



REFORMA Oregon

Membership Meeting

Saturday, February 25, 2023, 10am - 1pm
Albany Public Library | 2450 14th Ave SE, Albany, OR 97322

To Join Zoom Meeting:

<https://us02web.zoom.us/j/82373607500?pwd=bzZWM3V5QkJ3bG10MVNXUHRtKOJUQT09>

INTRO 10:00 - 10:30

- Introductions/Icebreaker
 - **Icebreaker:** Is there a good series or movie you watched recently that you'd like to share?
 - In attendance: Kristen, Brandace, Robert, Henry, Star, Eduardo, Sarah, KB, Bobbye, Millie

REPORTS 10:30 - 11:30

- Chair's report: Children's Services Division is also looking for people to plan the Mock Caldecott. Maybe we could do a joint committee.
 - We're still looking for a Vice President for REFORMA OR—commitment would be the rest of this year as VP, next year as President and the following year as Past President
 - Work will begin soon in OLA for updating policies and bylaws with more inclusive language. How to give the EDI AR committee a seat at the table for the OLA leadership/board meetings, discussion around folks participating in committees without being OLA

members—there is a benefit to being an OLA member, also a benefit to more voices participating.

- Star, OLA statement: " President's update 2/17/23

I have been pretty busy with JCLC presentation prep. Deborah Gitlitz and I presented on Libros for Oregon to a really receptive crowd that seemed eager to model our work in their States.

Got a nice little nod at JCLC for being the first person of color to serve as President in OLA's 83 year history. That was pretty cool

I have also been navigating my way through issues regarding library neutrality, censorship, white supremacy and racism. All while having my integrity and decisions questioned at every step. While a certain level of scrutiny is expected as the President, I can't imagine that any of the President's before me have had to deal with scrutiny based on their race. Being told that my race clouds my perspective and keeps me from seeing things fairly, is not ok. Telling me that I cannot be trusted, that I only care about my BIPOC colleagues is not ok. Being accused of purposefully excluding my white colleagues is not ok. While we as an organization have chosen to elevate BIPOC voices, and I feel the need to state that this was a decision the Board made long before I was chosen to lead it, I am here to serve everyone. To insultate otherwise is hurtful, disrespectful and quite frankly, racist.

I ask you all as our OLA leaders to please LISTEN to these words and reflect on how you can help

If someone tells you they are being harmful, you do not get to decide that you aren't. Even if it wasn't your intention. If someone tells you that you are being harmful, you need to take a step back and LISTEN. A few months ago, someone politely pointed out that I had some language that could be hurtful in the last Board video that Brittany and I made. At first, I was a little bent about being called out because there is no way that I meant to be harmful. But even though that wasn't my intent, I don't get to decide how others feel about it. So I took sometime to educate myself and reflect. Now I make a conscious effort everyday not to use the same language because I truly do not want to cause any harm.

If someone tells you that you need to back off, please do. Don't continue aggressively pushing your point of view because you feel you are in the right. I am absolutely disheartened by the level of aggressiveness and bullying I have seen go down between OLA members.

When our white colleagues turn to each other for support, that's ok. When BIPOC do it, we are accused of holding secret meetings to conspire against our white colleagues. We BIPOC also deserve to reach out to people we feel are safe for support.

It really pains me to say that white supremacy and racism are thriving within OLA. And it hurts me that BIPOC are still the ones that are not only carrying the burden of doing this work, but are being beat down and silenced at every step. So many of our BIPOC colleagues suffer in silence. They do not feel safe in their workplaces. They do not feel safe amongst their colleagues. We cannot allow this to continue.

