools to fix their library environments. The authors address small issues like unclear communication, as well as very serious ones like bullying and mobbing. The authors' treatment of burnout and emphasis on team and employee flexibility is particularly prescient as libraries continue to navigate workplace challenges created or exacerbated by the pandemic. This book is also a particularly useful tool for addressing ideologically or culturally polarized workplaces, and its discussion of civility presages *Cultivating Civility*, which the authors published two years after this one. ALA Editions, 2018. 216 p. \$64. PBK. 978-0-8389-1623-0. (Also available as an ebook.)



### A Trauma-Informed Approach to Library Services

By Rebecca Tolley

This book offers a framework for reenvisioning the library as a haven for social and emotional support. Opening with an explanation of trauma, its sources, and its prevalence, it moves to strategies for welcoming into the library those who have experienced trauma. Topics range from managing interior decor to handling the personal trauma of library staffers when it leads to workplace behavioral issues. The text provides advice for public and academic libraries, and most of its strategies are adaptable for a range of budgets. It is also recent enough to note pandemic-era trauma and its effects on both patrons and staff, and it cites psychological literature, making it a reliable jumping-off point for managers who want to move their organization toward greater support of staff members and the public. ALA Editions, 2020. 192 p. \$60. PBK. 978-0-8389-1981-1. 

# PEOPLE

## Announcements

### ON THE MOVE

**Ridgeway Burns** became director of Itasca (Ill.) Community Library in September.

**Hailley Fargo** joined Northern Kentucky University's W. Frank Steely Library in Newport as assistant professor and head of education and outreach services August 9.

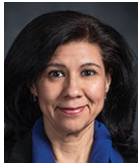
September 20 **Samantha Geiger** started as makerspace coordinator at Northern Kentucky University's W. Frank Steely Library in Newport.

**Lindsay Gypin** became data services librarian and assistant professor at University of North Carolina at Greensboro University Libraries in August.

August 23 **Jenna K. Ingham** joined Verona (N.J.) Public Library as senior librarian and head of youth services.

**Linda Jones** joined the Won Institute of Graduate Studies in Warminster, Pennsylvania, in July as library director and assistant professor.

The Texas State Library and Archives Commission appointed **Gloria Meraz** director and librarian, effective September 1.



**Beverley Rilett** joined Auburn (Ala.) University Libraries as associate research librarian in Special Collections and Archives August 16.

December 1 **Alexandra Rivera** became associate dean for diversity, inclusion, and organizational development at Michigan State University Libraries in East Lansing.

**Kip Roberson** was named director of Teton County (Wyo.) Library in July.

August 2 **Christian Sheehy** was appointed assistant professor and head of digital scholarship and communication services at the University

### Kudos

In October the Ohio Library Council named recently retired Dayton Metro Library Executive Director **Tim Kambitsch** its Hall of Fame Librarian of the Year.

Milton (Ont.) Public Library Manager of Support Services **Kanta Kapoor** received the Internet Archive Hero Award in October.

In October **King County (Wash.) Library System** received the 2021 *Government Technology* Special Districts Award for Technology Innovation in the Citizens Category.

St. Louis University's **Pius XII Memorial Library** was named 2021 Missouri Library of the Year by the Missouri Library Association September 29. Other awardees at the event include the following: **Taylor Bequette**, young adult and adult services librarian at Little Dixie Regional Libraries in Moberly, was named Outstanding New Librarian; **Rachel Brekhus**, research and instructional services librarian at University of Missouri in Columbia, won Outstanding Professional Librarian; **Eric Lyon**, children's programming coordinator at Missouri River Regional Library in Jefferson City, received the Outstanding Library Employee Award; and **Megan Temple**, manager of St. Louis Public Library's Baden branch, won the Show Me Youth Services Award. ●

of Northern Kentucky W. Frank Steely Library in Newport.

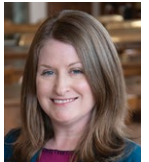
The University of North Carolina at Chapel Hill Libraries appointed **Todd Smith** user experience research and design librarian September 13.

**Erica Titkemeyer** joined University of North Carolina at Chapel Hill Libraries as associate head of Repository Services October 1.

October 1 **Kelly Weigand** started as head of Cary Veterinary Medical Library at Auburn (Ala.) University Libraries.

August 1 **Jennilyn Wiley** became business and economics librarian at Auburn (Ala.) University Libraries.

The University of North Carolina at Chapel Hill Libraries promoted **Emily Kader** to associate curator of rare books in the Wilson Special Collections Library September 27.



Multnomah County (Oreg.) Library promoted **Annie Lewis** to director of community services in September.

**Kirby McCurtis** was promoted to director of location services at Multnomah County (Oreg.) Library in September.

Michigan State University Libraries promoted **Rachel Minkin** in October to the new position of assistant dean for faculty engagement.

Topeka and Shawnee County (Kans.) Public Library promoted **Marie Pyko** to chief executive officer, effective October 22.

### PROMOTIONS

Oak Park (Ill.) Public Library promoted **Stephen A. Jackson** to director of equity and antiracism October 11.



## In Memory

**Saul Amdursky**, 76, longtime director of Kalamazoo (Mich.) Public Library (KPL), died July 30. He oversaw the renovation of all KPL branches in the 1990s. Amdursky later served at libraries in British Columbia and Iowa.

