ACRL
Advancing learning
Transforming scholarship
Association of College & Research Libraries
A division of the American Library Association

ACRL Plan for Excellence Implementation Reports – Sorted by Unit

Membership Groups

Anthropology and Sociology Section (ANSS)

Arts Section (Arts)

College Libraries Section (CLS)

Community and Junior College Libraries Section (CJCLS)

Digital Scholarship Section (DSS)

Distance and Online Learning Section (DOLS)

Education and Behavioral Sciences Section (EBSS)

European Studies Section (ESS)

Literatures in English Section (LES)

Politics, Policy and International Relations Section (PPIRS)

Science and Technology Section (STS)

University Libraries Section (ULS)

Women and Gender Studies Section (WGSS)

Access Services Interest Group

Digital Badges Interest Group

History Librarians Interest Group

Residency Interest Group

Systematic Reviews and Related Methods Interest Group

Technical Services Interest Group

Universal Accessibility Interest Group

Virtual Worlds Interest Group

Delaware Valley

Eastern New York

Georgia

Illinois

Iowa

Kansas

Kentucky

Louisiana

Maryland

Minnesota

Nebraska

Anthropology and Sociology Section (ANSS)
Submitted by: Juliann Couture, Chair, juliann.couture@colorado.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

ANSS discussion groups and conference programming committees look for opportunities for librarians to engage with practitioners and academics in the fields of anthropology, sociology, and criminology/criminal justice. The ANSS Liaison Committee looks for opportunities for members to engage and partner with relevant professional associations.

2. Promote the impact and value of academic and research libraries to the higher education community

ANSS collaborated with ULS and PPIRS to develop an accepted, on-demand conference program for ALA Annual titled "Confronting the Myth of Neutrality: Academic Libraries, Advocacy, and Free Speech." The program will focus on academic libraries and their existing and potential roles as spaces of advocacy and in issues concerning free speech and neutrality. This panel will feature presenters with experience in balancing issues of library advocacy and free speech in academic libraries. This program was accepted for ALA Annual 2020 and was once again accepted for an on-demand session for 2021. The program aimed to provide a well-positioned platform to paint a more comprehensive picture of the contemporary issues surrounding the debate over free expression vis-à-vis hate speech on college campuses. By having this multi-perspective approach from disciplines that are particularly concerned with social interactions, participants will work toward finding a common language that will strike the right balance on free speech and its implications for the perpetuation of social inequalities or for the protection of civil rights despite individual opinions on the subject matter.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 ANSS collaborated with ULS and PPIRS to develop an accepted, on-demand conference program for ALA Annual titled "Confronting the Myth of Neutrality: Academic Libraries, Advocacy, and Free Speech." The program will focus on academic libraries and their existing and potential roles as spaces of advocacy and in issues concerning free speech and neutrality. This panel will feature presenters with experience in

2

balancing issues of library advocacy and free speech in academic libraries. This program was accepted for ALA Annual 2020 and was once again accepted for an on-demand session for 2021. The program aimed to provide a well-positioned platform to paint a more comprehensive picture of the contemporary issues surrounding the debate over free expression vis-à-vis hate speech on college campuses. By having this multi-perspective approach from disciplines that are particularly concerned with social interactions, participants will work toward finding a common language that will strike the right balance on free speech and its implications for the perpetuation of social inequalities or for the protection of civil rights despite individual opinions on the subject matter.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
As mentioned above, the ANSS Instruction and Information Literacy Committee (IILC) has been working to promote and facilitate librarian and instructor engagement with ACRL's Framework for Information Literacy. Now that the Sociology Companion Document is complete, IILC plans to create other discipline-specific companion documents to translate the Framework for those who teach in social-scientific fields.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
 ANSS' Instruction and Information Literacy Committee and liaisons work toward this objective in producing a companion document to the ACRL Framework as well as other instructional materials, which are them promoted and disseminated at professional conferences and meetings, including those held by the American Sociological Association and the American Anthropological Association.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 The ANSS Subject and Bibliographic Access Committee distributes a monthly cataloging Q&A, which promotes awareness, discussion, and understanding of access to specialized and even politicized information in sociology, anthropology, and criminology/criminal justice. ANSS' discussion groups support librarian engagement with scholars, researchers, and practitioners; topics include open access and OER. The ANSS Resource Review and Bibliography maintains a LibGuide that provides public information and resources to librarians and educators (https://acrl.libguides.com/c.php?g=824630&p=5886689) and ANSS publishes its biannual, open-access newsletter, ANSS Currents, online.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. ANSS discussion

3

groups, conference programs, and liaisonship are the main vehicles through which we offer professional development opportunities to members and build capacity in these areas. Our newsletter, ANSS Currents, and the LibGuide maintained by ANSS' Resource Review and Bibliography Committee are open access and often feature information on open-access publications and resources.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.

Discussions about open, equitable access take place in many of our committees, with the principles infusing most of our ongoing work. This objective is manifest in the work and products of the Instruction and Information Literacy Committee, the Resource Review and Bibliography Committee, and the Publications Committee while our liaisons advocate in their respective professional organizations for open, equitable access at every stage of scholarly communication.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

ANSS has a long history of holding joint conference socials as well as organizing joint conference programs with other ACRL sections; PPIRS has been an especially strong partner to date, but we have also worked with ULS in the past year. Socializing and collaborating with other sections helps to increase outreach and promote awareness of the work ANSS does while also cross-pollinating and thus strengthening the areas where our work intersects with other sections.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Many of our conference programs focus on advocacy and change in emerging areas of higher education, including the one accepted for Annual this year on "Confronting the Myth of Neutrality: Academic Libraries, Advocacy, and Free Speech." Each year, ANSS contributes funds to sponsor ACRL scholarships.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Discussions about open, equitable access take place in many of our committees, with the principles infusing most of our ongoing work. This objective is manifest in the work and products of the Instruction and Information Literacy Committee, the Resource Review and Bibliography Committee, and the Publications Committee while our liaisons advocate in their respective professional organizations for open, equitable access at every stage of scholarly communication.

Enabling Programs and Services

Publications

https://acrl.libguides.com/ANSS_IIL/Sociology_Draft_Documents
https://anssacrl.wordpress.com/publications/currents/

Advocacy

on-demand program for 2021Annual: "Confronting the Myth of Neutrality: Academic Libraries,

Advocacy, and Free Speech"Member Engagement Social media (Facebook & Twitter) and conference socials as well as ACRL social coordination with AAA, ASA, ACJS liaisons to identify and connect other ANSS members attending those conferences.

Arts Section (Arts)
Submitted by: Mackenzie Salisbury, Past-Chair, ssalis1@artic.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
Utilized and promoted our listserv as a space to communicate these opportunities. During COVID-19, many of our members had limited bandwidth for section work.
3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
Utilized and promoted our listserv as a space to communicate these opportunities. During COVID-19, many of our members had limited bandwidth for section work.

College Libraries Section (CLS)
Submitted by: Mary Mallery, Chair, mary.mallery@brooklyn.cuny.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
2. Promote the impact and value of academic and research libraries to the higher education community
CLS Executive Board charged a subcommittee to investigate complaints from members of colleges eliminating or not replacing directors and staff during the COVID19 crisis and proposing how to address this crisis through ACRL. The Subcommittee drafted a CLS Statement on the Importance of College Library Leadership and Staff, which was approved and sent to the ACRL Board for adoption in November, 2021.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The ACRL Distance and Online Learning Section (DOLS) and ACRL College Libraries Section (CLS) jointly sponsored the ALA 2021 Conference panel presentation, "Online Library Instruction Assessment: Passing Fad or Curriculum Staple?". This program will be a 60-minute video presentation that will be pre-recorded and made available during the 2021 ALA Annual Conference (to be held virtually June 23-29, 2021). Abstract: In response to the COVID-19 crisis, assessment of online library instruction could be the difference between online library instruction being a fad or a curriculum staple. Assessment is necessary for communicating the importance of library instruction to directors, deans, and administrators. In this panel sponsored by the ACRL Distance and Online Learning Section and College Libraries Section, attendees will learn from a diverse panel of speakers how to conduct assessment and demonstrate the value of virtual instruction to institutional stakeholders from equitable and inclusive assessment practices. Attendees will be able to immediately apply practical tools demonstrated in this session.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

For the CLS College Library Information on Policy and Practice (CLIPP) publishing program, the Publications Committee was able to publish in February CLIPP #46: on "Academic Library Job Descriptions" (Kathleen Baril and Jennifer Donley are the coauthor

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

CLS co-sponsored an Emerging Leader with the ACRL Women and Gender Studies Section (WGSS) in FY2022, pledging to use our FY2022 (September 1, 2021, through August 31, 2022) basic services fund to contribute $1,000 ($500 for each conference) to cover expenses for the selected emerging leader.

Enabling Programs and Services

Publications

CLS Communications and Marketing Committee compiled and published the CLS Fall 2020 Newsletter online at:
https://www.ala.org/acrl/sites/ala.org.acrl/files/content/aboutacrl/directoryofleadership/sections/cls/clswebsite/newsletters/clsfall2020.pdf   and the CLS Spring 2021 Newsletter online at:
https://www.ala.org/acrl/sites/ala.org.acrl/files/content/aboutacrl/directoryofleadership/sections/cls/clswebsite/newsletters/cls_spring2021.pdf

Advocacy

CLS CIC Liaison, Luke Vilelle, University Librarian, Hollins University, the liaison from ACRL to the Council of Independent Colleges (CIC), virtually attended the Chief Academic Officers Institute (CAOI), hosted by the CIC, from Nov. 7-10, 2020. Luke led a a roundtable discussion at the institute on "Challenges for Libraries during the Pandemic." Seven people participated in the discussion, including two fellow library directors and five chief academic officers. All contributed to the wide-ranging conversation, which touched on opportunities, challenges, and potential permanent changes to library work.

Member Engagement

CLS Exec Board hosted a Fall 2020 Town Hall for all members and another Members Round Table in Spring 2021 reviewing the transition of the COLLIB-L listserv to the AL Connect Community Website and developing the CLS social media presence with the CLS Marketing Committee.

Core Commitment to Equity, Diversity and Inclusion

CLS Chair participated in ACRL Community of Practice Assembly Leadership DEI forums and workshops and attended other Section's DEI Committee presentations and proposed LES DEI Task Force as a model for CLS adoption.

Community and Junior College Libraries Section (CJCLS)
Submitted by: Robin Brown, Chair, rbrown@bmcc.cuny.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

As part of the work of the CJCLS Scholarly Research Committee,   questions were asked about publication and research habits of community college librarians. Linda Miles and Robin Brown are working on a research project to determine how much/what kinds of research and publication community college librarians do, and to learn about institutional supports for and barriers to this kind of activity.   The Scholarly Research Committee of CJCLS held a webinar on 6/10/21 (aprox 80 attendees), a panel of editors from LIS journals on the publishing process.

2. Promote the impact and value of academic and research libraries to the higher education community

We hosted our award winners on a well received webinar in June.   CJCLS EBSCO Community College Learning Resources Leadership Award   Recipient: Yumi Shin, coordinator of reference and access services at Lamar State College, Port Arthur. Sponsored by EBSCO Information Services, the $750 award recognizes outstanding achievement in community college leadership. Shin was selected for her commitment to leadership both within her library and in the library community, and her efforts in pursuing a grant to explore ways to get dual-credit high school students involved in their college library through new technology and services. CJCLS EBSCO Community College Learning Resources Program Award Recipient: Anjali Parasnis-Samar and Alice Wilson, both of Monroe Community College, for their College Researcher Badging Program. Sponsored by EBSCO Information Services, the $750 award recognizes outstanding achievement in community college programming. The program, made up of a series of missions that each result in a badge and culminate in a researcher certificate, expands information literacy access and has become even more essential in the wake of the COVID-19 pandemic*.*

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The ACRL/CJCLS Scholarly Research Task Force was formed in 2019. The group requested to be made a permanent committee of CJCLS to continue working to fulfill its charge, "To encourage and promote scholarly research conducted by community college librarians. To increase representation of community colleges within academic library scholarship, including institutional, library and student experiences and practices. To record and monitor submission and acceptance statistics of community college librarian proposals to ALA and ACRL national conferences. Membership on this committee will include the section's vice-chair/chair-elect." This was approved by the CJCLS Executive Board in October 2020. The Scholarly Research Committee has created a Libguide (https://acrl.libguides.com/scholarly-research) that provides guidance for community college librarians who are interested in publishing.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

Robin Brown, the Chair of CJCLS, spoke up at one of the ACRL Leadership meetings on the challenges faced by community college librarians in order to participate in organizations and Professional Development —emphasizing this as an equity issue. One of our major goals for the 2021-2022 year is to continue to express our deep concern about the cost of belonging to ACRL, attending conferences and other professional development opportunities.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

The CJCLS Executive Committee has created a mentoring committee. The charge is: Develops and oversees the CJCLS Mentoring Program, pairing mentors and mentees together to help librarians interested in sharing expertise about community colleges. Tasks include creating guidelines and procedures, recruiting mentors, linking mentors with mentees, tracking program participants, providing support to the volunteer mentors and mentees, updating and maintaining online resources relating to good mentoring practices, and assessing the program. We are developing free professional development programs that are focused on the needs of community college librarians.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

We had discussions within our Executive Committee about our commitment to EDI, given that many community colleges are minority serving institutions. We elected not to create an EDI Committee, because we did not want to silo the work. EDI was also discussed by Robin Brown in the newsletter.

8

Enabling Programs and Services

Education

11/12/20 CJCLS Scholarly Research Committee presents a webinar, showcasing a research project done by a community college librarians 3/18/21 CJCLS Webinar showcasing 2 research projects

Publications

Fall 2020:
https://www.ala.org/acrl/sites/ala.org.acrl/files/content/aboutacrl/directoryofleadership/sections/cjcls/cjclswebsite/print/volume_35_no_2.pdf   Spring
2021:https://www.ala.org/acrl/sites/ala.org.acrl/files/content/aboutacrl/directoryofleadership/sections/cjcls/cjclswebsite/print/volume_36_no_1.pdf

Member Engagement

Our Communications Committee worked to help our section transfer from a list serve to ALA Connect. Section leadership advocated with ACRL leadership to make sure that non-members would still have access to our community.   The Communications Committee has begun a Member of the Month Initiative.   We have established two Member at Large positions for the Executive Board. We are currently seeking nominations. This is meant to introduce service to the section to some new people. This is the charge: "The role of members-at-large varies from year to year. You might be assigned a special project or appointed to ad hoc committees or task force. Be flexible and proactive, volunteering to contribute as opportunities arise."   We do have an active blog: https://acrl.ala.org/cjcls/index.php/blog/   https://twitter.com/ACRL_CJCLS https://www.facebook.com/ala.cjcls

Core Commitment to Equity, Diversity and Inclusion

Robin Brown, as Chair of CJCLS, reached out to APALA, and welcomed Jennie Pu to our section as APALA liaison. Following this initiative, there were productive conversations with our ACRL Board liaison. We agreed that ACRL would reach out to affinity groups and work on creating liaison relationships.