At the end of the day, BIPOC do not need more allies. We need accomplices. We need accomplices in actions, not in just words. Those that will stand with us and are prepared to take the repercussions of doing this work. Those that will stay with us when things get tough or are willing to reflect and learn when they are told that they are causing harm. We do not need people to be angry/upset/hurt for us, we need you to be those things with us. As the leaders of this organization I call on you all to confirm your commitment to equity, diversity, inclusivity and anti-racism by doing the following:

- **Committing** to personally learning about racism, reconciliation, accessibility, equity and inclusion, and fostering a safe, positive environment where these conversations are encouraged throughout our profession and workplaces
- **Combatting** all forms of racism, discrimination and other barriers to inclusion in our profession by taking action on what we have learned, empowering employees to speak up about bias and oppression
- **Including** voices from diverse backgrounds in the identification of systemic racism, discrimination and barriers to inclusion, and creating a process of actions to take in order to address them

If our organization is truly committed to EDIA, then that needs to be reflected in our guidelines, our policies. And this work does not need to fall on BIPOC, we carry enough. We need to feel safe, respected and valued. We deserve no less. I am calling on all OLA leaders to take a clear, strong stance on where we stand. WE MUST DO BETTER. WE HAVE TO DO BETTER”

- Each year at OLA, the president gets a party. Star is planning a Library Prom and wants the funds to go to REFORMA OR and the EDI AR committee. Thank you!!
- Approval of last meeting minutes
 - December Minutes: Bobbye moves to approve, Millie seconds, minutes approved.
- Committee reports
 - Outgoing chair
 - Updates from February 17 OLA board meeting

- Bobbye with the budget report: \$3,437.87, budgeted for \$300 of awards and scholarships, we have gained \$45 from memberships
- Mock Pura Belpre
 - Hosted by Josephine Community Library Jan. 2024
 - It's time to form a committee
 - Book published in the US, author or illustrator must be Latine, doesn't need to be in Spanish.
 - We typically do just picture books (not chapter books). We put together a list—we send out an email to the listserv asking people to send recommendations, too
 - 2020 presentation:
 - https://docs.google.com/presentation/d/1xek2L7dreygckkG2H-pH6-l4NP6Ogr_GD7QYbLXKDFU/edit#slide=id.ga460c41b6f_1_57
 - If there is a hybrid session, we need much IT support, logistics
 - Looking to partner with Children's Services Division and the Oregon Association of School Libraries
 - CSD question: what is the deadline for letting them know if they will be partnering with us this year? May
- Scholarships: no update
- Communications: Sarah has been keeping the website up to date and monitoring the email. Moving along. Once Mock Pura Belpre moves forward, this committee can support communications about that
- Libros for Oregon:
 - Libros for Oregon started out of a REFORMA conversation about getting culturally relevant books in Spanish into our communities. This program accepts 8 libraries to purchase books.
 - FIL was back to prepandemic glory. Large and wonderful. Budgets were larger this year.

- Star and Deborah presented at 2022 Joint Council of Librarians of Color in Florida in February 2023. Proposed a poster session for OLA 2023
 - Books from FIL arrived at participating libraries and are being processed and cataloged, books arrived earlier than ever before! Some before the new year!
 - Next year participation costs will increase from \$200 to \$300 to keep pace with inflation (this allows \$1200 awarded per traveler)
 - Active membership has been pretty low since the pandemic started. We would love to have more members!
 - Libros for Oregon sends a call for applications in the spring
 - ALA FIL Pass is another funding support: <https://www.ala.org/aboutala/offices/iro/awardsactivities/guadalajarabook>
 - LA book fair: https://twitter.com/reformala/status/1629160658611892224?cxt=HHwWgMDTqZi_-JstAAAA
 - Getting support to go: REFORMA National, other Oregon directors who send every year
- Fundraising
 - Eddie: working on a virtual professional development program on somatic healing for library workers who do a lot of emotional labor. An event or series of events where we look to remove the responsibility of sacrifice in our work, and work to heal and grow without having to sacrifice. What would this look like as a fundraiser that also allows a sliding scale? What is available for funds? This might be something that the State Library of Oregon may be interested in funding, Eddie will reach out to Buzzy. Eddie will also meet with the presenter.
 - If anyone is interested in supporting this effort, please reach out!

