



REFORMA Oregon Membership Meeting

December 10, 2022, 10am - 1pm

To Join Zoom

Meeting: <https://us02web.zoom.us/j/86832871512?pwd=Zm52djVrOUJKWVFOT0tMbndVMXBpQT09>

10:00 - 10:25

- Introductions/Icebreaker
 - **Icebreaker:** How do you eat your pizza?
 - Millie Albany, Eduardo Multnomah, Nicole Beaverton, Kristen Springfield, KB Mount Angel, Bobbye Newberg, Jennifer State Library of Oregon and Chemeketa Community College

10:25 - 10:55

- Chair's report
 - A \$5 membership fee to join REFORMA is now in place for full-time library employees joining through OLA.
 - Pura Belpre: Leadership from the OLA Children's Services Division have been contacted about the possibility of doing a joint Mock Pura Belpre and Mock Caldecott event for books published in 2023. Brandace is waiting on response from them.
 - Fundraising:
Regarding fundraising: there are fairly easy ways to set up accounts with BottleDrop, Fred Meyer, Target Circle, and AmazonSmile. Brandace needs the EIN or nonprofit

tax ID number and, in some cases, a piece of nonprofit status to set those up. Does anyone know who she can get that information from? She is happy to set those up and write instructions for folks to register in the programs that can be posted on the REFORMA website and shared on the REFORMA Facebook page.

- Eduardo can follow up with Brandace—we can reach out to Shirley, it will come in under OLA and be redistributed to REFORMA OR
 - Dr. Villagran is going to be too expensive for REFORMA to sponsor for an OLA preconference session, so we had to decline. We were not able to come up with another idea within our budget to sponsor this time around.
- Approval of last meeting minutes
 - September Minutes:
<https://docs.google.com/document/d/1FodaaqpsRAPg3X7KhmbFcMJlkV6FCDrEGwGGyxpenRI/edit?usp=sharing>
 - Eduardo moves to approve, Nicole seconds. Minutes approved.
 - Committee reports
 - Outgoing chair - financial report: Bobbye shared a draft budget for this year estimating membership dues:
https://docs.google.com/spreadsheets/d/1_t7oOjH6aRriAf-QrmL5t-K-mRaKo9b/edit?usp=sharing&oid=115629284684137895236&rtpof=true&sd=true
 - Mock Pura Belpre: we decided at the September meeting that we don't have the capacity to run it on our own this year. See Chair's report above for steps that have been taken toward collaboration for the next year.
 - Suggestion to identify host library/libraries and apply for a state LSTA grant for funding for speakers, etc. Jennifer Cox offered to answer

questions if we'd like to apply. We could look at a multiyear project.

- Scholarships: not an update at this time
- Communications: Successful switch to Square (as Square bought Weebly). Website is still going after the switch.
- Libros for Oregon: Group just came back from FIL.
- Fundraising: Eduardo is looking into planning a workshop series with a sliding scale fee as a way to offer something back to the community while we're also asking for funds. Possibility of setting up a small grant program with funds we raise. A self-care series that looks at tools and practices to use that really affect work-life balance and health. How to get rid of the toxic cultural beliefs in librarianship: "self-sacrifice" and "if I don't do it, no one else will."
 - Workshop idea or conversation/discussion sessions for staff to be able to talk about and formulate the language to be able to describe what is wrong. What does emotional and unpaid labor look like in the workplace? How can staff advocate to management when we're placed in a scarcity setting?
 - The self-sacrifice pressure can be laid on strong upon staff who work with BIPOC communities. One example shared was of no planning for translation during the development of projects—something goes live and then the bilingual staff is asked to translate after the fact and on an immediate timeline.
 - Disproportionate amount of part-time staff are BIPOC.

11:10 - 11:30

- Member Updates:
 - All libraries in the state are facing staffing challenges. Open positions, turnover, lots of staff regularly calling out sick because school children are continually getting sick and lots of germs are being shared. Library staff are stretched thin more than ever before. Some Oregon locations have been cutting hours as a way to support staff and avoid burnout and more turnover. Libraries in Oregon are not able to continue as business as usual under the current circumstances.
 - Eduardo Multnomah CL: Wrapped up Hispanic Heritage Month. Programming and events have recently started back. Gave away an ofrenda kit. Reintroducing storytimes. On Monday just closed first library location that is getting redeveloped. There will be three others as well as a new location built as part of the bond measure. Working on direct services and partnerships as ways to redistribute how these locations will be providing services during closures.
 - Millie, Albany: Launched first ever storywalk at park nearest to largest Spanish speaking neighborhood, near the school. Each storywalk will be bilingual. Millie has become an official notary so that she can be an official notary for Spanish language documents. The library has been providing notary for English speaking community for a while. Had first Día de los Muertos event in person since pandemic with a theme specific lotería that Millie made. Bilingual storytimes are back and well attended.
 - Kristen Springfield: All preschool and family storytimes are Bilingual Spanish English and going well. Had a nice Día de los Muertos event featuring sawdust mural artists, live jarocho music, live mariachi music and a community ofrenda. Gave out ofrenda kits, too. Trying to figure out what they'll do for Día de los niños, día de

los libros as likely the library will be in the midsts of big time renovations in April.

- KB Mt Angel: second week on the job. Getting to know what programs are in place and getting to know the community. Outreach focus to welcome Spanish speaking community into the library. Planning a Spanish language community night with a lotería to hear from community and what they would like. In the past the library has done a bilingual science night and a Día de Muertos event. Have had community helper storytime and one of the police officers who comes in reads bilingual stories. Looking for more bilingual community helpers to participate in storytime.
- Jennifer Chemeketa Community College: 2nd largest community college in Oregon. At the end of a 5 year HSI grant (30% Spanish speaking population for the grant)--this previous grant didn't involve the library. Last year helped library get a small grant to increase Spanish language collection. All the new materials are cataloged and distributed among the two library campuses. Going out for another HSI grant focusing on tutoring and learning support that will support the library in providing Spanish language tutoring support.
- Nicole Beaverton: back in a full time position as a collection librarian (adult and youth world languages among is a part of this). Brought in a Spanish speaking part time outreach person who will be working with their new outreach van. Also will be hiring a full time outreach librarian (bilingual in Spanish or Arabic is the goal). Also hiring a branch librarian. Would like to be full time in hours and in person programs but unable to due to staffing shortage. Storytimes are back but they don't have quite enough staff to have as many storytimes as they would like.

12:40 - 12:50

- Next meeting date/time Millie will send out a poll for February 25, March 4 or March 11.

- Millie has offered to have Albany host. 10-1 hybrid business meeting, possible in person networking lunch and then until 2:30 or 3pm for tour of Albany PL facilities and services.