

**MLA 2023 ANNUAL BUSINESS MEETING AGENDA  
Tuesday, May 9, 2023 - 8AM**

**LOCATION: Sea Crest II**

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| --- | --- |
| 8:00 | Welcome remarks/Introduction |
| 8:05 | PLA President (5 min)  ALA President (20 min) |
| 8:35 | State of the State address |
| 8:45 | Call to Order |
| 8:46 | Approval of Minutes of the 2022 Annual Meeting |
| 8:47 | President’s Report |
| 8:50 | Treasurer’s Report |
| 8:52 | Presentation: FY24 Budget |
| 8:55 | Presentation: Slate of Officers |
| 8:58 | Presidential Transition |
| 9:03 | Incoming President’s Remarks |
| 9:08 | Meeting adjourns |

**Massachusetts Library Association**

**Annual Treasurer’s Report**

**2023**

As of March 30, 2023, our income to date was $96,613.39 expenses $115,004.71, with a YTD negative balance of $18,391.32. This does not include the $35,828 in receivables for income, and over $23K already paid toward this conference. We budgeted $9675 to be transferred from our cash reserves account into our operating account to make up for any shortfall, however, we are hopeful that that we will end this fiscal year in the black without using any cash reserves.

The good news is that by March 31, 2023 we had already received 91% of the full amount we had budgeted for membership with 3 full months to go. So, we thank you all for your continued support of MLA.

The Investment Committee met in March of 2023 to review our portfolio to ensure that it met our financial plan requirements. We had a Fidelity Government Money Market fund that was earning very little interest. The group voted to move $7000 of the $10K+ that was in that account to a JP Morgan CD that is earning 5.2%. The Investment Committee also decided to change the date that we do the analysis of reallocation of our investment funds from December of each year to July of each year. The analysis for each year will take place using June 30th balances, and the committee will meet in September of each year to do any necessary reallocation. As most of our income and expenses happen in the second half of our July-June fiscal year, reallocation can be based on the fiscal year, when most of our income and expenses for the previous year are knowns vs. estimates.

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| --- | --- | --- | --- | --- | --- |
| Fidelity Investment Accounts | **8/7/19** | **5/6/2020** | **4/9/2021** | **4/30/2022** | **3/31/2023** |
| Cash Reserves | 6,574.05 | 3,634.12 | 4847.72 | 29,829.58 | 30,527.30 |
| Investments | 141,754.12 | 132,352.85 | 158,876.65 | 131,367.26 | 132285.71 |
| **Total Fidelity Accounts** | **148,328.37** | **135,986.97** | **163,724.37** | **161,196.84** | **162,813.01** |

Fidelity Investment Account Summary

We anticipate continued challenges in FY2024. We have projected income and expenses at $206,250 (this includes a potential transfer of up to $10,825.00) from cash reserves.

I am thrilled that last year MLA added Sarah Breen as our Assistant Treasurer to the board and I am confident that she will do a great job as the organization’s Treasurer. I look forward to working with her, and our new Assistant Treasurer Danielle Savin, in my new role as Past Treasurer.

I would like to thank everyone on the Admin Committee and Executive Board, especially Kim Hewitt for her leadership in assisting me in facing this year’s challenges, as well as Kristen Collins for her continued professionalism in managing conference and so much more!

Respectfully Submitted.

Bernadette Rivard  
MLA Treasurer  
April 21, 2023



**Jordan Miller Committee Annual Report**

**May 2023**

The Jordan Miller Committee reviewed 50 applications for the

$500 Jordan Miller mini grant and chose the Aldrich Public Library in Barre, Vermont. The Aldrich Library will use the grant to fund a storytelling performance that will focus on diversity and multiculturalism.

Preference this award year was given to New England Libraries outside the state of Massachusetts. In 2023, preference will be given to Massachusetts Libraries.

The award was announced on MASSYAC and through the NERTCL state representatives last November.

Amy Dorsheimer of the Nevins Public Library, Jessica Henderson of the East Bridgewater Public Library and Pam McCuen of the Wayland Free Public Library served on the committee this year.

Respectfully submitted,

Pam McCuen

Jordan Miller Committee Co-Chair



**Legislative Committee Report**

**Annual Report for 2022-2023**

The Legislative Committee had a very successful year, highlighted by the first in person Legislative Day in many years. The committee continued to meet primarily via Zoom and made greater use of subcommittees to get things done.

