



NJLA Executive Board Meeting
January 18, 2022, 10:00 a.m.
Zoom

Minutes

Attendance: Jen Schureman Brenner, Danielle Cesena, Corey Fleming, Carina Gonzalez, Kate Jagers, Juliet Machie, Adriana Mamay, Laverne Mann, Samantha McCoy, Allen McGinley, Keisha Miller, Eileen Palmer, Joy Robinson, Selwa Shamy, Jessica Trujillo, John Wallace

Guests: Ralph Bingham, Gabie Clark, Alicia Gough, Darby Malvey, Jen Nelson, Patricia Pavlak, Will Porter

1. Call to Order – Kate Jagers, President

Meeting called to order at 10:02 a.m.

2. Adoption of Agenda – Kate Jagers, President

3. Adoption of Meeting Minutes:

a. December 21, 2021, Executive Board Meeting - Selwa Shamy, Secretary

With no corrections, the minutes are accepted.

4. Financial Report – Samantha McCoy, Treasurer

- a. Annual appeal brought in \$10,101, 202% over what was expected.
- b. Membership dues are a bit down, but it is expected that will pick back up as Conference registrations come in
- c. John Wallace makes a motion to accept the bill list, Selwa Shamy seconds and the motion passes.

5. Reports:

a. Kate Jagers, President

- i. The Archives Task Force is scheduled to meet this week
- ii. The Reorganization Task Force has been meeting regularly, and are working closely with the Member Communications Subcommittee to make improvements to NJLA's internal communications.
- iii. The Strategic Planning Task Force is being led wonderfully by Jessica, who is working closely with Juliet Mache; it is expected that recommendations will come in the next few months.
- iv. The newly-created task force to make recommendations regarding Dag Bulman's bequest is continuing to discuss how best to use the gift funds.
- v. Kerry Weinstein resigned from the Executive Board, leaving a vacancy. Kate is communicating with the Nominations & Elections Subcommittee to

- determine filling the seat and will report back at our next meeting.
- vi. The Board Organization Subcommittee has been discussing mid-year leadership workshops and reporting.
 - vii. LibraryLinkNJ (LLNJ) and NJLA leadership have begun meeting regularly to work toward more effective collaboration.
 - viii. The Intellectual Freedom Committee, led by Judith Pissano, is working closely with NJASL on the Library Rapid Response Team effort currently targeted at book challenges in schools. (<https://bit.ly/lrrt>)
 - ix. The money raised for this year's Annual Appeal was more than double last year's amount, and much of the money came after the print mailing. The Fundraising Committee will work to track how money is coming in from year-to-year in order to strategically plan how fundraising is done in the future. The committee is also seeking raffle items for their raffle table at Conference, and asks for the Executive Board members for their help with items or donations.
 - x. The Public Relations and Honors and Awards Committees' recent spotlight program went very well, and the recording will be posted to the NJLA YouTube channel.
 - xi. The Section & Committee Liaison Report was included in the board packet.

b. Juliet Machie, Executive Director - [Full Report](#)

- i. Our libraries are struggling to keep the doors open. A message was sent to the membership to encourage people; Juliet has done outreach to the Governor's Office, they have been helpful to the extent they can.
 - 1. Mandate vs. Guidance: NJLA can only provide guidance, the directives and mandates lie with the municipal and library governing bodies.
 - 2. NJLA can continue to advocate, provide information in a timely fashion, and make sure libraries get the support they need, especially when they receive a direct attack.
 - 3. Juliet was included in the January 2022 edition of NJ Monthly magazine for New Year's resolutions.
- ii. The governor was at Long Branch Public Library on January 6 to announce the second round of funding for the Library Construction Bond Act.
- iii. First legislative visit for FY23 budget advocacy is scheduled for February 1 with Senator Declan O'Scanlon, LD-13, which will highlight funding priorities such as Library Per Capita State Aid.
- iv. NJLA's Spectrum Coalition - NJLA received a letter from Jonathan Potter, Dean of the School of Communication and Information at Rutgers, about Rutgers intent to join the NJLA's Spectrum Coalition. Many thanks to Betty Turock for her leadership and efforts on this initiative.
- v. Equity, Diversity and Inclusion (EDI) Framework - Juliet continues to meet with Ralph Bingham (LLNJ) and Jen Nelson (NJ State Library) to operationalize the EDI framework. A press release is forthcoming and

next steps will be announced in the coming weeks.