Digital Scholarship Section (DSS)
Submitted by: Kristen Totleben, Chair, ktotleben@gmail.com

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
On the DSS list serv through ALA lists and in its migration to ALA Connect, at least once a week, there is a call for participation to contribute to a publication or other professional development discussion.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in

9

higher education

In terms of digital scholarship, academic librarianship and the professional as a whole, the work of the DSS Equity, Diversity and Inclusion Committee has been infused throughout the sections and discussion groups. In the spring, there was a message to the section from its officers stating anti-racist violence and actions toward Asian and Asian American community, in light of the murders in Atlanta in March 2021. A priority in our section is promoting equity, diversity and inclusion throughout our work in ACRL, our day-to-day jobs and lives.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

This year's DSS program, "Mobilizing Digital Scholarship in Times of Crisis," exemplified professional development that promotes sustainable, responsive service for research, teaching and learning. In its content, it gave inspiration in considering how to provide responsive digital scholarship services. Learning goals may not have changed much, but the modes of connecting to faculty, students and researchers are becoming enhanced by hybrid environments.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

This year at the ACRL Virtual Conference, members of the EDI Committee presented with other ACRL members in a panel about EDI committee work and other efforts across the organization. Further, the EDI Committee organized meetings with others across ACRL to learn about other EDI work, becoming more informed and in hopes of coordinating with other EDI work.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. DataQ Editorial Board continues to be a place of discussion about subjects such as data literacy programs, data management and others. This past year, there have been posts written about initiatives and questions about research data. Some topics included: research data management education, data literacy, data support sites and tools.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.

This past spring, DSS and other sections across ACRL experienced a list serv migration from ALA lists to ALA Connect. We are carefully observing this change and how it's impacting communication and membership interest in the Section. DSS Vice Chair/Chair Elect created and disseminated a survey to the membership about communication preferences. We plan for this survey to be an annual check-in about what's working or not working with the Section's modes of communication.

10

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education. The bulk of most of DSS's discussions and committee meetings over the last 3 years has mostly been online. This past year during the pandemic, it has become even more so and in the workplace, how to adapt to these changes. The Digital Collections Discussion Group held a series of Lightning Talks about using, enhancing and showcasing digital collections in teaching and research. It has been inspiring and helpful to learn how other professionals at other institutions are enhancing their practices of using, working on and teaching with digital collections.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce. From the EDI Committee to each DSS meeting, the Section infuses EDI in our committee and discussion group projects, discussions and it is in our EDI Community Agreement to treat others with respect in the Section, ACRL, work, and holistically in our lives.

Enabling Programs and Services

Advocacy

The DSS Liaison Committee has been seeking input from the Membership about interest in becoming liaisons with other organizations. DSS currently has liaison members associated with Modern Language Association and with the Digital Library Federation.

Member Engagement

The last DSS Advisory Group meeting was a check-in for all committees and discussion groups, and open to anyone who attended the ALA Virtual Conference, to learn more about the section and encourage others to become active in the Section.

Core Commitment to Equity, Diversity and Inclusion

There are other initiatives mentioned in other parts of the report. This past year, DSS gave the majority of its ACRL funds to the ALA Spectrum Scholars fund.

Distance and Online Learning Section (DOLS)
Submitted by: Amanda Ziegler, Chair, aziegler@ncu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

11

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

Publicized the Routledge Distance Learning Librarianship Conference Sponsorship Award widely to solicit nominations. Presented the award with a set of lightning talks to communicate emerging research.

2. Promote the impact and value of academic and research libraries to the higher education community

Submitted two proposals on "Online Library Instruction Assessment: Passing Fad or Curriculum Staple?" (collaboration with ACRL College Library Section) and "Designing Online Library Tutorials: Building Your Arsenal of Tools, Tips, and Tricks." to ALA Annual. Neither was accepted, due to the virtual format. Continued to create, maintain, organize, and feature a virtual library of literature relevant to distance and online librarianship.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

We hosted two "Ask the Room" events - one on October 1, the second on February 9. Survey and email feedback indicate that attendees appreciate the informal setting of these events.   Hosted a panel on April 20. We invited Torrie Raish and Peggy Nuhn to discuss their work with transfer students and other at-risk student groups. Survey feedback indicates attendees appreciated the opportunity to hear from experts in this format.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 Hosted an Author Forum with live Tweeting to foster discussion around the October-December Top 5 post regarding Universal Design for Learning and self-regulated learning using the LMS.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

The Standards Committee has worked diligently on a draft of the New Standards for Distance and Online Learning. At this point, the draft of the new Standards consists of seven core standards/pillars, along with concise definitions. The draft also has a section nodding to other standards & guidelines, a provenance, and areas for a toolbox or "meeting the standards" suggestions.   On 12/3 the Instruction Committee hosted Learning Objects in Action: Highlights from the Spring 2020 Virtual Poster Session. The free event attracted 410 registrants, leading to 180 attendees. The recording has received over 500 views.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

 The DOLS Instruction Committee hosted our third annual Virtual Poster Session the week of April 26-30,

2021. During this time, over 30 posters were available for review, with presenters and attendees engaging asynchronously over the course of the week.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Review the award criteria fpr the Routledge Distance Library services award and submit revisions to criterion that are redundant or can be misinterpreted.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
Launcehd full DOLS Mentoring program, with 15 mentor pairs participating. This effort boasted a well attended kick off meeting and mid-year check in.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
 Hosted two "teaching during COVID" discussions during Fall 2020 with ~60 attendees each

Enabling Programs and Services

Publications

Launched a new DOLS website

Advocacy

Secured a slate of candidates for vice chair, member at large and secretary

Member Engagement

The survey was sent out in early December 2020 and, at the time of Midwinter, is still open and will be open until February. We had over 100 responses to the survey including over 50 percent who were not part of ACRL DOLS but provided valuable feedback.

Core Commitment to Equity, Diversity and Inclusion

Accesssibility audit of relaunched DOLS website.

Education and Behavioral Sciences Section (EBSS)
Submitted by: April Hines, Past-Chair, aprhine@ufl.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The Online Learning Research committee is completing data analysis and is beginning to write their paper on the evolving nature of online instruction amid COVID-19. They hope to complete a first draft by Fall. The Research Committee held their virtual research forum on May 13th. There were two presentations: "Beliefs vs Behaviors: Data Sharing, Library Support, and User Access During a Pandemic" and "What Makes a Source Credible?: Helping Pre-Service Social Studies Teachers Evaluate Online Resources." The Education committee submitted their article based on a survey on the job roles and responsibilities of Education librarians. The Reference Sources and Services committee completed their manuscript detailing their study of the information-seeking behaviors of education faculty and students based on a national survey.

2. Promote the impact and value of academic and research libraries to the higher education community

The Awards committee selected Kaya van Beynen as the EBSS Distinguished Librarian. This award, sponsored by APA, was presented at the EBSS Annual Social. Members of the Social Work committee presented their work on the Social Work companion document to the ACRL Framework at the Annual Program Meeting for the Council on Social Work Education. The Electronic Resources in Communication Studies committee completed the newspaper aggregators analysis project, which compares the content and features of six news aggregator databases. This comparison tool can be a useful resource for researchers working on content analysis of newspapers.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

The Education committee has been hosting monthly webinars in partnership with the Special Libraries Association (SLA) Education community on topics related to education. The Curriculum Materials committee held an online discussion forum in May on "What is the new normal for curriculum materials collections?" The Education Research Libraries Discussion Group held its annual meeting during ALA Annual and discussed topics such as research data management in the education/psychology disciplines, and opportunities/challenges of conducting research in the post-COVID world.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

EBSS now has an Equity, Diversity & Inclusion Task Force with 7 members. They recently met with committee chairs to get a better sense of the work related to EDI throughout EBSS that is already taking place. They plan to solicit input from all of EBSS in the fall and will provide recommendations to the EBSS Executive Committee by mid-winter.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

14

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

The Instruction for Educators Committee are now drafting an information literacy framework companion document for teacher education. They hosted a discussion, "Teaching the Teachers: Discussing the Framework and Standards for Teacher Education Students," to share ideas, tools, and techniques for teaching information literacy skills to teacher education students.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

The Communication Studies committee has published a draft of their Journalism Information Literacy Framework document that was based on a research project where they interviewed over 50 journalists about their info-seeking practices. They also hosted a webinar introducing this new framework that was open to Journalism faculty as well as the library community and are soliciting feedback from those both in academia and industry.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

The EBSS Research Committee updated the rubric and proposal guidelines for the annual virtual research forum. While revised for clarity, the primary goal was the addition of Equity, Diversity, and Inclusion (EDI) to encourage researchers to frame how the design, execution, and dissemination of their education and behavioral sciences research impact historically underserved communities.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The Scholarly Communication committee is holding a webinar on July 30th "Implementing OER in Education & Behavioral Sciences" and has updated its libguide with EBSS focused OER resources.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.

EBSS has been moving most of our forums, discussion groups, meetings, and programs online - and opening them up to all, even those who are not in EBSS - which has generated more interest and in turn more participation and members in our section. Our most recent ACRL panel presentation was uploaded to an institutional repository to increase open access beyond those who were in attendance at ALA.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

15

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

The EBSS Membership and Orientation Committee held a successful second Fall Forum entitled, "I Just Want to Be Accepted." This event featured panelists at a variety of stages in their careers who have experience being accepted for presentation and publication. They also updated the list of tenured librarians that have expressed a willingness to serve as reviewers in EBSS member promotion and tenure.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

The Psychology committee provided the American Psychological Association with feedback about the need for a more equitable publishing model for the APA Publication manual. They also hope to hold a virtual discussion or roundtable with fellow EBSS members and discuss how librarians can open up channels of communication, promote library services, and build collaborative relationships.

Enabling Programs and Services

Education

The Electronic Resources in Communications Studies Committee added a new page, "Communication Theories & Research Methods," to the Library Resources in Communication Studies LibGuide. The Curriculum Materials Committee published the "Curriculum Materials Center Scholarly Publication Bibliography LibGuide" which compiles published books, chapters, and articles about curriculum materials centers. The ERIC Users Committee presented a webinar on ERIC, sponsored by the Special Libraries Association's Education Division and the EBSS Education Committee titled, "An Inside Look at the ERIC Database."

Publications

EBSS Newsletter

Member Engagement

Social Media: Twitter, Facebook to promote events, hot topics, successes, etc.; Virtual Social for ALA Annual; Education Research Libraries Discussion Group

Core Commitment to Equity, Diversity and Inclusion

The on-demand panel presentation, "Diverse Children's Literature in K-12 Schools: Making Mirrors, Windows, and Glass Doors Visible," sponsored by the Education and Behavioral Sciences (EBSS) section of ACRL as well as the Educators of School Librarians section (ESLS) of the American Association of School Librarians (AASL) was viewed over 600 times during the ALA Annual 2021 virtual conference.

European Studies Section (ESS)

Submitted by: Thomas Keenan, Past-Chair, tkeenan@princeton.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The European Studies Section has a long history of promoting librarians' collection-development and research efforts and their deep expertise on the relevant documentary landscapes, and of foregrounding the crucial importance of this for the wider research and teaching spheres. One of the primary means for achieving this has been the administration of an annual award funding research travel to Europe for North American librarians. The award has historically tended to favor proposals targeting lesser-known European repositories and collections and traditionally overlooked document and artifact genres and formats, as well as traditionally under-researched aspects of culture and history on the European continent. Lamentably, the award cycle was suspended for the current year because the research travel the grant is designed to support had become temporarily impossible. Then, earlier this year ACRL's Board of Directors announced a decision to suspend all ACRL awards for 2021-22 while the Association's award programs are reviewed and possibly overhauled. In this period of the grant's interruption, its sponsor for the past ten years — the Walter de Gruyter Foundation for Scholarship and Research — decided the time was right to reallocate the funds given for the grant to endeavors focused on the future of scientific publishing. The Foundation emphasized the difficulty with which this decision was reached and their regret about discontinuing such a successful and worthy collaboration. In the end, they felt that fiscal constraints and other changes in the European scholarly communications landscape compelled them to make this decision. This means that Emma Popowich of the University of Manitoba, who was awarded the grant for 2020 and will make the proposed research trip as soon as that becomes possible, will be the grant's last recipient. We thank the Foundation enormously for their support of this grant which has been administered annually by ESS since the Section was formed in 2017, and was jointly administered by SEES and WESS for six years before that.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

When, in June 2020, the Seminar on the Acquisition of Latin American Library Materials (SALALM) published its Collection Development and Equity in the Time of Covid-19 Task Force Resolution (https://salalm.org/salalm-resolution-collection-development-in-the-time-of-covid-19/), ESS coordinated the drafting of a statement about the negative impact a large-scale shift away from print collecting and further consolidation of acquisitions arrangements with large-scale aggregators of electronic content was likely to have on the representation of the populations and cultures of the European continent in North American research collections. That statement (https://www.crl.edu/news/european-studies-statement-collection-development-access-and-equity-time-covid-19-issued-cifnal) was issued in August 2020 under the aegis of the Center for Research Libraries (CRL), with the Collaborative Initiative for French Language Collections (CIFNAL), the German North-American Research Partnership (GNARP), and the Slavic East European Materials Project (SEEMP) as co-signatories. Then, ESS coordinated the composition of another statement to be issued by ACRL, working closely with ACRL's Asian, African, and Middle Eastern Studies Interest Group; the African-American Studies Librarians Interest Group; and the Women and Gender Studies Section. This second

17

statement
(http://www.ala.org/acrl/sites/ala.org.acrl/files/content/acrlissues/ACRL_Print_Collecting_Statement.p
df), published by ACRL in October, emphasized the vulnerability of the publishing output of traditionally
under-represented populations to exclusion or further marginalization in an e-dominant collection
development model. This included the output of historically subaltern populations on the European
continent. Apart from these statements, two events organized by the ACRL/ESS Slavic and Eastern
European Discussion Group focused on a mounting crisis in foreign newspaper coverage in North
American research collections, and particularly emphasized newspapers produced by and for minority
populations as a highly problematic category for capture and long-term preservation in research
collections.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
*1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy
programs.*
Over the 2020-21 year, the European Studies Section has continued to develop its Europe-focused
research guides. While these guide] do serve as resource] to help Europe-specialist librarians support
research and teaching at their institutions, to a large extent their primary target audience is non-
specialist librarians at institutions that do not have Europe-focused specialists — to help those librarians
adequately support the Europe-focused research and teaching projects of their student and faculty
constituents. A current MSLIS student is in the process of developing an ESS Global Middle Ages guide
featuring resources for studying extra-European aspects (particularly aspects related to the African,
Asian, and Arabic peoples and cultures) of what is traditionally understood as a distinctly European
category — Medieval Studies. Other in-progress efforts in this direction include a series of workshops
involving scholars, librarians, and vendors, workshops that will produce research guides for studying
different aspects (historical, sociological, culturological) of the Black populations of the European
continent.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and
equitable systems of scholarship.