Major projects and accomplishments include:

* **Legislative Day & Related Events** – March 2023
  + Virtual Events - March 8, 2023
    - Close to 100 people attended the New Advocates session
    - Another 100 individuals attended Virtual Library Legislative Day
    - Recordings of these sessions are now available at [masslib.org](http://masslib.org/).
  + Legislative Day (LLD) at the State House - March 12, 2023
    - Close to 300 people attended the event
    - More than 30 legislators were represented
    - Largest group of new attendees/advocates ever
    - Rep. Ruth Balser (Newton) received the MLA Library Advocacy Award in recognition of her ongoing work for libraries, especially related to eBooks
* **House 3239 (ebook Bill)** –
  + Since LLD, 20+ legislators have signed onto the bill
  + The bill has been reworked to focus on consumer protection
  + MLA is working with EveryLibrary, Library Futures, and other states to stay informed on efforts at reform nationwide
    - Library Futures has launched The EBook Study Group to be a clearing house for eBook legislation topics
* **FY24 State Budget** –
  + Legislative Committee continues to work with MBLC and MSLA to support the Legislative Agenda. As of writing this, we are working to improve the numbers in the initial House draft of the budget
* **MLA Annual Conference** -
  + Legislative Committee is sponsoring the session “Feeling the Pain: Libraries Ongoing Struggles with eBook Restrictions”. This panel will feature Steve Potash, CEO of Overdrive; Juliya Ziskina, Policy Fellow for Library Futures; and State Rep. Ruth Balser, sponsor of H.3239
* **Coalition Building -**
  + Legislative Committee is in the process of building coalitions through reviewing and responding to other, non budgetary, state legislation. These bills may involve libraries directly, or may support the views of MLA. We are working with legislators and other associations to support these bills, with the intention of growing MLA’s network of support for the future.
* **EveryLibrary Partnership -** 
  + Legislative Committee members are still meeting with people from EveryLibrary. This partnership is helping with Coalition Building, as well as other challenges being faced by members of MLA.
* **Challenges & Working with IFSRC -** 
  + Members of our committee have had the opportunity to work with members of the Intellectual Freedom & Social Responsibility Committee to address concerns about the rise in challenges to libraries and librarians. Together, we have met with a number of state legislators to talk about the issues we are facing. We are also working with EveryLibrary on making the ‘Fight for the First’ campaign available to members.

Finally, LegComm continues to benefit from working with members of MBLC, MLS, MSLA, WMLA, and CMLA, who regularly attend our meetings.

Respectfully submitted,

Co-Chair, Eileen Dyer & Co-Chair, William Adamczyk



**Paralibrarian Section**

**Annual Report to the Executive Board, May 2023**

We have had six virtual meetings via Zoom this year. Our last one was on April 25, 2023.

On March 21st we meet in person with a newly formed subcommittee to address upgrading our PARA Certification process to a digital platform to minimize the paper. We will reach out to our MLA manager for her input and suggestions.

The section will award four PARA Certifications this year. Three level twos and one Level three. The certificates will be presented to participants at the Paraganza before our Annual meeting. (Please see attached list)

The selection of our MLA Paralibrarian Section Award for Outstanding Library Support Staff and our MLA Paralibrarian Section Award for Library Support Staff Advocate was completed and the winners will be announced at our Paraganza at the MLA Conference immediately after our Dynamic Duos program.

Our Vice Chair has continued her work with the MLA PR committee for social media out reach.

Though we continue to reach out to companies, we have not been able to acquire any outside sponsorship. Through some cost saving measures, we have a positive balance and will be able to support our section through the coming year. We will continue to address sponsorship.

We will be reaching out to others paralibrarians to join our committee and are recruiting for the positions of Awards Chair and Conference committee liaison.



**Personnel Issues & Education (PIE) Committee**

**Annual Report 2022-2023**

**April 2023**

The PIE Committee was finally re-established after several years of inactivity. We developed a great group of library workers dedicated to the mission of becoming a resource regarding continuing education for all staff on personnel topics.

To that end, the committee created an Action Plan, which can be viewed on the committee’s page on the MLA website. It includes helping to remove barriers from entering the field of librarianship and supporting libraries in the retention of its staff.

The committee has engaged with the MBLC in discussing a potential partnership in developing a paid internship program in Gateway Cities to help marginalized populations in viewing librarianship as a career path.

The committee has also created a list of other groups and websites that might host library job postings beyond the tried and true job sites to help diversify the reach and candidates for positions in libraries. Additionally, the committee has put together a starting list of tasks that may be of interest to libraries to offer to volunteers and/or interns.

PIE is also interested in helping to create a mentorship program for library workers of all kinds. Currently, we are investigating partnering with Simmons College as they appear to be also working on a similar program.

PIE welcomes new members! Join us!