- vi. LLNJ & NJLA met on January 10 to discuss programming and dialog about how to better work together. Monthly meetings will continue.
- vii. Thanks to Gabie Clark for providing a robust Access Navigator Program update, provided in the board packet.

c. Eileen Palmer, ALA Councilor - [Full Report](#)

- i. Transforming ALA Governance (TAG) - ALA history was included in the report for some context. The proposal is to vest decision making in a 15-member board with some advisory groups feeding information to the board.
 1. The thought was that the Council is unwieldy due to so many members.
 2. Concerns about accountability; the desire from ALA is to be trusted and get on with the process.
 3. Process is set up to change ALA in a profound way – Council has to approve the change and then needs to approve a second time. If passed, it goes to the members for approval. Some talk of a constitutional convention at some point.
 4. There is a proposal to form four Assemblies, with little process for bringing everyone together to discuss issues.
 5. Laverne Mann asked where NJ falls on this in relation to other states. Eileen has not made a public statement about this yet. Eileen has not seen others' comments yet. The first Council Forum is tonight.
 6. Jessica Trujillo asks how ALA can achieve its EDI goals with a governing board of 15 people with no defined accountability?
 7. There will be a chapter, division, and affiliates representative on the board. This is in addition to the elected leadership. There will also be some directly elected seats. The chapter is composed of 53 different groups. There will be an election for one chapter representative to the board. (Affiliates are organizations that ALA has allowed to affiliate with them. They are not necessarily filled with members of ALA. Some of these affiliates are the Black Caucus and Asian/Pacific American Librarians Association. The affiliates are a broad based group.)
 8. The ballot requires there to be a pro and con statement. The pro statement would include the belief that these bodies of knowledge will provide greater opportunity for engagement from more members of the association because they are not part of the decision making body. The people who support this change believe it will lead to more member engagement.
 9. Samantha McCoy thinks there are too many people on Council now and the process for voting is cumbersome. And we should think about how ALA is helping NJLA.
 10. Danielle Cesena thinks the governing system is convoluted, and

she can imagine that ALA members must be frustrated. She believes the proposal has a top down feel to it and it does little to engage members.

11. Allen McGinley stated the plan does not make clear how ALA will be more representative.
 12. Because there are so many questions about how the proposal will improve membership engagement, Jessica Trujillo moves that the NJLA Executive Board does not support the proposal as it is currently written. Allen McGinley seconds, Laverne Mann abstains and the motion passes.
- ii. Resolution to Promote Equity, Diversity, and Inclusion (EDI) Efforts in American Association of School Librarians (AASL) While Addressing Historical Effects of Racism.
 1. Darby Malvey said the NJ Association of School Librarians (NJASL) Executive Board's next meeting is in February, there has been some discussion about this but no statement has been made by them yet.
 2. Selwa Shamy makes a motion to support this resolution and Joy Robinson seconds it.
 - a. Discussion - Samantha McCoy asks for clarification on the use of the word "apologizes." Eileen said Council has not discussed this yet, but adds that when harm has been committed it needs to be acknowledged and repented.
 - b. The motion passes.
 - iii. Resolution to Support School and Youth Services Librarians Facing Increased Intellectual Freedom Challenges.
 1. Eileen suggested including the phrase Chapters and Affiliates. Laverne Mann makes a motion to support this resolution and Danielle Cesena seconds. The motion passes.

6. New Business

- a. **Conference Committee Update - Allen McGinley**, co-chair with Pham Condello, Kate Angelo and Cynthia Becker
 - i. Program proposal notifications were sent last week. The number of regular session proposals is lower than when NJLA used to only accept proposals from NJLA groups.
 - ii. The keynotes are confirmed and announcements will be sent out soon.
 - iii. Opening keynote will be on Thursday morning, and there will also be a closing keynote on Friday afternoon. This change was made to get attendees to engage until the end and to have more energy at the end.
 - iv. Sponsorships are continuing to come in; sponsorships and booth fees were increased to keep in line with other professional conferences.
 - v. Harrah's has been renovating hotel rooms and this will be done before the conference.
 - vi. Planning an in person conference after a virtual one has been

challenging. What needs to be put in place due to COVID, and what will the costs be? The challenge is, how to make people feel safe but not implement unnecessary restrictions?