**James L. Godwin**, 78, former chief of the Automated Systems Office (now Information Technology Services Office) of the Library of Congress (LC), died September 13. Godwin joined LC in 1970 and worked there for more than 30 years, providing vision and leadership in developing and implementing its first online cataloging and information retrieval system. He served on the Library and Information Technology Association's Technical Standards for Library Automation Committee and the Committee for the Coordination of National Bibliographic Control, and he supported automation of governmental libraries in France and Bulgaria.

**Barbara Immroth**, 79, faculty member at the University of Texas Graduate School of Library and Information Science (now iSchool) in Austin for 35 years until her retirement in 2015, died September 6. A specialist in children's services, she served as 1989–1990 president of the Association for Library Service to Children. She also served as 1997–1998 president of the Texas Library Association (TLA) and received ALA's Beta Phi Mu Award for Distinguished Service to Education for Librarianship in 2007 and TLA's Lifetime Achievement Award in 2009.

**John William "Bill" Locke**, 83, director of Harold Washington College Library in Chicago for 35 years and recipient of a Distinguished Professor Award there, died September 7. In retirement, he volunteered at Chicago's Newberry Library and several other Chicago cultural organizations.

**Catherine Sheldrick Ross**, 75, dean of what is now the Faculty of Information and Media Studies at University of Western Ontario from 1996 to 1998 during its formation, and again from 2000 to 2007, died September 11. Ross was named a Fellow of the Royal Society of Canada in 2018. She coauthored scholarly works, including *Reading Still Matters: What the Research Reveals about Reading, Libraries, and Community* and *Conducting the Reference Interview: A How-to-Do-It Manual for Librarians*. She also wrote four children's books.

**Ronald V. Stoch**, 70, director of Eisenhower Public Library District in Harwood Heights, Illinois, for 34 years until retiring in 2014, died October 6. Under his leadership, the library was one of the first in Illinois to automate its catalog and circulation processes, and it pioneered instituting patron-driven acquisition. After retirement, Stoch remained active in ALA, the Illinois Library Association, and the Polish American Librarians Association. ●

Multnomah County (Oreg.) Library promoted **Dave Ratliff** to director of integrated services in September.

October 1 Auburn (Ala.) University Libraries promoted **Greg Schmidt**

to head of Special Collections and Archives.

Broward County (Fla.) Library promoted **Jill Sears** to assistant director September 21.

## RETIREMENTS

**John Y. Cole**, historian of the Library of Congress, retired in September.

**Kevin Davis** retired as administrator of Messenger Public Library in North Aurora, Illinois, in December.

**Stephanie Levasseur** retired as director of Baltimore County Circuit Court Library in April.

**Shelley Stone** retired as Illinois Heartland Library System's bibliographic services manager October 31.

**Janice Welburn**, dean of Marquette University Libraries in Milwaukee, retired October 22.

## AT ALA

**Scott Allen**, deputy director of operations for the Public Library Association, left ALA October 1.

*Booklist* Marketing Director **Melissa Carr** left ALA November 2.

ALA Editions/ALA Neal-Schuman promoted **Angela Gwizdala** to associate publisher October 5.

**Amber Hayes**, outreach and communications program officer for the Office of Diversity, Literacy, and Outreach Services, left ALA November 5.

October 4 **Patrick Hogan** retired as senior acquisitions editor for ALA Editions after 26 years with ALA.

**Deb Robertson**, founder and director of the Public Programs Office since 1992, retired October 8.

ALA Connect Community Manager **David Sheffieck** left ALA September 10.

*Booklist* marketing associate **Briana Shemroske** left ALA October 1. [AL](#)

# Back in the Saddle

Cynthiana-Harrison County (Ky.) Public Library's (CHCPL) first in-person program since before the pandemic made a big impression—a headline-grabbing, 1,300-pound impression, to be exact.

Hank, a Tennessee Walker-breed rescue horse, moseyed on into his hometown library in September 2021 for an equine-themed storytime that included a scavenger hunt, coloring contest, and prizes. While there, Hank received his first library card, in observance of Library Card Sign-Up Month.

"This [event] really brought us a lot of faces that we don't normally see, which was exciting," says Molly Watson (left), CHCPL youth services librarian. "A lot of the local news stations picked it up, [which] got shared with national news stations. We were taken aback by the attention."

Watson says Hank is well-known in the community and dons a festive outfit to ring a Salvation Army bell during the holidays—a

real *neighborhood* icon. His rise began 11 years ago, when the gelding was found abandoned and emaciated by Tammi Regan (right). Today he lives at Regan's Equinox Stables and is the face of her rescue organization, For Hank's Sake ([forhankssake.org](http://forhankssake.org)), and literacy program, Pages for a Purpose, which provides opportunities for kids to read aloud to animals on Regan's farm.

"I didn't grow up with horses, but I grew up with books," says Regan. "Reading gave me courage."

Hank has brought his message of promoting literacy to 10 libraries in Kentucky so far and, according to Watson, favors self-reflective titles. "He did check out one book off of our horse display: *Dr. Seuss's Horse Museum*," Watson says. "We would love to have Hank back, especially now that he's a patron." **AL**

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Photo: Molly Evelyn Photography







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