Respectfully submitted,

Noelle Boc  
Chair



**MLA Program Planners Section Report**

**May 2023**

1. Student Liaisons

a. Robert Hayes and I met with Kim Hewitt and Michelle Filleul on March 28th to

discuss the liaison program and its future

i. It was agreed that the program would move to membership so that the

entire organization can benefit from LIS students in their sections

ii. Darshana Merchant has offered to be the liaison with Membership to help

them start the program and will step in to coordinate as needed.

iii. Funding for this program will then fall to Membership or the EB which

has expressed interest and enthusiasm for its continuation

iv. Our current 3 students have been offered 1-2 days at conference and we

will meet with them at that time to round out their experience with our

section

v. Meena will report at the April 14th meeting about this initiative

2. Transition to new MLA PPS Board

a. As per our by-laws, Meena Jain will be stepping down as Chair after conference

and taking on the role of past Chair

b. Robert Hayes will be taking on the Chair role and is in discussion with some

members to become the Vice-Chair

c. Other officers will remain and transition out next year

3. Virtual Performer's Showcases

a. Our first showcase for adults on Thursday, Jan 26th was a huge hit. We had 101

library workers register and nearly 50 attend live. We sent out the video link and

resources. It was super fun!

b. The teen showcase was on Tuesday, Feb 21st at 10am and also had a great

turnout.

c. The children’s showcase, in collaboration with YSS, was scheduled for Thursday,

March 16th at 1pm. The theme was STEAM with a presenter representing each

letter. Great turnout, much enthusiasm!

d. All three showcases are on the MLA YouTube Channel

4. Our next open meeting will be after conference. Robert Hayes will schedule and post it.

Respectfully submitted:

Meena Jain

Chair

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**Massachusetts Library Association**

**Youth Services Section Annual Report**

**Board:** Felicia O’Keefe (Chair, Westwood); Kate Tigue (Vice Chair, Morrill Memorial in Norwood) ; Lisa Racine (Conference Committee Liaison); Emily Souza (Secretary, Rockport)

**Regional Members at Large:**

The Youth Services Section went back to having bimonthly meetings, virtually on Zoom. Zoom continued to be a huge advantage, allowing youth services librarians all over the state to attend meetings, without the issue of traveling. Our meetings generally would draw around 8 to 10 members each time.

One of the goals from last year was to start a new Lunch & Learn initiative. The hope with this was to provide continuing education throughout the year and have an opportunity for youth librarians to share their knowledge with others. This year we featured “How to Go Viral on TikTok, or When a Chronically Online Person Gets a Real Job” in September. Recordings of these sessions are on the YSS Wiki page and available for anyone who would like to watch.

The Youth Services Section continued their quarterly monthly newsletter *The Flyleaf.* The newsletter is spearheaded by members of our board, but is filled with professional news, book suggestions, collection management ideas, and articles from fellow youth librarians across the state.

We were also excited to collaborate with the Program Planners Section this year on their Performers Showcase initiative. We helped organize and run a virtual Children’s Performers Showcase in March 2023. This showcase featured Massachusetts-based performers that can provide children’s programs at libraries across the state. Our theme was STEAM, so each performer was focused on a different letter in the acronym. We had wonderful attendance for this and hope to continue this collaboration in the future.

Please encourage your youth librarians to join us! We will continue to utilize zoom for our bimonthly meetings with potential in-person meetings quarterly. If you are interested in getting involved in any way please don’t hesitate to reach out.

Respectfully submitted,

Felicia O’Keefe,

Youth Services Section Chair



**Library Information Technologies Section (LITS)**

**Annual Report — 2023**

Building on the momentum of its work developing a resource guide in partnership with Library Freedom Project on [Digital Privacy & Technology](https://guides.masslibsystem.org/digital-privacy-and-technology), and hosting several Community Chats on these topics through the Massachusetts Library System in the Spring of 2022, MLA’s Library Information Technologies Section (LITS) continued to focus on connecting with Members and building an engaged community around various LITS topics.

LITS was pleased to welcome Chris Kaufman and Jeremy Goldstein to the office of LITS Member at Large. Their contributions spanned several critical areas, including working with Conference Committee on identifying Speakers and topics to bring to May’s 2023 Conference, working on LITS By-Laws revision subcommittee, and exploring ways to connect LITS Members with networking and professional development opportunities with regional organizations. LITS was also pleased to welcome Renee Pawlowski as Secretary, where she has vastly improved our Section’s record keeping and served as a valuable member of the By-Laws revision subcommittee.

While the internal workings of LITS has progressed, the broader library community has been overwhelmed with challenges. Library workers have been at the forefront of attacks against library collections, services and over their role in public space. In an increasingly fast-paced and digital world, library workers have been facing an unprecedented level of harassment online and offline for their work. In response to this, LITS hosted an online training, *Digital Safety Training for Library Workers: Prevention strategies & removing personal data from internet directories*, in December 2022 and worked with MLA’s IFSRC to bring co-sponsor *Online Abuse Self-Defense with PEN America & Library Freedom Project* at MLA’s May 2023 conference. The vast majority of the resources shared in these presentations are also available online in the [Personal Cybersecurity & Online Harassment](https://guides.masslibsystem.org/digital-privacy-and-technology/personal-cybsersecurity) section on MLA LITS & LFP resource guide hosted by Massachusetts Library System.