- vii. There is an expectation that there will be little-to-no COVID restrictions formally from Harrah's by June.
- viii. After researching what other in-person conferences have done, the committee would like to see no mask requirement but having a vaccination or testing requirement. The committee does not want to implement a rule that cannot be reasonably enforced.
- ix. Registration will open mid to late February. Need to have requirements and a proposed means to implement them in place before opening registration so that attendees know what to expect.
- x. The League of Municipalities Conference did not alter their cancellation policy due to illness. As a rule in the past, NJLA does not offer a refund if someone does not attend the Conference
- xi. Juliet Machie said the League of Municipalities Conference checked vaccination status or required a negative Covid test. They also required masks.
- xii. The NJASL Conference did not have a vaccination requirement but did have a mask mandate and it was very difficult to police.
- xiii. John Wallace said institutions can require vaccinations
- xiv. Selwa Shamy proposed making the decision as close to registration as possible. Kate Jagers and Jessica Trujillo do not think things will change between now and next month, and unfortunately we cannot wait longer than that to put forth information.
- xv. The Conference Committee recommends that the NJLA Conference follow all rules of our venue and require all attendees to be vaccinated or provide proof of a negative COVID test within 72 hours of arrival at the Conference. This policy will be updated as needed. With Samantha McCoy opposing and Joy Robinson abstaining, the motion passes.

b. Nominations & Elections Subcommittee update - Kate Jagers

- i. One entry by petition so far, and the committee is meeting next week to work on building a slate based on petitions and committee recommendations. If your board term ends in June '22 and you want to run for the board again, let Jen know. On the NJLA Executive Board webpage there is a term end date next to member names.
- ii. Information about nominations and elections is in a current NJLA newsletter to members.
- iii. There may be a special election to fill Kerry Weinstein's seat.

c. NJLA Spectrum Scholarship Update – Kate Jagers

- i. Working on recommendations for fundraising to support and sustain the scholarship.
- ii. Betty Turock has built a document on how partners and organizations can support the scholarship financially. The NJSL and Rutgers have committed to supporting the initiative. Rutgers has committed, with no end

date, to an annual commitment of two Spectrum Scholarships each year which totals \$17,000. Eileen Palmer stated this will go directly to NJLA and not through ALA.

- iii. Putting together a team of people to discuss with ALA how to move this process forward and serve as a model for other states.

7. Old Business

8. Partnering organizations

a. NJSL - Jen Nelson

b. LibraryLinkNJ - Ralph Bingham

c. NJASL - Darby Malvey - [Full Report](#)

- i. Thanks to NJLA for continued support around intellectual freedom. There will be a leadership meeting for those who want to take a more active role on the Rapid Response Team.
- ii. Members of the NJASL Executive Board attended the NJEA Delegate Assembly to speak on the issue and ask NJEA to reaffirm its commitment to Intellectual Freedom and issue a statement in support of SLMS, libraries, and Intellectual Freedom. Editor of the NJEA Review has published an editorial on the topic in the January issue, and a feature article will be published in the spring.
- iii. S588 (Information Literacy Bill) has been reintroduced for the new legislative session but is now referred back to the Senate Education Committee. Please take a moment to sign the petitions for both the Information Literacy Bill and the SLMS Ratio Bill, or reach out to legislators you may have a personal connection with:
 1. Info Lit Petition:
https://www.saveschoollibrarians.org/njasl_infolitbill_2021
 2. Ratio Bill Petition:
https://www.saveschoollibrarians.org/njasl_ratiobill_2021
- iv. Thanks to NJLA for putting a link to the School and Public Libraries Fact Sheet on the NJLA website on the Advocacy page. Infographics are forthcoming.

d. NJLTA - Pat Pavlak

- i. Trustees Association has endorsed NJLA's statement against censorship and posted it on their website.
- ii. Would like to help NJLA create intellectual freedom training, specifically for trustees.
- iii. Trustees are encouraged to join the NJ Library Trustee Association.
- iv. Trustee Training sessions will be on February 22 and 26.

9. Calendar - Executive Board Meeting - February 15, 2022, 3 p.m. - Zoom

10. Good of the Order

11. Adjourn - Carina Gonzalez makes a motion to adjourn and Danielle Cesena seconds and the meeting adjourns at 12:31 p.m.

Respectfully submitted by Selwa Shamy