

Sustainability Round Table Annual Meeting | 2014 | Think Pair Share Exercise

What will it look like when the Sustainability Round Table (SustainRT) is successful?

This was the question the SustainRT board asked of attendees at the Sustainability Round Table's meeting at the Annual American Library Association (ALA) Conference in Las Vegas, NV in June 2014. Attendees broke into pairs and discussed their individual vision for the success of the round table; they then traded seats with others in the room to talk with a second person. The full group was asked to report out. What follows is the result of those micro conversations which led to a consensus based action plan, also shared here.

Think Pair Share Reporting

facilitated by SustainRT Member-at-Large, Rebekkah Smith Aldrich

When we are successful we will have:

Embedded sustainability in the profession; conveyed that sustainability is not an "add-on"

Provided a clear understanding of the **sustainable, resilient and regenerative nature of libraries** and how libraries can **adaptively manage** the future

Shifted both the culture of the profession and the perception of libraries in our communities so that we all have a renewed sense of the role of libraries within the context of the **social-ecological system**

A **situational awareness** of what is already being done in the area of sustainability in ALA and in libraries; we will have reached out to others to identify points of **alignment and alliance**

"Changed the culture" of ALA; modeling best practices: at conference (both in our activities and by influencing how the conference is run); through resolutions at council

Produced an **"immediate and visible" impact**

A **combination of smaller projects** in addition to addressing ALA leadership and conference issues

Innovated within ALA's structure

Boiled down our message to a tag line

Used targeted techniques to **reframe our message to market our mission** to various segments of the ALA community; **provide our message in their context**

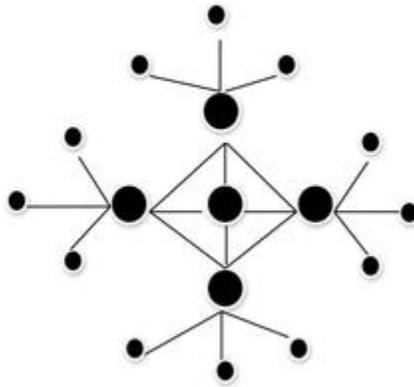
Developed resources and an online toolkit; share best practices, help others avoid reinventing the wheel

Talked to **library schools and students**

Adopted and Practiced a Decentralized Leadership Culture within SustainRT:

- **"Snowflake" model of leadership:** transparent, decentralized, accountable, open to members
- **'Polycentric' governance:** decentralized, decision-making from the bottom up; collaborate, cooperate, consensus building = legitimacy (it was suggested that we read up on the work of Elinor Ostrom & Charlotte Hess and the New Commons movement)

Snowflake Leadership



Snowflake Leadership: "...in this model *leadership is taking responsibility for enabling others to achieve shared purpose under conditions of uncertainty*. The strength of an organization or movement grows out of its commitment to develop leadership at every level."

[Source: Marshall Ganz, Senior Lecturer in Public Policy at the Kennedy School of Government, Harvard University]

2014-2015 Action Plan: Project Teams

facilitated by SustainRT Board Secretary, Matthew Bollerman

Environmental Scan (Eileen, Kate, Betsy, Mindy, Marsha, Andy)

This project team will work together to create an inventory of sustainability efforts in the library world. Examples of this could include policy and procedures, facility projects and best practices, curriculum support, programming, and community outreach efforts.

ALA Governance Tag Team (Ashley, Rebekkah, Matt)

This project team will reach out to ALA administration and leadership to get a better understanding of "how ALA works" to identify pressure points for us to focus on. This group will also explore how we can be influential in helping to "green the conference."

Marketing & Outreach (Carrie, Heather)

This project team will explore and implement ideas to market SustainRT and reach out to existing and new members.

Online Education (Madeleine, Arlene)

This project team will focus on the provision of sustainability education for libraries online.