Objectives:
1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Over the past year the European Studies Section has continued the work of uniting specialists in Eastern
and Western Europe and pursuing a pan-European scope and identity. We saw increased representation
of Slavic, East European, and Eurasian librarianship this year, a trend we very much hope persists in the
coming years. Beyond the labile border between Eastern and Western Europe, though, ESS has also
given a great deal of thought in this politically and socially unstable year to how its new pan-European
identity fits into the contemporary global landscape, to the fuzzy boundaries of Europe itself, to
questions of colonialism, migration, diaspora, the changing demographic of the European continent, and

18

urgent present-day issues around Diversity, Equity, and Inclusion. Examples of these efforts include an event organized by the ACRL/ESS Classical, Medieval, & Renaissance Discussion Group and a forum presented by our 2021 Conference Program Planning Committee. The Classical, Medieval, & Renaissance Discussion Group event was titled "The Global Middle Ages" and featured two speakers — Carol Symes, Associate Professor of History, Theater, Classics, and Medieval Studies at the University of Illinois Urbana-Champaign; and Leah DiCiesare, MSLIS Candidate at the University of Illinois Urbana-Champaign's iSchool. This event focused on what Professor Symes termed "the global turn in Medieval Studies" — the impetus to extend the study of the period referred to as the Middle Ages (traditionally a uniquely European category) beyond Europe to consider African, Arabic, and Asian peoples and cultures, including the contributions of these peoples and cultures to what has been traditionally understood as European history and European artistic and intellectual culture. The forum presented as part of our roster of meetings and events around Annual 2021, titled "Resources for Supporting Research into the Black European Experience," featured two speakers — Dr. Natasha A. Kelly and Professor Stephen Small of the Department of African American Studies, UC Berkeley —who discussed the considerable challenges and opportunities for researchers interested in studying the Black experience in Europe.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
In June 2021 tensions about the increasing outsourcing of technical services for materials from Eastern Europe and the Former Soviet Union (EE/FSU) came to a head in exchanges on the primary listserv used by area studies librarians specializing in the region. The ACRL ESS Slavic Cataloging and Metadata Committee responded by expaning the agenda for its June 17 meeting to include an open forum on the state of cataloguing and description of materials coming from EE/FSU, the outsourcing and deprofessionalization of cataloging, and the effect of all of this on the range of available career options for librarians with the relevant language proficiencies, and on the discoverability of resources, navigability of collections, etc. The meeting, which continued for over two hours and was attended by almost every active member of the community of North American catalogers of EE/FSU materials, gave the attendees a clear picture of the reality of the status quo and imminent shifts, as well as strategies for communicating the value of professional technical services for EE/FSU materials and strategies for effectively influencing administrative decisions within realistic boundaries.

Enabling Programs and Services

Publications

ESS has been engaged in several making efforts over the past year to craft effective representation of its evolving pan-European identity and to engage any and all communities who can meaningfully contribute to and/or be meaningfully served by the work of the Section. These are first and foremost specialists with expertise in the publishing and mass communication of European populations of different

categories, and non-specialist librarians who have inherited Europe-related collection-development and research-support responsibilities at their home institutions. The Communications & Publications Committee, led by Brian Vetruba (University of Minnesota), has done an enormous amount of work in these areas with excellent results. Building on the great amount of work done by Dick Hacken (Brigham Young University) in recent years, the Committee has undertaken the transfer of the content of the now defunct SEES and WESS websites to a new ESS site specially designed to represent our new pan-European body. Huge progress has been made on both of these fronts, and much of the legacy content is already available on a beautiful new site mounted thanks primarily to the efforts of Deb Raftus (University of Washington). That website bears the new ESS logo designed by Lithuanian graphic designer Viktoryia Andrukovič. The Communications & Publications Committee, with Brian Vetruba at the helm, coordinated the production of multiple prototypes of the logo and the selection of the final design with input from the ESS membership as a whole. The ESS Newsletter (see first issue here: https://ess.lib.byu.edu/newsletters/ess-newsletter/ess-newsletter-2021/) is the product of a year of careful deliberation on the part of the Newsletter Committee, chaired jointly by Megan Bennett (Farmington Public Library, New Mexico) and Masha Stepanova (Miami University in Ohio). The Committee has worked thoughtfully over the past year to devise something that is neither the heftier journal format of the ACRL SEES Newsletter, which aimed to be a more or less comprehensive record of Slavic and East European librarianship, nor the briefer format of the WESS Newsletter, but something new for the new Section.

Member Engagement

The European Studies Section's Executive Committee and the leaders and members of its committees and discussion groups adapted beautifully to their virtual environment this year. They did a truly remarkable job of confronting the year's many formidable obstacles with resolve and seizing the opportunities presented by the online medium, opportunities for projecting the evolving identity of the still new Section and for engagement with the broadest possible range of interested colleagues and partners worldwide. All of our meetings and events at both of the virtual conferences (Annual 2020 and Midwinter 2021) enjoyed substantially larger participation than the in-person meetings historically have, and the fullest possible advantage was taken of this greatly expanded audience to advertise the value of the work of the Section and the considerable professional development opportunities membership and deeper involvement at the committee and discussion-group level present.

Core Commitment to Equity, Diversity and Inclusion

As a relatively young body (the product of the 2018 merger of the Slavic East European Studies Section and the Western European Studies Section), the European Studies Section continues to work on defining its identity and purview. This work has occasioned contemplation of the position of a professional body like ESS — one that asserts a distinctly European identity — in the present moment. In the context of DEI Europe tends to be viewed as a colonialist hegemonic power that has for far too long been unduly privileged in global cultural canons and historical records, to the detriment of other non-European peoples. We have had to pause and think about how to advance the imperatives of DEI in the European Studies context, and how to express a European identity in our professional sphere in ways that are sensitive and relevant to the present moment. A vigorous response to this challenge has come in the form of an ad hoc ESS Committee on DEI convened on the initiative of our incoming Chair for 2021-22 Hélène Huet (University of Florida). Under Hélène's leadership that Committee has been meeting with

20

other ACRL divisions that have formed DEI committees or task forces to see how efforts can be coordinated across the larger organization. The ESS Ad Hoc Committee on DEI has also begun to look at DEI at the level of the institutional profile of our Section's membership and to consider how it might attract the participation of under-represented institution types, such as four-year college libraries without European-specialist librarians on their staff, Historically Black Colleges and Universities, and others.

Literatures in English Section (LES)
Submitted by: Brian Flota, Chair, flotabc@jmu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
2. Promote the impact and value of academic and research libraries to the higher education community
 Work continued on the "Research Competencies in Writing and Literature" document to serve as a companion to ACRL's Framework for Information Literacy in Higher Education.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 --LES assembled a group, the Anti-Racist Action Plan Ad Hoc Committee, to better implement and institute anti-racist practices into the section and into the section's governing documents. An virtual town hall to discuss the first completed draft of the action plan was held in December 2020 and was attended by roughly 50 people from within and without our section. In April, the draft was completed and submitted to LES's Executive Committee. It was passed on June 25. While the action plan is an internally-facing document, it contains information that can be brought to LES librarians' home institutions.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
Our section's two discussion groups, the Reference Discussion Group and the Collections Discussion Group, each held two discussions during the year. Themes discussed included the effects of the pandemic on literature librarians, especially as it related to the acquisition of e-books and streaming media. The decline in budgets at many institutions led to discussions about open access resources and open education resources.

21

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
In addition to the work done by the Anti-Racist Action Plan Ad Hoc Committee, the section's Planning Committee presented its finished "Community Agreement" document to LES's Executive Committee where it was passed (and is now hosted on the ACRL LES webpage). The document models inclusive meeting norms, integrates language about being an effective bystander and ally, and addresses issues of privacy.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
As the section worked on its Anti-Racist Action Plan, ideas set forth in the plan began to be enacted in places such as our section newsletter Biblio-Notes, which included and called for pieces on our EDI efforts, the Planning Committee, which initiated a review of the section's Governance Documents with an toward the inclusion of more equitable and anti-racist language, and in the Vice-Chair's selection of volunteers for our committees, again with an eye toward increasing the diversity of our committee members. This work can easily be brought back to our constituent libraries.

Enabling Programs and Services

Publications
--The section newsletter Biblio-Notes published two issues (#76 in Fall 2020 and #77 in Spring 2021)
Member Engagement
--LES's Twitter account (@LES_ACRL) hosted a Twitter chat on the Anti-Racist Action Plan on May 19, 2021 and can be found using the #AntiRacistLES hashtag.   --LES hosted an online social on June 15, 2021.

Core Commitment to Equity, Diversity and Inclusion

See earlier our work regarding the Anti-Racist Action Plan. Additionally, the Chair of LES joined a meeting of DSS's EDI committee to update them on our action plan. Later, ACRL's EDI committee chair asked the Chair of LES to participate in an On Demand recording for ALA Annual titled "How We Are Marching: EDI Efforts Across ACRL," in which LES's Anti-Racist Action Plan was discussed.

Politics, Policy and International Relations Section (PPIRS)
Submitted by: Erin Ackerman, Chair, ackermae@tcnj.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

22

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

PPIRS is in charge of the annual PPIRS Marta Lange Sage/CQ-Press Award, which recognizes an academic or law librarian who, through research, service to the profession, or other creative activity, makes distinguished contributions to bibliography and information service in law or political science. Nominees are suggested for outstanding contributions in one of the following categories: innovation in teaching and learning, scholarship and research, service to the profession, mentorship, civic engagement, and lifetime achievement. Jill Severn, Archivist and Head of Access and Outreach, University of Georgia and Director, Russell Forum for Civic Life in Georgia, was selected as the winner of this year's award for her leadership and collaboration in creating opportunities for scholars to use special collections for Congressional research and teaching. Jill wrote a letter about her work and receiving the award for the spring newsletter. The award committee chair worked with representatives at Sage to arrange a virtual ceremony which was held on June 25th and featured a lively discussion of Jill's work and future section and publisher events on congressional research.

2. Promote the impact and value of academic and research libraries to the higher education community

PPIRS offered a particularly robust lineup of professional development and education activities this year, featuring five librarian discussion sessions focused on management of subject-specific resources and collections, four webinars on international relations knowledge and materials, a report on OER resources, and a co-sponsored information exchange session with GODORT.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

PPIRS sponsored four webinars to enhance librarians' knowledge on topics related to international relations and, as result, better support a particular important area of higher education currently: • An Introduction to International Relations by James Church and Kenya Flash (https://docs.google.com/presentation/d/12FtIvUfk2UmfKxg56hFEA_b7a6pcUyDEEyv0XwONhbA/edit?usp=sharing) • Fundamentals of International Law (part I) by Nadine Hoffman and Olivia Ivey (https://drive.google.com/file/d/1SBLBdsA-mDa7mDNPNWjCVylGZTVRYXhE/view) • Two part International Data series facilitated by Jennifer Huck (https://guides.lib.virginia.edu/ppirs-1/home) • Navigating the WTO by Katherine Rewinkel El-Darwish, WTO librarian (co-sponsored with GODORT; https://youtu.be/2LPqTsQ4t7E) These webinars were open to all PPIRS members and the broader library community.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

PPIRS sponsored a discussion session with Michelle Baildon, Collections   Strategy Team Lead Librarian at Harvard School of Design, that focused on how   to plan to have a more diverse collection. Key steps include identifying what is actually meant by diversity in your organization, reviewing what you have within your collection, and working with departments who are interested in underrepresented or marginalized groups to enhance representation within collections.   ALA Panel: Recognizing that higher education must be accountable for empowering the voices of marginalized groups on campus, PPIRS (with ULS and ANSS) sponsored the ALA on-demand panel, "Confronting the Myth of Neutrality: Academic Libraries, Advocacy, and Free Speech."   Panel members were Emily Knox (Interim Associate

23

Dean for Academic Affairs School of Information Sciences at the University of Illinois at Urbana-Champaign), Renate Chancellor (Chair and Associate Professor in the Department of Library and Information Science at the Catholic University of America), Stacy Collins (Research & Instruction Librarian Simmons University), and Adriene Lim (Dean, University Libraries, University of Maryland). Panel description: The concept of free speech has become a paradoxical constitutional principle and issue on campus. Given the recent protests against institutional racism and white supremacy, academic libraries have several questions to consider regarding their existing and potential roles as spaces of advocacy and in issues concerning free speech and neutrality. It is important that librarians have an opportunity to strategize about discussions with library and campus administrators, and partners on and off campus. Having talking points and options ready for practical action is key to ensuring the library's strategic input and involvement in enabling productive and proactive actions. This panel will feature presenters with experience in balancing issues of library advocacy and free speech in academic libraries. Invited panelists will be both librarians and campus administrators or faculty who are knowledgeable about issues and topics currently contributing to the larger conversations happening on campuses regarding library neutrality, libraries as spaces of advocacy and the complications surrounding these challenges. By exploring these issues, it is our intention that this panel will offer best practices about how libraries can provide a space for engaging in candid discussion, which supports meaningful change. Topics addressed by this panel included: * The manners in which academic and research libraries grapple with the question of "free-speech" on campus * The adequate levels or degrees of involvement of academic libraries in conversations/debates surrounding limits on expression on campus. * The role and responsibilities of the library in facilitating debates on "free speech" * Ideas for creating a healthy free speech venue/location on campus * Academic libraries' claim of supporting academic freedom and their traditional stance as neutral entities in moments of controversy. To what extent are our policies balancing the various freedoms guaranteed by the 1st Amendment and, in that, amplifying the voices of people traditionally in positions of power, especially those of white, cis-gendered, men.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

An almost three year collaborative effort by the PPIRS Ad Hoc information Lietracy Committee culminated in ACRL's approval of the Companion Document to the ACRL Framework for Information Literacy for Higher Education: Politics, Policy and International Relations (https://acrl.libguides.com/PPIRS/frameworkcompanion#s-lg-box-22614376). The Ad Hoc Committee was charged in 2018 with revising the former Political Science Research Competency Standards to bring them into alignment with the new ACRL Framework for Information Literacy. Through a multi-year collaborative and consultative process, the committee took information gathered from PPIRS librarians and disciplinary faculty, synthesized it, and condensed into three key instructional goals per frame. These goals were mapped to the knowledge practices and dispositions outlined in the Framework, and from this the Committee generated a new document in the form of PPIRS-specific approaches to each of the six Frames along with examples and student learning outcomes.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

Kimberly MacVaugh, our liaison to the American Political Science Association (APSA) is keeping APSA staff and leadership up to date on the development of PPIRS work on the Information Literacy Framework for Politics, Policy and International Relations and discussing opportunities to collaborate with political science faculty to bring attention to information literacy in APSA publications and events.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

PPIRS sponsored professional development events (discussed earlier) on planning for diverse collections and understanding international data.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. The Vendor/Publisher Liaison and Review Committee conducted a year-long inquiry into and published a report on Open Educational Resources (OERs) available to the fields of Political Science, Policy and International Relations, specifically focusing on Merlot, OASIS and OER Commons. This report was published in the spring PPIRS newsletter.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.