- Examples of Nima Novak's work:
 - [Addressing Racial Microaggressions to Improve Outcomes for System Involved Youth | Fred Finch](#)
 - [Indigenous Mind Body/ Somatic Workshop - Chicago Minds](#)

11:00 - 11:15

- Ideas for division and committee engagement and recruitment
 - Restarting Pura Belpre, starting something new (like the workshops with Nima Novak)--these efforts will build participation and attendance over all
 - Take it slow, we're in a sea of change right now, with many organizations feeling strain
 - A booth at OLA can be important for us to talk to people about how REFORMA has allowed us to do our work better, talking to directors and staff alike.
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12:15 - 12:45

- Member Updates
- Brandace: increase in intellectual freedom issues, has been challenging and tough on staff and volunteers. Lots of book challenges, a challenge to a program (a monthly networking group that is for organizations who serve Latine community), challenges to providing materials and website in Spanish. Starting to plan for Summer Reading Program.
- Kristen, Springfield: working on a new strategic plan, library will be remodeled in the summer to get a new teen space and more meeting rooms. Collaborating this year for DIA with a Latine community arts organization and the public dual immersion school to have the event at the school--performances, activities, community org tables, food, book giveaway and library card sign up.

- KB, Mount Angel, focusing on outreach, working on a new strategic plan and getting feedback from Spanish speaking community, getting ready for Summer Reading (when the Children's Services librarian will be out), working with community member to get Spanish language library card sign ups!
- Millie, Albany, 2 fulltime bilingual, hiring mire staff, getting calls from desk to help patrons, more people on site welcoming Spanish speakers, Millie coordinates a networking group, too and they move around to a different community location each meeting, have had a lot of materials challenges which led to developing a robust collection development policy, keep items under circulation even when a challenge is being considered. Planning a FEstival, first time in person since pre pandemic and are requesting formal funding from the city. Will be going to FIL! Library partnered with Kids for the Culture to provide programs and booklists and displays that highlight the Black community and folks who identify with the diaspora. Will be working with them for Hispanic Heritage month to highlight Afro Latino authors.
- Sarah, EPL: been working on collections. Works on ODLIC collection, make more recommendations through Overdrive and in Libby (use the notify me tag).
- Star, Lincoln City: got the certification approved finally, had to retake both verbal and written tests, and finally is getting the language pay and was finally allowed by HR to speak in Spanish again. Starting to gather community organizations together for Cinco de Mayo, hosted an in person Dia de los Muertos event and had over 300 people attend and it was a beautiful sense of community!
- Eddie, Multnomah: filled role to support team staff in work with Spanish speaking community, in the midst of a capital bond project so that by the time DIA rolls around 5 library locations will be closed! A challenge to launch programs and events, looking at an expanded view of DIA programs/activities and planning them as early as mid April and as late as mid May. Also doing small patron led activities such as crafts that link to literacy. This will be the first in person DIA since 2019! A lot of work in looking at how to

continue library services in a different way when the buildings are closed during construction, especially because a lot of these libraries are in communities that are historically marginalized—looking at all of this from an equity lens and building from a mindset of curiosity.

- Henry, EPL: youth services work group is fully staffed, able to move on and take on new projects in a new, different way. Creating a framework and strategy for intentional and consistent school outreach. Has been able to do several great outreach events. The City has identified that there is a literacy gap in the Bethel neighborhood where there is also the highest Latine population in Eugene—putting a lot of steady resources into that neighborhood. Has done storytime nights with Downtown Languages and Migrant Ed (two Lane County educational orgs that work with Spanish speaking families). Student library card program is thriving—it expands access to library cards for students regardless of if they live in the city limits or not. Starting an overhaul of children’s language center collection. In the past it has felt like more of a novelty “wow, it’s so cool you have so many languages” where the hope is to shift to having fewer languages, but that the core languages are highly developed and used well by the community. Changing how we’re shelving Spanish board books and paperbacks so that they’re more browsable and interesting. Main entryway is getting remodeled and the teen center will be getting a wall to have more privacy and noise control.
- Robert, Mutnomah: technical services update: colleagues who do collection development are having some challenges around the “we speak your language” collections—discussion on how to house/display those collections in the new spaces so that they’re very accessible and browsable. As a cataloger, Robert has been working on how to have better records to highlight those collections in the catalog. The subject headings in Spanish need updating. Other things, prioritizing the summary description in Spanish. Small changes in Spanish language records to make the collection more accessible in the catalog.

12:45 - 12:55

- Next meeting date/time: will send a poll May 13 or 20?
- Hosting library? Tentative at EPL: check in with Henry