As I look back on this past year and a half, perhaps the most remarkable achievement is reflected in the relationships and camaraderie that LITS has built with each other. In such difficult and disorienting times, forming connections with library workers from all parts of their career, and finding support in each other, should not be undervalued. As Chair, I have witnessed the positive impact of established library professionals who share wisdom and support with new library professionals, and conversely, the energy and fresh perspectives that new library professionals bring to our established spaces and dynamics. It is my hope that this circle of support will only continue to grow.

With revised By-Laws in place, and a refreshed structure, LITS is now looking to expand our engagement, fill its new role of Co-Chair, and strengthen our community of support. Won’t you please come join us? 🙂

Respectfully submitted,

Andrea Puglisi, LITS Chair

April 20, 2023



**MLA Intellectual Freedom/Social Responsibility Committee**

**FY23 Annual Report, May 2023**

Fiscal year 2023 continued with an onslaught of censorship and harassment attempts, especially in school and public libraries.  IF/SRC stepped up to support and consult with library workers, advocate with legislators, and coalition-build with allies across the Commonwealth and nation.  We feel we are much better positioned to fight back against censorship and the increasingly hostile tactics used.

The committee invested time attending intellectual freedom professional development as well as consulting with partners to create professional development tailored to the needs of Massachusetts libraries. We worked with the Massachusetts Board of Library Commissioners, Massachusetts Library System, Massachusetts School Library Association, The Massachusetts Commission on LGBTQ Youth, MLA Legislative Committee, New England Library Association’s Intellectual Freedom networking group, The American Library Association State Intellectual Freedom Network, EveryLibrary, PEN America and ALA’s Office of Intellectual Freedom.

Both well funded political groups like Massachusetts Family Institute and  Moms for Liberty as well as neo-Nazi groups like NS 131 have chapters in and near Massachusetts. They and others like them are responsible for putting forward material and services challenges, pro-censorship, anti-inclusive candidates for school and library boards and harassing and intimidating library patrons, performers, and workers online and in person.

The most frequent challenges continue to happen in school and public library youth programs, collections, and curricula. Content including the experiences of LGBTQ people and people of color, sexual education and racial justice topics drive the majority of challenges.

A few highlight of this year’s work include:

* Joined a IF Task Force convened my [Sarah Sogigian](mailto:sarah@masslibsystem.org) of MLA with MSLA and MBLC
* Together with MBLC and MLS, presented to library consortia throughout the states about support we offer for libraries facing challenges
* Presented to various library staff and the public at the Salem Athenaeum about the rise in censorship
* Advocated for protection from censorship and harassment to state legislators individually as well as at the statehouse for Library Legislative Day
* Rewrote the the Prepare and Respond to a Material Challenge Guide we published last year to divide in into two guides, one for school and one for public libraries (housed on MLA’s IF Libguide)
* Consulted with MBLC on creating a crisis communications training, which was a success
* Consulted with MLS on creating a six part IF training series, which was very well attended.
* Presentation at NELA on "Confronting Propaganda: Challenging vendors to act with integrity and accountability," on our conversations with Midwest Tape about propaganda, misinformation, and unreasonable content in their hoopla catalog.
* Consulting on challenges and harassment throughout the state
* Interviews with multiple media outlets
* MSLA formed an Intellectual Freedom subcommittee and appointed a liaison to IF/SRC
* Taught staff and the public how to use ALA’s Unite Against Books Bans Toolkit
* Taught staff and the public how to use EveryLibrary’s Fight for the First Campaign
* Planning and implementing conference sessions:

IF/SRC is sponsoring and facilitating these conference sessions:

1. PEN America Keynote: The Evolving Movement to Ban Books and Censor Education
2. Online Abuse Self-Defense with PEN America & the Library Freedom Project
3. Getting to AHA! Using Creative Freedom to Build Justice Through Empathy
4. Access to Justice: MA Legal Information Resources
5. Library Social Work: Micro, Mezzo, and Macro Roles
6. Privacy & Reproductive Rights: What You Need to Know
7. Trans Identities: Myths & Misinformation
8. Safe Spaces , Inclusive Programs

Committee Roles:

* Co-Chairs: Susan Caulfield, Andrea Fiorillo
* MSLA Liaison: Laura Harrington
* Conference Committee Liaison: Clayton Cheever
* Intellectual Freedom Champions: Matt Amory
* Legislative Committee Liaison: William  Adamczyk
* MLS Liaisons: Michelle Eberle and Jane Stimpson
* Secretary: Annette Diola
* Social Planner: Annette Diola

Respectfully submitted,

Andrea Fiorillo and Susan Caulfield