Professional development and education sessions and publications raised member awareness of open resources and custom search engines for the curation and dissemination of government, NGO, and open resources.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

PPIRS had entirely virtual meetings this year, which helps encourage members to participate. Our Nominations committee worked tirelessly to recruit new members into positions on the PPIRS Executive Board, and our Membership committee continued its outreach

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

The Professional Development committee launched a discussion series "Resource Decisions in Tough Economic Times." Through the design process, it became clear that not only is this a discussion to facilitate conversations on how to think about retaining or giving up a resource, it could be a great tool for helping newer librarians identify key sources within Political Science, Policy, and International Relations. These sessions were designed as a confidential space for librarians to share their experiences. Four sessions focused on (de)selection around a theme with facilitation from around the PPIRS

25

community. These included   Subject Specific Databases (Sandy Hervieux and Sean Leahy), Congressional Sources (Chris Palazzolo and Brea Henson), Legal Sources (Nadine Hoffman and Elizabeth White), and Public Policy Sources (Jim Church and Sandy Hervieux).   In addition to the professional development series on "resource decisions in tough times," the section recognized the need to support library staff working with a relatively new area of specialization within politics, policy, and international relations—emergency preparedness and security. PPIRS Member Abby Adams suggested and leads a new PPIRS discussion group on Preparedness and Security that began meeting in Spring 2021.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
PPIRS leadership advertised that members of the PPIRS community were invited to join two discussion groups organized by GODORT. One was for BIPOC librarians in politics/government information areas to connect with other BIPOC members; another was for people with disabilities or neurodivergence to discuss issues in government information support.

Enabling Programs and Services
Education
Our education activities have been discussed previously

Publications
PPIRS publishes a twice-yearly newsletter.

Member Engagement
PPIRS hosted a successful Virtual Pub Trivia Social Event in June. The Membership Committee hosted an online presentation and discussion about volunteering for PPIRS committees. PPIRS hosts an active discussion listserv open to PPIRS members and the broader librarian community. Information from the listserv is cross-posted to ALA Connect. The PPIRS Communications and Publications committee manages the PPIRS website and social media.

Core Commitment to Equity, Diversity and Inclusion
In late spring 2021, the PPIRS Executive Board approved a charge for a PPIRS Ad Hoc Task Force on Anti-Racism, Diversity, Equity, and Inclusion (https://docs.google.com/document/d/1dfQhNSauvUT2eZUHhlRQzj71DKlfBKBVUk3nC4UjzP0/edit?usp=sharing) to develop a plan for how PPIRS can integrate anti-racism, diversity, equity, and inclusion into the operations and programming of PPIRS. A call for participation was issued in July 2021.

Science and Technology Section (STS)
Submitted by: Rachel Borchardt, Past-Chair, borchard@american.edu

Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the

26

higher education environment.
The STS IL Committee continually updated the Science and Technology Section (STS): Science Information Literacy (IL) Resources LibGuide with literature reviews, research articles, and discipline specific teaching, learning, and pedagogy in science & technology that align with the STS IL Standards. The LibGuide also provided links to blogs, discussion groups, and Listservs intended to cultivate collaborative research opportunities. The first ACRL STS Journal Club session took place on June 14, 2021. This new program is intended to pull together people with common interests. The STS Research Committee focuses our work on providing opportunities for Science and Technology Librarians to share their research to the larger community. In 2021, we hosted a virtual poster session and research forum, due to ALA's fully online format. Twenty posters were presented in two live sessions, each followed by one week of asynchronous viewing and discussion. Two research forum presentations were given in a single session. All live sessions were attended by about 70 individuals, and the asynchronous poster sessions attracted over 1,000 page-views per session. The virtual format allowed a wider audience, including those who might not be able to attend ALA Annual.

2. Promote the impact and value of academic and research libraries to the higher education community
The STS IL Committee provided resources via the Science and Technology Section (STS): Science Information Literacy (IL) Resources LibGuide to help librarians align their science & technology instruction with the Science & Technology IL Standards. These standards align with the IL Competency Standards for Higher Education which made it easier for libraries to show their contribution and impact on institutional outcomes. The 2020-2021 STS Awards Committee solicited nominations for the STS Oberly Award for Bibliography in the Agricultural or Natural Sciences. The committee selected Jen Kirk, Government Information Librarian at Utah State University, and Helen F. Smith, Agricultural Sciences Librarian at Pennsylvania State University, for their work "An Inventory of Published Soil Surveys of the United States." The entire project may be found online at: https://doi.org/10.26207/ffpd-4265

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
The STS IL Committee updated an assessment bibliography and assessment techniques section on the Science and Technology Section (STS): Science Information Literacy (IL) Resources LibGuide. This encouraged and provided methods for librarians to assess and improve their science & technology IL instruction and to show the value of their work.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 The STS IL Committee provided a Citizen Science program and a Wikipedia program aimed at providing inclusiveness, especially in Higher Education. The chats were also archived to help people access them even if they could not attend the sessions.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy

27

programs.

The STS IL Committee held chats and archived them on the Science and Technology Section (STS): Science Information Literacy Chat LibGuide for other science librarians to view at their convenience. The STS Program Planning Committee hosted an online panel discussion in June 2021 focused on how to engage students with virtual instruction in the sciences. Four science librarians spoke at length on techniques for reaching students, interactive tools, and strategies for making virtual sessions more accessible, equitable and inclusive. A lively question and answer session included talk on evolving instructional programming based on lessons learned from remote teaching.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

 The STS IL Committee continued to hold spring STS IL Chat sessions (3 chats in Spring 2020 and 2 chats in Spring 2021). Topics included: Scholarly Communication and Predatory Publishing in the Undergraduate Classroom; Wikipedia into the Sciences; Citizen Science projects and partnerships in academia; and Chronic Wasting Disease: The battle between advertisements and science The STS IL Framework task force completed their work to create a companion to the ACRL Framework specifically for STEM librarians. This companion document was approved in July 2021.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The Scholarly Communication Committee's Scholarly Communication Investigations are brief, introductory email/blog posts to assist STS members with their professional development. They included two programs: "To Fund or Not to Fund: A glimpse into the open access funding landscape in libraries", and "Journals, journals everywhere, but we should stop and think" The Government Information Committee hosted two webinars during the 2020-2021 cycle. The first, "Government Public Health Information During the COVID-19 Pandemic" held in August 2020, provided timely insights about gaining access to much needed public health information. The second, "Evolving Access to Government Climate Data" held in June 2021, featured three very different presentations that provided a mix of practical tools to the audience to find climate data, think about ways to engage with the public, and updates on the state of how climate data is shared by the federal government.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

STS Membership & Recruitment has added several new projects this year: We are working to strengthen our social media presence by rebuilding the Facebook page; 2) We hosted a webinar, in which a panel of

28

science librarians describe to MLS students what it's like to be a science librarian (held via Zoom in the fall); 3) In partnership with the STS EDI Taskforce we hosted an "About STS Webinar" in January in which several committee chairs explained their roles in STS and what they have gained from membership; 4) We have converted the ALA Annual STS Membership Breakfast into a virtual event that will be held in June of 2021. The Committee also continues to send add/renewed/dropped emails when reports are available.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
The College Science Librarians' Discussion Group led two online discussion groups this academic year: 1) "Instruction: Creation and Delivery, Collections: Constraints and Opportunities, Communication: Planning and Outreach, and Work-Life Balance." These forums give participants, many of whom are the only science librarians at their institution, a chance to discuss instruction strategies, open educational resources, pandemic response, and other issues and concerns of science librarians at small or medium institutions. 2) "Closing Pandora's Box: The Next Normal." This session focused on the impending changes as schools implement more in-person classes and other changes. For this session we had break-out rooms focused on coming back to the in-person classroom, managing expectations, OER, returning to campus and returning to the library space, useful technologies, and digital lending, streaming, licensing.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
The STS Equity, Diversity, and Inclusion Task Force Implementation Team hosted the webinar, "Equity Starts Before Hire: A Look at Equitable Approaches to Hiring and Retention," on February 3, 2021, 12pm ET, with speakers Twanna Hodge and Tarida Anantachai. The program was advertised on multiple listservs, had more than 300 attendees and the recording has had 1200+ views on YouTube (https://www.youtube.com/watch?v=uYcheTnEXYw).

Enabling Programs and Services

Publications
•The STS Publications Committee published two issues of the STS Signal newsletter--one in Fall 2020 and one in Spring 2021. The spring newsletter was a special issue focused on Equity, Diversity, and Inclusion. This issue highlighted important EDI research and programs to STS members.

Member Engagement
•The STS Publications Committee is in the process of migrating the STS Section's web content from the ALA platform to a new WordPress site. This will allow for the inclusion of additional content to promote member engagement. Regular STS features such as our New Member Spotlight, Current Member Spotlight, and A Year in the Life of STS Committees, are currently distributed only as posts to the discussion list. The new WordPress site will provide a permanent home for this content that will be available to all. •With ACRL's planned sunsetting of the Sympa platform, the STS Communications Task Force reviewed all available hosting options for the former STS-L discussion list. Our priority was to migrate to a system that would allow for the participation of non-members of ALA/STS. The discussion list is our main venue for promoting STS content, and for posting calls for participation in activities such as our annual STS Research Forum at ALA. An open list is also critical for attracting new members to the STS Section. ALA Connect was determined to be the most sustainable platform, and it does provide for

29

an inclusive discussion list with the participation of non-members.

Core Commitment to Equity, Diversity and Inclusion

The STS Nominating Committee continued the more open and inclusive process for identifying candidates for STS office by requesting nominations from all STS members. In our call we incorporated "have actively promoted EDI (Equity, Diversity, and Inclusion)" as a new criterion. We also added a question to our candidate interviews "What does equity, diversity, and inclusion mean to you?" The STS Equity, Diversity, and Inclusion Task Force Implementation Team operationalized all but one of the highest priority initiatives identified with the help of a 2019 membership survey. The EDI initiatives covered the areas of Education, Partnerships, Programming, Administrative, and Recruitment and the progress made on each is summarized at https://acrl.libguides.com/sts/edi/initiatives   This year, the STS Research Committee worked to add inclusive practices to our regular processes. Calls for participation were more broadly disseminated & included diverse groups within ALA, ACRL, MLA, ACS, and more to attract more diverse presenters. The committee also installed a new submission requirement which asked those submitting abstracts to detail how DEIA was considered in their work. The committee consciously chose two DEIA presentations for the Research Forum to continue to spotlight this important work for our members and beyond. The committee chose to make all the research sessions free for presenters & attendees. The committee strongly believes that the research presented in the Research Forum & Poster Sessions should not be a commodity available only to those who can pay to attend or travel. The STS Executive committee sent messages of support responding to the Black Lives Matter movement in Summer 2020, and in support of colleagues affected by Anti-Asian / AAPI violence. The STS Executive committee created best practices for co-chair responsibilities in order to bring more equity and transparency to these relationships and help alleviate power and/or knowledge differentials between co-chairs.

University Libraries Section (ULS)
Submitted by: Michelle Demeter, Chair, med15@nyu.edu

Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
Professional Development committee— hosted 7 webinars on topics related to academic and research libraries in the 2020-2021 year.

2. Promote the impact and value of academic and research libraries to the higher education community
Communications Committee— continues to promote ULS-sponsored webinars, activities, and members via the ULS website, Facebook, and Twitter. The committee also oversees the ULS YouTube channel, where ULS-related videos from other channels are curated into playlists, and the ULS listserv, which transitioned in 2021 from the Sympa platform to ALA Connect.   b)Communications Committee— In

30

addition to promoting ULS-related content, our social media teams share and repost content more broadly related to university libraries and their importance to higher education, including promotion for other ACRL/ALA events relevant to ULS members, stories about new initiatives and collections at university libraries, and relevant literature and news stories related to university libraries and higher education. c)   Professional Development Committee — webinars had 2761 registrations from librarians, with 1236 people attending. These webcasts are also recorded and housed on the ACRL ULS PD LibGuide, where they are frequently watched on YouTube. For example, our last webcast in May 2021 already has 260 views on YouTube as of June 24, 2021.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

a)Professional Development Committee — sent out an evaluation after each webcast, and received overwhelmingly positive feedback about these sessions. We shared the feedback with the presenters in order to improve. We also then adjusted our documentation and practice sessions based on feedback received.   b)By increasing membership in the ACRL University Libraries Section, we provide academic librarians access to a wide range of resources, and more importantly provide other academic librarians guidance and support in form of mentorship and opportunities to serve as mentors.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 a)Technology— The committee's Tech Forums (webinars) are virtually hosted and organized by different academic librarians across the U.S and Canada. Presenters tend to be from diverse backgrounds, including BIPOC, and are library leaders in new and innovative technology solutions that advance EDI in higher education. More specifically, TULS offered a December 2020 tech forum on Newspaper Navigator that was presented by Ben Lee, a Ph.D. student in the Paul G. Allen School for Computer Science & Engineering at the University of Washington and the 2020 Innovator-in-Residence at the Library of Congress. In his presentation, Ben spoke about how his work with Devin Naar on utilizing Newspaper Navigator to assist with the study of Ladino newspapers and provide "opportunities to facilitate access and research within Jewish studies". "With the extracted visual content from the Ladino newspapers in question, it is possible to study the transnational dynamics shaping Sephardic print culture and the broader Sephardic experience, at an unprecedented scale." This is one example of how tech forums are a means of promoting libraries' role in advancing EDI in higher education.
b)Professional Development Committee — select webcast proposals based on an evaluation rubric on how related the proposals are to issues of equity, access, diversity, and inclusion in higher education.

Student Learning
Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
a)Future of Libraries DG — online discussion facilitated brainstorming and idea-sharing among librarians about student services, including instruction, that were likely to continue. A major focus of the conversation was focused on the transition from face-to-face instruction to teaching in an online

31

environment and the effect that has had on student learning. b)Technology Committee— The committee's most active work has been to write the short column for College & Research Libraries News called TechBits, which appears monthly. These columns provide information on the latest technologies relevant to academic libraries' goals of supporting teaching, student learning and engagement in a sustainable, equitable, and responsive manner. Recent columns have looked at an open-source tool for telling interactive, nonlinear stories (Twine) as well as a free open-source multiplatform video conferencing and instant messaging app (Jitsi).

Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Technology Committee— The committee's Tech Forums (webinars) are virtually hosted and organized by a vast cross-section of academic librarians across the U.S and Canada. Presenters tend to be from diverse backgrounds, namely BIPOC, and speak to EDI initiatives within the context of technology systems and solutions.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
 Future of Libraries DG — Due to the pandemic and as a result of the transition to online learning, our event gave attendees the opportunity to advocate for more open and equitable collections across institutions.

New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
The Current Topics DG held two discussion forums focused on topics of current interest to the academic library workforce: i)   Full talk on May 21st, 12pm EST: "Making connections through changing priorities: Textbook affordability and the university library" by Sarah Meisch-Lacombe, Sarah Norrell, and Christine Forisha from the University of Texas at Tyler; Registrants: 170; Attendees: 64 ii)Lightning talks: 3:00pm - 4:00pm Thursday, June 3, 2021; Registrants: ; Attendees: (1)   "Bridging the Gap Ensuring Digital Equity through WiFi Hotspot Lending" by Meghan Salsbury and Mary Anne Hansen from Montana State University Libraries   (2)"Creating a Staff Development Committee to Share Educational Opportunities & Improve Morale" by Jessica Kiebler, Gina Levitan, and Brendan Plann-Curley from Pace University b)   A major focus of the Future of Libraries DG event centered around equitable workplace policies in academic librarians. During the pandemic, many library employees either were permitted to work from home due to their job status or rank, and many others felt forced to work in public-facing positions, a potentially hazardous work environment. c)By offering On-the-Fly mentoring at the 2021 ALA conference, the Membership committee provides both new and seasoned librarians mentoring

32

opportunities as they seek answers to questions involving the library profession. Additionally, providing librarians opportunities to serve their profession by helping new graduates and others as mentors.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
a)As mentioned previously, the Future of Libraries DG event served as a platform for many library managers and administrators to get together and discuss how their libraries were responding to the pandemic. b)Through our mentoring services, we help new librarians, graduates in Library Science programs, and librarians in need of mentoring and guidance with their questions about the profession.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
a)Nominating Committee — Traditionally, the nominating committee generates names for consideration and solicits candidates. While the nominating committee is typically comprised of members who have been active in the section for some time and can speak to the strengths of section members, this practice could be more inclusive. Other sections run a call for nominations, reaching out to their membership to ask for nominations, including brief statements of interest or support, current roles and previous work within the section or relevant to the section. This process would be more inclusive and provide a pathway for those interested in leadership to express that interest and advocate for themselves or for others who may be otherwise overlooked. We could also promote our a call for nominations beyond ULS membership to groups like the American Indian Library Association, Asian/Pacific American Librarians Association, Black Caucus of ALA, Chinese American Librarians Association, and REFORMA in an attempt to diversify our candidate slate and section leadership.   b) the Future of Libraries DG event also brought up discussion about social justice issues and how libraries might respond in the near future. c)   Technology Committee — Members that volunteer as columnists for the C&RL News' TechBits sidebar represent the diversity in the academic library workforce across the U.S. and Canada. The committee's Tech Forums (webinars) are virtually hosted and organized by a vast cross-section of academic librarians across the U.S and Canada. Presenters tend to be from diverse backgrounds, namely BIPOC communities.

Enabling Programs and Services

Publications
a)Communications posted 17 blog posts in 2020-2021 promoting ULS events and their recordings and interviewing the past 2 winners of the ULS Outstanding Professional Development Award. While the website was unable to be updated for several months, there was a total of 1713 viewers of the website since the previous year.   b)Monthly Tech Bits sidebars appear in College & Research Libraries News and focus on sharing relevant tools that academic librarians are actively using to support teaching, student learning and engagement, and on occasions, professional development.

Member Engagement
a)Facebook: As of June 22, 2021, we had 2197 likes on the ULS Facebook page, an increase of 25 likes from the previous year. b)Twitter: As of June 22, 2021, we had 1212 Twitter followers, an increase of 55 from the previous year. c)   ALA Connect: ALA Connect has become more important with the transition from the ULS Sympa listserv to the ALA Connect discussion list. As of June 22, 2021, there are 3,948 members of the ULS ALA Connect group.   d)Future of Libraries DG —coordinated and hosted a

virtual discussion entitled, "Preparing University Libraries for a Post-Pandemic World" on March 25, 2021. The program was widely promoted and open to ULS members, as well as other academic library professionals. Approximately 70 academic librarians and administrators were in attendance. Discussion focused on the following topics: i)leveraging lessons learned from crisis management ii)determining and returning to essential operations iii)sustaining changed or expanded services iv)determining where certain kinds of work happens v)addressing patrons' evolving needs e) Procedures— Although unable to deploy plans to collaborate with committees and discussion groups on the ULS LibGuides, we have inherited an excellent set of documents and committed to a plan to continue this work in 2021-2022. f)Tech Forums are virtually hosted, organized, and promoted by different academic librarians in the U.S. and Canada. Presenters are library leaders in new and innovative technology fields. Attendees hear from experts on the latest technologies being incorporated in academic libraries, how they can implement something similar in their own libraries, and benefit from participating in professional development webinars gProfessional Development Committee— offered seven online presentations this year, with three more scheduled into 2021-2022. Our call for proposals had 25 groups of librarians apply to present webinars and 10 groups were selected to present based on a rubric evaluation by the committee. i)Learning Together: Case Studies in Implementing Faculty Learning Communities Around Information Literacy ; July 21, 2020, 1pm CST Presented by: Jenny Dale, UNC Greensboro; Joanna Gadsby, UMBC; Katy Sullivan, UMBC; Debbie Morrow, GVSU; Hazel McClure, GVSU; Heather Snapp, FGCU. Registered: 437. Attended: 169. ii)Tapping into Specialist Knowledge: Strategies to Enhance Data Services Support Through Collaboration. December 1, 2020, 1pm CST Presented by: Thea Atwood, University of Massachusetts Amherst; Patricia Condon, University of New Hampshire; Catherine DeRose, Yale University. Registered: 264. Attended: 128. iii)Critical Information Literacy in Ideologically Pluralistic Classrooms: Exploring Challenges and Possibilities. Presented by: Andrea Baer, Sara Miller, Claudia Vergara, Gabriel Ording. February 12, 2021, 1pm CST Registered: 568. Attended: 228. iv)Supporting the Whole Person with Student Basic Needs Services. Presented by: Lana Wood and Darice Ingram. February 23, 2021 at 1pm CST Registered: 353. Attended: 138. v)Building a Community to Foster Your Professional Growth. Presented by: Karen Sobel, Zary Kamarei, Erin Richter-Weikum, Kate Silton. March 25, 2021 at 1pm CST Registered: 157. Attended: 72 vi) The Flywheel Effect: Bridging the gap for 1st year students in a virtual world. Presented by: Kay Coates and Vivian Bynoe. May 11, 2021, 1pm CST Registered: 330. Attended: 157. vii)A Predatory Primer: What Every Librarian Should Know About Problem Publishers. Presented by: Nicole Webber and Stephanie Wiegand. May 24, 2021 11am CST Registered: 652. Attended: 344 viii)Incorporating Feminist Practice into Library Research. Presented by: Kelsey Cheshire, Hillary Miller, and Patricia Sobczak. July 26, 2021 1pm CST (no data at time of report) h)Membership Committee— For ALA 2021, we were able to successfully host On-the-Fly Mentoring, which saw decent turnout and volunteering. Mentoring was hosted on Monday, June 28 1-4 CST and Tuesday, June 29 9-12 CST. We had librarians representing both public and academic libraries volunteer to offer their mentoring and guidance. 23 mentors; 78 mentees signed up i)Membership Committee— at ALA 2021, we hosted Bingo for the ULS Social held on Saturday, June 26, 5:30-7PM CST.16 participants

Core Commitment to Equity, Diversity and Inclusion

1)Annual Conference Program — their proposal was accepted for an On-Demand program "Confronting the Myth of Neutrality: Academic Libraries, Advocacy, and Free Speech." It was co-sponsored with ANSS

and PPIRS. The four panelists were all women of color managers and leaders in various academic libraries who answered questions related to issues and topics regarding library neutrality, libraries as spaces of advocacy, and the complications surrounding these challenges. 2)Professional Development Committee— By looking at registration and attendance data from programs from this year, we will make an effort to select more proposals around topics of critical information literacy and scholarly communication for the 2021-2022 academic year. We had a competitive list of presenters from our call for proposals that went out in early Fall 2020. We made an effort to select programs that focused on topics of equity, diversity, and inclusion within academic libraries. Programs are free and open to anyone. 3)An EDI task force was formed to explore ways ULS is addressing EDI efforts and ways we can improve. Results are expected in Fall 2021 with recommendations for moving forward.

Women and Gender Studies Section (WGSS)
Submitted by: Sharon Ladenson, Past-Chair, ladenson@msu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The WGSS Research Committee coordinates a research poster session for the ALA Annual Conference. We had an array of posters on diverse topics for the 2021 ALA Annual Conference, including the following: Beyond "Viuda de": Practical Approaches to Promoting Mexican Books Printed at Women-Owned Businesses (Colleen Barrett and Taylor Leigh, University of Kentucky); Building BIPOC Library Collections: Tools and Resources for Library Selectors (Colleen Seale and Stacey Ewing, University of Florida); Bullying in a Woman-Led Profession: Lessons for Librarians from Nursing (Megan Palmer (Clemson University), Maggie Albro (Clemson University), Jenessa McElfresh (Clemson University), and Rachel Keiko Stark (Cal State Sacramento); Creating a Culture of Belonging: Challenging White Supremacy Culture in Our Work (Brooke Gilmore, Mount Wachusett Community College); Gendered Artificial Intelligence and Opportunities to Deconstruct Sexism and Gender Binarism in Libraries (Laila Brown, Hawaii Pacific University); Not So Angry White Men: Understanding the Experiences of British Male Academic Librarians (Kristen Schuster, King's College, London); The Virtual Academic Library & Equitable Access to Information (Jennifer DeVito, Stony Brook University); Tracing Transgender Awareness on a University Campus through Content Analysis of its Campus Newspaper (Stacey Ewing and Colleen Seale, University of Florida); and Women's Voice in Library Technology Publications (Sharon Whitfield, Rider University). All abstracts and links to 8 of the 9 posters are currently available (as of July 2021) via the WGSS site.

2. Promote the impact and value of academic and research libraries to the higher education community

The Companion Document to the ACRL Framework for Information Literacy for Higher Education: Women and Gender Studies, which was approved this year by the ACRL Information Literacy Frameworks and Standards Committee and by the ACRL Board of Directors, is a critical tool for promoting the impact and value of academic and research libraries. This document, developed by the

35

WGSS Instruction Committee, provides a solid mechanism for facilitating meaningful partnerships among librarians and department faculty. Our section also promotes the impact and value of academic libraries to the higher education community through our liaison program with the National Women's Studies Association (NWSA). Sara Howard, our NWSA liaison, has worked with colleagues to expand membership and leadership in the NWSA Libraries and Archives Interest Group (currently chaired by Holly Smith, Spelman College Archivist).

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

WGSS has an abiding commitment to equity, diversity, and inclusion, which is evident in numerous current projects and initiatives. The Companion Document to the ACRL Framework for Information Literacy for Higher Education: Women and Gender Studies draws upon key tenets of feminist pedagogy and critical information literacy, and focuses on the fundamental importance of bringing underrepresented voices and experiences from the margins to the center. Our ALA 2021 conference program, Transforming Our Libraries for Everyone: Trials, Tribulations, and Successes included a panel discussion (with examples of projects and initiatives) on how to make libraries more equitable. The 2021 Nominating Committee has developed working guidelines for facilitating inclusive leadership recruitment for WGSS. In the fall of 2020, the WGSS Chair and Vice-Chair also conducted separate individual meetings with 14 members of the WGSS Executive Committee to solicit ideas and discuss ways that WGSS can support equity, diversity, and inclusion.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

The Companion Document to the ACRL Framework for Information Literacy for Higher Education: Women and Gender Studies holistically promotes inclusive practice in teaching and learning. The Research as Inquiry frame outlines actions and attitudes of students who are able to engage in critical inquiry about structural inequality and intersectionality, and to question assumptions about gender roles and norms. The Authority is Constructed and Contextual frame underscores that academia is shaped by power and privilege, and outlines actions and attitudes of students who, in their research process, seek to bring underrepresented voices and experiences from the margins to the center, and recognize that formal structures of academic scholarship privilege specific groups and forms of knowledge production and dissemination. The Scholarship as Conversation frame further underscores the importance of bringing underrepresented voices and experiences from the margins to the center, and emphasizes inclusive collaboration for research. The Searching as Exploration frame notes that the search process is influenced by systems and practices shaped by racism and sexism, and outlines actions and attitudes necessary for recognizing bias and understanding the limitations of information systems. The Information Creation as Process frame highlights the importance of engaging in ongoing critique of traditional systems of knowledge production and dissemination which privilege certain voices while excluding or marginalizing others.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

Prior to submitting the Companion Document to the ACRL Framework for Information Literacy for Higher Education: Women and Gender Studies to the ACRL Board this past year, members of the WGSS Instruction Committee consulted with faculty members in women and gender studies to solicit additional input on how they would use the document to incorporate information literacy into their courses. Earlier, the committee shared drafts of the document as posters at the 2016 National Women's Studies Association conference, and the 2017 ALA Annual Conference to solicit feedback from faculty and library colleagues. Feedback was also solicited earlier via the WGSS listserv, the We Here listserv, and the WGSS Executive Committee.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

This past year, the WGSS Collections Committee published a libguide, hosted by ACRL, showcasing open access and open educational resources in women and gender studies. This libguide includes access to collections and platforms, open access feminist journals, selected individual titles, open courses and courseware, and links to additional relevant guides. As noted on the "About Us" page of the guide, this resource supports equity, diversity, and inclusion by "opening up the free-flow of information and increasing its accessibility, making research more available to a greater number of people regardless of status and/or resources."

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The new WGSS libguide for open access and open educational resources includes valuable sources that enhance the capacity of ACRL members to address issues specific to scholarly communication. In addition, the Companion Document to the ACRL Framework for Information Literacy for Higher Education: Women and Gender Studies is a substantial tool for partnering with department faculty to teach students about power and privilege in knowledge creation systems. Numerous examples from the Companion Document have been highlighted in the Student Learning section of this report. In addition to the examples provided in the Student Learning section, the Information Has Value frame notes that the production and dissemination of information sources, which are increasingly controlled by for-profit organizations, also marginalize underrepresented voices, "including, but not limited to, BIPOC women, white women, and LGBTQIA people."

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.

The new WGSS libguide focusing on open access and open educational resources in women and gender studies provides a tool for colleagues who seek information in their efforts to advocate for open and equitable dissemination policies on campus in the area of scholarly communication. The 2021 WGSS research poster session also included a poster on The Virtual Academic Library & Equitable Access to Information (presented by Jennifer DeVito, Stony Brook University).

37

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

WGSS collaborated with the Committee on the Status of Women in Librarianship and the Social Responsibilities Round Table on a webinar, conducted on May 4, 2021, titled Bridging the Gap: In Support of Female Librarianship (124 people attended).

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Speakers for the Bridging the Gap webinar addressed questions that involved effectively leading change and serving as effective advocates. Questions included the following (among others): What strategies would you recommend for addressing and taking steps to rectify salary inequities in libraries? As leaders in your organizations, what strategies have you used throughout your careers to ensure that your own contributions, as well as those of your colleagues, are recognized and valued? What systemic change do we need to ensure that the work of female librarians (especially female BIPOC librarians) is fully valued and recognized? What steps do we need to take to advance this change?

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

This past year, the WGSS Membership Committee developed and distributed a survey to assess the need for a mentoring program in WGSS. The response was favorable, and the committee looks forward to developing plans for a new mentoring program for WGSS. Our section has been encouraging LIS students to join our committees and run for elected leadership positions. The work of the WGSS 2021 Nominating Committee to develop a set of guidelines for facilitating inclusive leadership recruitment for our section also reflects our efforts to increase diversity, cultivate equity, and nurture inclusion.

Enabling Programs and Services

Publications

The WGSS newsletter was published on schedule in the fall of 2020 and spring of 2021, and included (among other news items) timely updates regarding WGSS projects, programs, and initiatives, member updates, and featured resources in women and gender studies (such as a free, peer-reviewed, open resource on the history of sexuality).

Member Engagement

The WGSS Membership Committee organized a Drag Queen Bingo event as a virtual member social, which was conducted on Friday, June 18, 2021. WGSS also hosted a virtual Membership Meeting prior to the social event on June 18th. WGSS has actively promoted our activities via the WGSS listserv, ALA Connect, and on Facebook. While the WGSS site was unfortunately hacked in June of 2020 (and was subsequently down for nearly a year), Jennifer Gilley and Nicki Loder (our wonderful web editors) built a new site for the section in April of 2021, and did a great job during the spring of 2021 of sharing WGSS news on our site.

Core Commitment to Equity, Diversity and Inclusion

Again, WGSS has an abiding commitment to equity, diversity and inclusion, which is evident in numerous current and recent projects and initiatives. Our 2021 ALA Annual Conference on-demand program, Transforming Our Libraries for Everyone: Trials, Tribulations, and Successes, explored why decentering whiteness and other inclusive practices in libraries are important, identifying challenges and possible solutions, as well as approaches that attendees could consider for implementation at their own libraries. Speakers included Jaime Ding, Digital Publishing Research Fellow California Polytechnic State University; Porsche Schlapper, Discovery & Metadata Librarian, Marquette University Libraries; Karla J. Strand, Gender & Women's Studies Librarian, University of Wisconsin; and Kate Boylan, Director, Archives & Digital Initiatives, Wheaton College. Our 2021 ALA Annual Conference program also included recognition of our wonderful 2021 award winners: Nicola Andrews, who won the WGSS Significant Achievement Award writing and publishing the article "It's Not Imposter Syndrome: Resisting Self-Doubt as Normal for Library Workers" (In the Library with the Lead Pipe, June 10, 2020), and Jane Nichols, who won the WGSS Career Achievement Award for her commitment to women and gender studies, social justice, critical pedagogy, and feminist publishing.   Our 2020 ALA Annual Conference program, which was conducted virtually on August 11, 2020, also embraced equity, diversity, and inclusion (121 people attended). Organized in collaboration with the ACRL Arts Section, this program focused on Building Bridges between Libraries and Marginalized Arts Groups: A Closer Look at Engaging with Women Artists of Mexican Ancestry to Preserve their Work. Speakers included Analu Maria Lopez, Indigenous Studies Librarian, Newberry Library of Chicago; Dr. Nicole Marroquin Associate Professor, Art Education, Chicago School of Art- Art Institute; Diana Solis Visual Artist and Art Educator, Changing Worlds Organization; and Dr. Hinda Seif Associate Professor, Women and Gender Studies, University of Illinois, Springfield. We also recognized our fantastic 2020 award winners: Shawn(ta) Smith-Cruz won the WGSS Significant Achievement Award for her contributions to preserve and promote the voices and experiences of queer women of color, most notably through working to collect materials from the Salsa Soul Sisters group for the Lesbian Herstory Archives. Emily Drabinski won the WGSS Career Achievement Award for her extensive publications, critical information literacy instruction, service to WGSS, and mentoring other librarians.

Access Services Interest Group
Submitted by: Susan Garrison, Co-Convenor/Convener, susan.garrison@rice.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 The Access Services Interest Group provided its members with two webinars that focused on equity, access, diversity and inclusion in higher education. In fall 2020, Carli Spina, Associate Professor and Head of Research & Instructional Services at the Fashion Institute of Technology, discussing the principles of Universal Design and how libraries can apply these principles to improve accessibility and inclusion. Forty-five individuals attended.   In spring 2021, Holly Hampton, California State University, San Marcos, Ray Andrade, Loyola Marymount University, and Carlo Medina, University of California-Los

39

Angeles presented on equity, diversity, inclusion and anti-racism in Access Services where they discussed methods to identify continuing education and professional development opportunities in the area of equity, diversity, inclusion and anti-racism in library work. The three Access Services library leaders shared their institutions' methods for outreach in and assessment of equity, diversity, inclusion and anti-racism efforts within university communities that can be led by library workers. This webinar brought in registration from 398 individuals.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

The Access Services Interest Group continued to provide strong professional development programming for its members. ASIG held two virtual forums in fall 2020 and two forums in spring 2021. An early November webinar featured Carli Spina, Associate Professor and Head of Research & Instructional Services at the Fashion Institute of Technology, discussing the principles of Universal Design and how libraries can apply these principles to improve accessibility and inclusion. Forty-five individuals attended. In late November, Dr. LaPorchia Davis, Assistant Professor at Morgan State University, presented on the experience of moving from traditional physical Course Reserves to the use of Open Education Resources for her fall semester courses. Sixty-two individuals attended.   In February, Holly Hampton, California State University, San Marcos, Ray Andrade, Loyola Marymount University, and Carlo Medina, University of California-Los Angeles presented on equity, diversity, inclusion and anti-racism in Access Services where they discussed methods to identify continuing education and professional development opportunities in the area of equity, diversity, inclusion and anti-racism in library work. The three Access Services library leaders shared their institutions' methods for outreach in and assessment of equity, diversity, inclusion and anti-racism efforts within university communities that can be led by library workers. This webinar brought in registration from 398 individuals.

Enabling Programs and Services

Member Engagement

The Access Services Interest Group continues to grow. As of June 2021, the interest group had 918 members, an 80% increase from 2019 numbers (736 members).

Core Commitment to Equity, Diversity and Inclusion

In spring 2021, Holly Hampton, California State University, San Marcos, Ray Andrade, Loyola Marymount University, and Carlo Medina, University of California-Los Angeles presented on equity, diversity, inclusion and anti-racism in Access Services where they discussed methods to identify continuing education and professional development opportunities in the area of equity, diversity, inclusion and anti-racism in library work. The three Access Services library leaders shared their institutions' methods for outreach in and assessment of equity, diversity, inclusion and anti-racism efforts within university

communities that can be led by library workers. This webinar brought in registration from 398 individuals.

<div style="background:#eee">

Digital Badges Interest Group
Submitted by: Kelsey O'Brien, Past Convener, klobrien@albany.edu

</div>

Enabling Programs and Services
Education
The Digital Badges Interest Group (DBIG) offered two virtual presentations, one in the fall (December 2020) and one in the spring (June 2021), that helped our community members learn more about digital badging technologies and best practices. Recordings, transcripts and presentation materials were posted to the DBIG LibGuide for those who were unable to attend in person.   In the fall, Amanda MacDonald and Marc Zaldivar of Virginia Tech presented "Libraries and Undergraduate Research: Exploring Digital Credentialing in Co-Curricular Programming," in which they provided an overview of their library's partnership with the Office of Undergraduate Education to deliver badge-enhanced undergraduate research programs. The event had over 100 attendees.   Our spring presentation, "The ACRL Digital Badges Group AMA Panel" was held concurrently with ALA Annual and marketed to both ALA attendees and more broadly. In this Q&A panel session, participants engaged in a discussion with digital badge experts, Noah Geisel, Microcredentials Program Manager at the University of Colorado Boulder, Justin Mason, Director of eLearning & Academic Technology at the University of Montana Western, and Anne Reed, Director of the Office of Micro-Credentials at the University at Buffalo. There were over 100 attendees and the event received very positive feedback.

Member Engagement
This year we continued connecting with our members through the DBIG listserv and generated interest from non-members through related digital badge listservs, such as the EDUCAUSE Microcredentials and Badges Community Group listserv. We transitioned from the listserv to ALA Connect in the spring, through which we promoted our virtual events. We also shared the recordings on our LibGuide and the ACRL YouTube page.   We have continued to update our DBIG LibGuide as well as an annotated bibliography of relevant literature on digital badges. We welcomed a new incoming convener, Michael Gutierrez, in July.

History Librarians Interest Group
Submitted by: Kaitlyn Tanis, Co-Convenor/Convener, kltanis@udel.edu

Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
On September 23, 2020, the History Librarians' Interest Group co-sponsored a presentation with RUSA

41

History Section, "Bridging the Past and the Present Online: History, Democracy, and Civic Engagement in Libraries and Archives." The presentation, originally scheduled and accepted for ALA Annual 2020 but postponed due to COVID-19, explored historically-focused civic engagement programming in three of Chicago's archives, museums, and libraries. It examined the innovative ways in which these institutions promoted civic literacy by facilitating access to and promoting dialogue around historical information. By bringing together historians, librarians, archivists, and public scholars it sought to answer the following questions: How can libraries and archives serve as hubs for practicing democracy? How can we utilize our historical collections to promote civic literacy? We heard from three panelists from the following institutions: the Newberry Library; Jane Addams Hull-House Museum, and the Deerfield Public Library.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

In response to the pandemic, our Board felt that there were a lot of unknowns that History Librarians were facing in the classroom due to the unprecedented times we were experiencing. We decided to hold a webinar called, "Teaching Online in Unusual Times," to share our experiences in the classroom, hosted on July 27, 2020. The goal of the webinar was to share the ways we have adapted our instruction practices in response to the pandemic we suddenly found ourselves in. We hoped that this might provide a forum and sounding board for ideas for our members. This webinar was a two-part format: the first half the History Librarians' Interest Group Board members shared our experiences in the classroom - how we had created video tutorials, course-based research guides, and online classes. The second half of the webinar we encouraged our participants to share their own classroom experiences: what has worked for them? What technology have they been using? What is frustrating them the most? The webinar produced a lively discussion that was cathartic as well as educational for all members. We learned from our colleagues' successes and mistakes; exchanged ideas; discussed thoughts we had mulled and brainstormed, but had not tried in the classroom; and created a space for History Librarians to discuss issues that are unique to us and our form of librarianship that we had encountered during the pandemic, particularly with information literacy programs.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

The first "Teaching Online in Unusual Times" webinar was quite successful with our members, so we decided to create a Part II in the webinar series, hosted on December 7, 2020. Part II served as a reflection, discussion, and collaboration between all attendees of the webinar. The webinar sought to have members reflect on the challenging semester that had just finished and begin to plan for the semester ahead. The session was designed as a conversation with colleagues where we discussed the challenges we faced in each type of instruction scenario (i.e. synchronous and asynchronous). We also spent time reflecting on what type of outreach we can do for the next semester to be proactive in our information literacy programs and sessions. The types of outreach varied for each person; we had early

42

career History Librarians who were still working on establishing information literacy programs in their designated departments, while mid-career Librarians worked to revamp and expand on existing programs. Both were able to exchange ideas and improve upon information literacy programs.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

In the interest of serving all members in the History Librarians' Interest Group, the Board wanted to provide additional webinars to our members that might not be traditional instruction librarians. Therefore, the Board created a webinar titled, Collection Development - A Path Forward(?), hosted on February 22, 2021. The webinar, which was inspired by the budget cuts that many of us are facing at our institutions due to the COVID-19 Pandemic, was planned to be a conversation amongst colleagues to discuss pressing ideas, questions, and issues around collection development. Throughout the pandemic, History Librarians, and the entire library profession, had been grappling with license restrictions, gaps in scholarship due to budget restrictions, inequitable access, and misunderstanding about access. The 46 librarians that came together in February discussed these issues and how we might work towards a solution that could be brought back to our libraries and to our larger library community. The History Librarians' Interest Group Board are hoping to capitalize on some of these ideas in future projects of the group.   The History Librarians' Interest Group, in collaboration with the RUSA History Section, is currently working on a project to create a list of freely accessible primary source collections. The list will help History Librarians to locate collections to help answer research questions and to use as primary source examples in the classroom. This list will also be solicited by members of our communities. We hope to have the beginnings of a list published by the Fall of 2021.

Residency Interest Group
Submitted by: Sheila Garcia Mazari, Co-Convenor/Convener, garcishe@gvsu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

The Residency Interest Group (RIG) promotes the overall advancement of library residents' professional success through inter-collegiate assessment and advocacy of residency work. While the past year provided several challenges due to the effects of COVID-19, RIG was able to communicate professional development opportunities, including scholarships, calls for participation, research surveys, and new literature related to equity, diversity, access, and inclusion through its official communication channels. Though the past year was challenging on several fronts, the RIG Assessment Team has advanced their

work significantly.   The Assessment Team launched a survey to gather feedback about residency programs, as well as feedback from residents themselves regarding their experience(s). They received approximately 100 responses from residents as well as 60 responses from residency programs. The group is currently analyzing the data with the goal to complete a first round of analysis in the fall of 2021. The Assessment Team has provided a truly immersive professional development opportunity for current and former residents by engaging in a large-scale study and working through the IRB process with the intent to publish their findings. This research will showcase the impact and areas of opportunity for residency programs.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 RIG supports resident and early-career librarians through a number of ways; however, foremost is through facilitating research and conversation surrounding library residency programs and the impact they have on equity, diversity, and inclusion in academic libraries and higher education.   During this past year, the RIG Diversity Residencies Subgroup conducted an expansive literature review, seeking to understand current scholarly conversations in regards to diversity residencies and the residency experience. Building on this review, they created a four part Diversity Residencies Toolkit using a resident-centered framework. For the long-term retention and advancement of Black, Indigenous, and people of color in libraries, this resident-centered framework is essential. The subgroup plans to submit IRB approval and launch beta-testing for the toolkit in the fall of 2021.   Additionally, the New Members and Mentorship Team hosted two mentorship discussions in the fall of 2020: Being a Former Resident and a Resident Coordinator, as well as a discussion highlighting experiences at Rare Book School. These mentorship discussions are meant for residents only, creating a space in which they can learn about opportunities and challenges in different roles. By expanding the knowledge and understanding of experiences of underrepresented employees, RIG is working to advance equity, diversity, and inclusion (EDI) practices in academia toward greater retention and career success.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

 RIG is an information clearinghouse and resource for library residency programs, and provides information in an open model. RIG's website [https://acrl.ala.org/residency/] is consistently updated with information unique to library residencies, including an index of programs across the United States, a bibliography on residency programs and experiences, as well as contact information of current and past library residents. Additionally, RIG strives to provide transparent information on residency and professional development experiences. This is best exemplified through the informal chats held throughout fall 2020 and winter 2021 by the New Members and Mentorship Team. Recognizing the impact that COVID-19 had not only on funding, but also mental health and capacity, RIG employed a model of empathetic leadership in 2020-2021. As such, informal chats provided a regular time and space for residents to meet and discuss any successes, fears, or troubles that they were facing. This created a

space where folks were able to learn from each other, as well as support each other through the upheaval caused by both a global pandemic and the continued public and state violence against BIPOC.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

Residencies themselves are constantly evolving and often require great flexibility (both from the institution and the resident). RIG's mission is to support the creation, implementation, research, and management of library residency programs. The interest group has significantly focused on helping residents succeed in their career through networking and professional development. RIG builds connections between residents, new graduates, and early-career librarians by creating opportunities to discuss, critique, and improve their residency experiences through conference panels, presentations, and posters, communicating in online communities, guided virtual discussions, or through publications in research journals. For example, RIG publishes a monthly 'Resident of the Month' feature which allows current and past residents to discuss their residency experiences as well as research interests and connects them to the wider library profession. Additionally, RIG continually boosts resident-led, as well as residency-related conference presentations and/or articles within ALA Connect, as well as on its Twitter channel.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Library residencies are limited-term positions. As most programs have the goal to introduce new, diverse perspectives to the hiring library, RIG works to support the academic library workforce in embracing change and transition through a variety of resources including literature, blog posts, and other documentation. Part of being leaders and advocates means that RIG internally reflects upon, constructively interrogates, and advances conversations towards not only improving residencies, but also the recruitment, hiring, and promotion processes which impact resident attrition within academic librarianship.   This work has been spearheaded by the Assessment Team and Diversity Residencies Subgroup. Conversations on barriers to residency success have also been extended by former residents, such as the recent ACRL 2021 presentation "Lift Up Your Residency Program: How to Move Your Institution Forward." Additionally, as mentioned previously, RIG facilitates mentorship opportunities between current and past residents through virtual discussions that focus on ways to lead, manage, and embrace change. These discussions were particularly necessary during the ongoing COVID-19 pandemic and created a network of library workers that are invested in changing the profession of librarianship while providing guidance in key success factors for change and transformation.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Library residency programs were established with the intention of increasing the hiring pipeline of individuals from underrepresented racial and ethnic groups. Because RIG's charge is to support resident librarians in their unique role, it is foremost that RIG help the academic library workforce increase diversity, cultivate equity, and nurture inclusion. Building on the discussion that took place last year in the COVID-19 RIG Town Hall meeting, several current and former residents worked together to draft an open letter in support of residents. The letter addressed an ongoing trend of institutions terminating or

45

ending resident contracts early due to funding shortages caused by COVID-19. Decisions to curtail a residents' contract represent a significant deviation from the original terms and intent of residencies. Additionally, many institutions imposed hiring freezes and many residents were forced to navigate a particularly uncertain job market. This letter was signed by over 300 supporters. Anecdotally, RIG has heard that a few institutions renewed residency contracts as a result of this letter. The residents that worked on the letter are exploring ways to follow up on its impact in the coming year, working directly with RIG.

Enabling Programs and Services

Publications
RIG continues to populate their website (http://acrl.ala.org/residency) and ALA Connect with content throughout the year, including job postings, updating the residents and programs directory, and adding readings of interest to its resources page. Both the Assessment Team and the Diversity Residencies Subgroup plan to publish the findings and resources from their research in the upcoming year.   In addition, members of RIG contributed to the upcoming summer 2021 publication Residencies Revisited: Reflections on Library Residency Programs from the Past and Present co-edited by former residents Preethi Gorecki and Arielle Petrovich.

Member Engagement
RIG conducts virtual meetings at every ALA Midwinter and Annual Conference, as well as formal and informal virtual gatherings. The ALA conferences serve as an opportunity for interested parties to meet and share information, both at the meetings themselves and through the informal conversations and social events that may follow. Informal RIG virtual meeting(s) serves as a mechanism for former and current residents to share their experiences and to discuss opportunities, and obstacles encountered during the residency program. Due to the COVID-19 pandemic, all informal and social events were also virtual this year. Beyond ALA, RIG also hosted a residency meet-up at ACRL and will continue to hold both virtual and if possible, in-person meet-ups in the coming year.   RIG has implemented and administered three formal RIG teams: Social Media and Web Communications Team, Program & Proposals, and New Members & Mentorship. RIG established the Assessment Team and the Diversity Residencies Subgroup in 2019. Though the original intent was for the Diversity Residencies Subgroup to complete their charge this year, they have decided to extend their charge by one more year to allow for beta testing and publication. This structure continues to provide opportunities for more RIG members to actively contribute to the group's continued growth and outreach. Through these efforts, RIG members have gained experience doing committee-level work and have built relationships with other early career and diverse library professionals from a variety of institutions across the nation.

Core Commitment to Equity, Diversity and Inclusion
The RIG Diversity Residencies Subgroup has been working this past year to establish the efficacy of current programs and develop best practices for diversity residencies. This subgroup was formed in the summer of 2019 and has produced a four part toolkit that is resident-centered. The subgroup has presented its early work to the ACRL Diversity Alliance. The toolkit includes frameworks for a Steering Committee and a Planning Committee, a pre-residency checklist, mentorship guidelines, and an assessment tool. Beta testing is set to begin in Fall 2021, pending IRB approval.   Additionally, the RIG

leadership team has applied anti-racist principles in created a more transparent and equitable selection process for the role of Incoming Convener. Previously, the leadership team chose an individual who stood out for their service to RIG to serve as incoming convener. In order to reduce biases to influence this selection process, the leadership team consciously developed and implemented open nominations, allowing all RIG members to submit a nominee for consideration. The leadership team also created a RIG Principles Framework and assessed the strengths of the current leadership team using an associated rubric. Based on areas that needed improvement, an individual was selected as incoming convener. The RIG leadership hopes to iterate and improve upon this process in the coming years.

Systematic Reviews and Related Methods Interest Group
Submitted by: Sarah Young, Co-Convenor/Convener, sarahy@andrew.cmu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
Active email exchanges throughout the year on the Systematic Review SIG listserv, empowering researchers to engage with systematic review work and promote the impact of that work to their institutions and beyond.

Enabling Programs and Services

Member Engagement
Conducted monthly journal club discussions to discuss current and emerging trends in evidence synthesis and build a supportive community for sharing ideas, practices, and perspectives.

Technical Services Interest Group
Submitted by: Marina Morgan, Past Convener, mmorgan@flsouthern.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
The Technical Services Interest Group focused on cultivating research opportunities by putting out a call for proposals for ALA Midwinter and ALA Annual for academic librarians interested in sharing and presenting their research. The call for proposals focused on presentations including a broad framework for information exchange on current developments and activities related to technical services.

2. Promote the impact and value of academic and research libraries to the higher education community

47

The Interest Group's convener and incoming convener selected presentations in line with the group's charge and promoted their value of academic and research libraries to the higher education community via the ALA Connect community page and related listservs.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
The Interest Group expanded professional development opportunities by sharing the presentation slides and links to the presentation recordings on the ALA Connect community page.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 The Interest Group's charge is to provide a forum for information exchange on a variety of topic, including issues of equity, access, diversity, and inclusion in technical services in academic libraries.

Student Learning
Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
Through the call for proposals, the group's aim is to develop programs and sponsor education and training opportunities that contribute to sustainable, equitable, inclusive, and responsive information literacy to enhance an understanding of acquisitions, metadata services and resource discovery and delivery in academic libraries.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
 Through the conference sessions at ALA Midwinter and ALA Annual, the Technical Services Interest Group aims to better connect technical services librarians with ACRL and to enhance technical services.

Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Continued to provide an online forum where ALA members can access conference slides and recordings. ALA Midwinter and ALA Annual, both virtual events, allowed ALA members to attend virtually the sessions.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. Continued to provide a forum via ALA Connect community page where the Interest Group convener, incoming

convener, and IG members addressed issues related to scholarly communication, open access tools, and other relevant topics to technical services.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

For both ALA Midwinter and Annual, the convener and incoming convener selected presenters that covered a diverse coverage of academic library workforce in technical services.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

The presentations selected for both ALA Midwinter and Annual were selected to highlight academic library workforce that foster change in technical services.

Enabling Programs and Services

Education

The ACRL Technical Services Interest Group held its ALA Midwinter virtual meeting on Sunday, January 24, 2021, at 12:00 PM CT, with 92 in attendance. The meeting consisted of three presentations. John Riemer, Head, Resource Acquisitions & Metadata Services, UCLA, and Cynthia Whitacre, Senior Metadata Operations Manager, OCLC presented "Adding Cyrillic Script to WorldCat". Sarah Theimer, Cataloging and Metadata Librarian, University of New Hampshire presented "Translations as a Representation of Cultural Bias". Monika Glowacka-Musial, Metadata Librarian at New Mexico State University Library presented "Visualization of Digital Collections as a Method of Metadata Assessment". The Group's ALA Annual Virtual meeting was held on Friday, June 24, 2021, at 2:15 PM CT, with 131 in attendance. Jill Kehoe, Library Director, SUNY Maritime College Library presented "A tale of two catalogs: It was the best of times, it was the worst of times - How two integrated library systems Serve one campus". Russell Michalak, Director of Library & Learning Center & Archives and Briana Daly, Library, Training, & Analytics Specialist, Goldey-Beacom College presented "The evolution of physical to digital archives: A systematic approach towards the Goldey-Beacom College image digitization process. The third presentation by Susan Kromrie, Acquisition, Collection Development Librarian, Southwest Baptist University, was "Overwhelm: Deciding to do less with less".

Publications

Morgan, M. (in publication). Report of the ACRL Technical Services Interest Group Meeting, American Library Association Midwinter Virtual Meeting, January 2021.

Member Engagement

The ACRL Technical Services Interest Group convener and incoming convener promoted the Midwinter and Annual meeting on various listserv and social media platforms. They also maintained the group's former listserv (https://lists.ala.org/sympa/info/acr-igts) and current ALA ACRL TSIG Connect community page. The purpose of the discussion list was to provide a forum for information exchange on current developments and activities related to technical services.

Universal Accessibility Interest Group
Submitted by: Meredith Knoff, Co-Convenor/Convener, merknoff@iu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

2. Promote the impact and value of academic and research libraries to the higher education community
We solicited community members to submit projects they'd created or worked on during the 2020-21 AY to share with the UAIG. We collected these projects and shared them in our ALA Connect space.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
A number of ongoing discussions took place via the listserv and Connect, particularly in response to moving library resources online due to the Covid-19 pandemic.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
Our Interest Group encourages discussions across institutions that focus on how to address and solve issues of accessibility. By highlighting the work of colleagues accomplishing this, the UAIG promotes innovative work that includes all members of a community.

Enabling Programs and Services
Member Engagement
Annual business meeting, ALA connect resources.

Virtual Worlds Interest Group
Submitted by: Alyse Dunavant-Jones, Co-Convenor/Convener, alyse.dunavantjones@gmail.com

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
The ACRL Virtual Worlds Interest Group is connected with the Community Virtual Library, a library

dedicated to offering real librarianship in virtual worlds. Through CVL, ACRL VWIG participated in the annual Dickens Project in the virtual world Second Life throughout December 2020. In particular, we hosted our annual Dickens Research Center, which invites participants to research a subject related to Charles Dickens, A Christmas Carol, or the Victorian Era. ACRL VWIG is also involved in CVL's Digital Citizenship Museum in the virtual world Kitely, which defines and encourages participants to conduct research on aspects of digital citizenship and digital literacy. Through its partnership with the Virtual Center for Archives and Records Administration (a student/alumni group at San Jose State University, School of Information), ACRL VWIG is also exploring social VR environments (those with both headset and desktop options) for education and librarianship. ACRL VWIG also invites speakers to share their research at our monthly meetings.

2. Promote the impact and value of academic and research libraries to the higher education community
ACRL VWIG promotes the value of academic and research libraries through projects, social media, conferences, and its monthly meetings. We hosted an exhibit and tour for CVL's Hypergrid Resources Library during Virtual Worlds Best Practices in Education 2021; the exhibit and tour showcased the library's purpose of and connecting educational communities throughout the virtual platform OpenSim by teaching users how to seamlessly travel from one world to another. We also maintain CVL's blog and social media accounts as well as the MetaverseLibraries Google group which showcase the importance of academic and research libraries, particularly in the context of higher education in virtual worlds. ACRL VWIG also participated in the annual VWBPE conference through multiple presentations promoting ACRL's values. CVL also has a Projects section on their website which showcases valuable resources for the higher education community. These project pages include: ACRL VWIG, CVL Podcast Station, Digital Citizenship Museum, Education Network & Consortium, Explore-SL Spreadsheet, Hypergrid Resources Library, Marly Milena Music Library, Nonprofit Resource Library, and Virtual Worlds Database. ACRL VWIG monthly meetings also promote the impact of academic and research libraries.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
ACRL VWIG partners with the Virtual Worlds Education Roundtable, a weekly meetup where librarians, educators, and other participants discuss relevant topics and best practices for education and librarianship. ACRL VWIG meetings offer similar opportunities for discussion and professional development. ACRL VWIG also supports CVL in building new virtual library branches which place librarians and educators as builders who must assess and advocate their communities' needs in order to build impactful virtual collections. We also partnered with VCARA to host a VR Symposium in Fall 2020, which invited scholars to present their research on using virtual reality for education.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 ACRL VWIG partners with Nonprofit Commons, Virtual Ability, and Inspiration Island; these communities specialize in advancing equity, diversity and inclusion both in higher education and other aspects of virtual worlds. Each of these communities host exhibits at CVL's Digital Citizenship Museum. ACRL VWIG also supports efforts of virtual world libraries and communities to expand into new virtual spaces, such as virtual reality. These partnerships include CVL, VCARA, and AvaCon (a nonprofit dedicated to the expansion of virtual worlds). Researching and expanding into new types of virtual

worlds offers new ways for different people to access our resources.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

ACRL VWIG regularly hosts Digital Citizenship Museum tours, showcasing the museum's new additions and encouraging participants to submit their own ideas and projects related to digital citizenship. The museum also hosts lectures related to information literacy. CVL continues to host permanent and ever-expanding exhibit entitled Creating a Virtual Community Drum, which explores what it means to be a digital citizen. Participants create and add on to their own stories each time they visit the drum, which displays the stories to offer individual and communal understandings of digital citizenship and information literacy. ACRL VWIG also teaches information literacy using a unique technique called Symbolic Modeling, created and deployed in Second Life by therapist Niela Miller.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

CVL's Marly Milena Music Library was built and is run via a partnership with the group Octagon: Creative Exploration. The library's purpose is to bring together Second Life musicians and teach about music culture in Second Life—including components of information literacy such as copyright. CVL's digital citizenship drum circle exhibit signifies an ongoing partnership with Elder Voices, Inc., virtual world education community that addresses human rights and problem solving abilities. ACRL VWIG also networks with ISTE, the Virginia Society for Technology in Education, and Nonprofit Commons in Second Life. Our Nonprofit Resource Library at Nonprofit Commons specializes in resources for nonprofits, librarians, educators, and students, including grant resources. The CVL Education Network allows ACRL VWIG partners to collaborate more effectively through a spreadsheet that helps learners, educators and collaborators navigate a wide variety of virtual landscapes by showing WHO is in WHAT world and WHEN.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

ACRL VWIG continues to hold monthly meetups in Second Life discussing relevant topics. All are welcome to attend these meetings, and we are exploring ways to allow potential attendees to participate outside of Second Life as well. We have showcased many immersive environments for education over the years. CVL's Virtual Worlds Database also encourages new ways of knowing by collecting information about education-oriented virtual world communities (previously available predominantly in virtual worlds, spread out among individual communities' spreadsheets, or once

52

collected in databases that no longer exist) and adding them to a free, sustainable, and searchable database online. CVL also hosts a growing wiki for virtual communities that complements the database and includes additional resources such as virtual world blogs and definitions. The wiki's creator, Bethany Winslow (Director of Online Learning, School of Information, San Jose State University), is a CVL Board Member and ACRL VWIG participant. She has also pioneered a Hypergrid Resource Library in the 3D virtual world platform OpenSim; the HRL provides instructions and resources for accessing the hypergrid system that allows users to travel between multiple virtual worlds based in OpenSim (such as using the same avatar to travel between the Kitely grid and AvaCon's grid instead of creating a new account to enter each world).

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
CVL was a crucial partner in establishing the Virtual Worlds Education Consortium in January 2021. ACRL VWIG hosts the VWEC meeting every four months. The goal of VWEC is to bring educators together both to share what has been successful and to tackle obstacles across virtual platforms and communities. Through meeting quarterly, educational communities and librarians can collaborate and document progress on best practices for teaching, learning, and managing data in virtual environments. CVL continues to use the social media platform Discord to interact with VR educators—that is, educators who are new to virtual worlds and who mostly use headset VR. ACRL VWIG is assisting CVL in connecting with these new, global virtual world users. In addition to Discord, CVL is also exploring and participating in VR worlds such as AltspaceVR and Mozilla Hubs. CVL strives to understand ways that desktop VR differs from headset VR differ in potential as knowledge creation systems.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
ACRL VWIG partners with Rockliffe University Consortium, which maintains open access academic databases online. This differs from many libraries' use of subscription-based academic databases. Furthermore, CVL's Virtual Worlds Wiki and Virtual Worlds Database are both open access and rely on crowd-sourcing. The Dickens Project also focuses on public domain resources, such as Project Gutenberg. This is similar to CVL's dissemination of public domain books and audiobooks in its demonstration library in Second Life. Similarly, CVL's Music Library, Nonprofit Commons Library, and Digital Citizenship Museum emphasize high quality open access resources. ACRL VWIG meetings are open to all, and we are taking steps to stream, record, caption, and upload meetings to YouTube for further dissemination.

New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
While ACRL VWIG holds monthly meetings in Second Life, we encourage exploration into other 3D virtual worlds (such as Kitely and AvaCon) and beyond. This includes expanding into Webworlds (such as CybaLounge and 3DWebworldz) and social VR worlds that allow for both desktop and headset participation (such as AltspaceVR and Mozilla Hubs). ACRL VWIG is also expanding its online activities outside of virtual worlds, including streaming via Zoom and YouTube, event recordings, and online

53

resources like CVL's website, wiki, and database; NMA's Antique Pattern Library; and Rockliffe's wiki. CVL offers reference desk and office hours in Second Life and is expanding reference desk/office hours opportunities to other virtual worlds such as Kitely and 3DWebWorldz. CVL's directors are also both available via email for individuals without a virtual world account. CVL's board members and reference librarians (many of whom participate in ACRL VWIG) include law librarians, university librarians and librarians, Director of Online Learning, virtual world librarians, HP Labs researcher, STEAM advocates, and K-12 media specialists. Members range from new to the workforce through retirement. Furthermore, ACRL VWIG meetings are diverse and open to all. Attendees include students, librarians, IT specialists, virtual world enthusiasts, scientists and researchers, archivists, educators, and more.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
ACRL VWIG is a leader in exploring both VR and Artificial Intelligence. Active members of ACRL VWIG, both CVL directors (Dr. Hill and Alyse Dunavant-Jones) also have leadership and board roles with NMA. All CVL reference volunteers receive resources and training from a professional librarian. ACRL VWIG members are also active leaders and participants in major virtual worlds events such as the Dickens Project and VWBPE—both of which explore ways our communities are evolving. ACRL VWIG monthly presentations also often highlight crucial needs being overlooked in higher education and virtual worlds.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
Virtual worlds attract diverse and typically under-served users such as seniors and persons with disabilities. ACRL VWIG strives to welcome these users as well as others through our partnerships with organizations like Whole Brain Health and Virtual Ability. Virtual worlds like Second Life also attract women more than traditional virtual platforms (such as massively multiplayer online role-playing games like World of Warcraft). This gives ACRL VWIG the opportunity to encourage and advocate STEM for women and girls. ACRL VWIG also works with VCARA (as an organization within a diverse, global graduate program) to connect with Master of Library and Information Science and Master of Archives and Records Administration students from many different backgrounds.

Enabling Programs and Services
Education
ACRL VWIG embraces embedded librarianship within virtual worlds, traveling into these virtual environments to interact with, research, and assist users educational communities. For a list of 2020-2021 ACRL VWIG monthly meeting dates and topics, please visit our 2020-2021 Programs – ACRL VWIG Google Doc (https://docs.google.com/document/d/1cc8e6uFQbYG6Tq68JdICp1TtGKuOXDgPUZO01EXzgJY/edit?usp=sharing).   In addition to ACRL VWIG monthly meetups, ACRL VWIG also participated in the following educational activities: • Ongoing – recruiting and teaching volunteers at CVL's reference desk   • Ongoing – CVL tours with students and educators all over the world   • Ongoing – TelePortal for Education Monthly Tours   • Ongoing – VR Exploders Monthly Tours   • Ongoing – Nonprofit Commons Semi-Annual Tours and Presentations   • Ongoing – New Media Arts, Inc. Monthly Board Meetings   • Ongoing – CVL Monthly Board Meetings   • Ongoing – Monthly Commonground Networking Parties   • 7/19/20 – CVL Summer Library Fair   • 8/9/20 – CVL Podcast Recording: Emerging Tech Tools for Librarians and Educators   • 9/1-9/30/20 – Virtual Worlds MOOC 2020 presentations   • 9/16/21 – CVL Podcast Recording: Banned Books Week Kickoff   • 10/24/21 – XR:

Bridging the Gap Research Symposium presentations • 12/4/20-1/3/21 –Dickens Project tours and Read Aloud with VCARA • 12/5-12/6/20 – OpenSimulator Community Conference presentations • 1/11/21 – History of CVL Podcast Recording • 3/18-3/21/21 – VWBPE 2021 presentations and immersive experiences • 4/18/21 – CVL 15th Anniversary Celebration • 4/25/21 – Fantasy Faire Read-Aloud: VCARA Reads "The Ugly Duckling" and "Twelve Dancing Princesses" • 5/15/21 – UniVirtual Experience for Educators in VR presentation: VR Headset and VR Desktop: Make Room for Both • 5/18/21 – iLRN Conference presentation: Virtual World Education Consortium Connects Learning Communities • 5/27/21 – VWER Discussion: The Future of Libraries • 5/28/21 – A Sherlock Holmes Experience in Second Life: VCARA Reads "The Adventure of the Veiled Lodger" • 6/17/21 – SJSU Library 2.0 Conference presentation: Libraries in Virtual Reality Environments

Publications

ACRL VWIG event chats were predominantly published on CVL's website (https://communityvirtuallibrary.org/acrl-virtual-worlds-interest-group/) and VCARA's blog (https://ischool.sjsu.edu/vcara-blog). ACRL VWIG also has a hand in CVL's projects (https://communityvirtuallibrary.org/projects/), such as the Digital Citizenship Museum and Virtual Worlds Database.

Advocacy

ACRL VWIG explores and promotes 3D virtual worlds, web worlds, and VR worlds. We also use our meetups and other events, conferences, and projects to promote the Virtual Worlds Database to help librarians and educators enter virtual worlds and find each other in virtual worlds. The CVL wiki works towards a similar goal: uniting and combining the efforts of virtual world educators and librarians.

Member Engagement

ACRL VWIG primarily uses Discord, Facebook, Slack, and Twitter to promote events and engage members. In addition to social media, ACRL VWIG primarily engages members through its monthly meetings and by participating in annual conferences (such as VWBPE, VWMOOC, and RUCC). However, there are many ongoing library and educational events in virtual worlds. While ACRL VWIG members participate and help organize many events for many virtual world communities (such as Seanchai Library, Rockliffe University Consortium, VCARA, Nonprofit Commons, Whole Brain Health, Virtual Ability, etc.), we have the biggest hand and attendance in CVL's events. In addition to ACRL VWIG's monthly meetups, CVL hosts many recurring events, including: • Write-in on Book Island (weekly) • Coexist Discussion Group (weekly) • Art Study Group (weekly) • Short Poetry Workshop (weekly) • Writers' Circle (weekly) • Trivia Night at the Pier (weekly) • Wolfie's Poetry Surf (weekly) • Short Story Discussion (weekly) • Raglan Short Story Club (monthly) • Virtual Literary Study Group (monthly) • Book Discussion Group (monthly) • Reference Volunteer Meetup (monthly) • Educators in VR Meetup (monthly) • Kvetch bunch (monthly) • Campfire Chats (monthly) For additional information about these events, please visit CVL's Events Calendar: https://communityvirtuallibrary.org/events/ CVL engages ACRL VWIG members through its exhibits as well: • Ongoing – Creating a Virtual Community Drum • Ongoing – Gateway to Thinking: Teleportal for Education For more information about CVL's exhibits, please visit CVL's Exhibits Calendar: https://communityvirtuallibrary.org/exhibits/

Core Commitment to Equity, Diversity and Inclusion

Through presentations and exhibits, CVL's volunteers raise awareness of equity, diversity and inclusion relating to race, gender, age, nationality, immigration status, orientation, disabilities, and social class. As an online group, ACRL VWIG also reaches users all over the world. We operate predominantly in English, but we make an effort to use translation services when necessary and are looking into more robust translation tools.

Delaware Valley
Submitted by: Jasmine Woodson, Past-Chair, jaw515@lehigh.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

The Delaware Valley Chapter held a panel session with the student activist and librarian who created the documentary "Change the Subject" about their experience advocating for removal of racist language concerning undocumented immigrants from LC subject headings. During this event, some questions focused specifically on how librarians can be better allies to undocumented students, what roles libraries play in citizenship and civic identity for immigrants, and how library workers can continue this kind of work into the future.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
In our October program, we had several community-presented dialogues on instructional failures, pivots, and successes. These were also made available on our YouTube channel.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. In our October program, we had several presentations related to these subjects, including one on an affordable textbook program, and another on an open-source ILS.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
1. Deepen ACRL's advocacy and support for the full range of the academic library workforce.
DVC held a program on the "Next Normal" in October, which focused on library work and workers, and acknowledging and rectifying inequity within our labor force, with an especial emphasis on library essential workers.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce. *DVC hosted a program for Black library workers from all kinds of libraries to be in community with each other and build a supportive network.*

Enabling Programs and Services
Publications
We published regular interviews with Board members on our chapter blog. We also created a YouTube channel which housed recordings of each of our programs from the year.

Member Engagement
We utilized program hashtags to encourage twitter dialogue on our program presentations, and also email members regularly with information on events, conferences, jobs, and other opportunities. We also held three virtual social events through the year.

Core Commitment to Equity, Diversity and Inclusion

In July, DVC authored a Black Lives Matter Statement and list of resources affirming our commitment to social justice. From that, we developed three guiding questions (on library values, how libraries might knowing or unknowingly perpetuate systemic racism, and how we can embody antiracism throughout all of our internal and external-facing activities) all of which were that centered all of the programs we did for the year. In Spring, we also authored a AAPI Solidarity Statement and list of resources. We established a new Community Liaison subcommittee who began building a list of diversity residency programs in our region, to provide a foundation for outreach to that specific population of library workers.

Eastern New York
Submitted by: Camille Chesley, Past-Chair, cchesley@albany.edu

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

To demonstrate our commitment to the objective, "Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship, and power and privilege in knowledge creation systems," ENY/ACRL sponsored a webinar entitled, "Academic Libraries & Open Educational Resources (OER)." This professional development opportunity was attended by many of our members, along with members of the Central NY Library Resources Council, the event's co-sponsor, and highlighted some of the challenges and opportunities for libraries exploring OER initiatives.   The panelists were Carli Spina, Associate Professor and the Head of Research & Instructional Services at SUNY's Fashion Institute of Technology in New York City, Elvis Bakaitis, Interim Head of Reference at The Graduate Center's Mina Rees Library, Emily Kilcer, Scholarly Communication Librarian at the University at Albany, and Jennifer M.K. Jensen, scholarly communications librarian at SUNY Oneonta.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

To demonstrate our commitment to the objective, "Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education," ENY/ACRL co-sponsored the 2020 ACRL/NY Virtual Symposium, entitled "Civic Engagement: Democracy and the Library." This professional development opportunity was attended by many of our members, as well as ACRL/NY membership. In light of the pandemic, we felt it was vital to provide our members with low-cost professional development opportunities, and our sponsorship allowed our membership to attend for free.   Additionally, our chapter held its annual conference in May of 2021. The theme was "Vision for the future: Open and Accessible." The theme was carried over from the previous year when we decided to cancel the conference due to the national Covid-19 pandemic emergency. The conference included one keynote speaker, Sebastian Karcher, Associate Director of the Qualitative Data Repository and Research Assistant Professor of Political Science at Syracuse University, as well as other panelists who presented on issues such as engagement tools for virtual instruction, pedagogical frames for teaching during the pandemic, and issues related to OER (e.g., sustainability, analyses of authors).

Enabling Programs and Services

Publications

Our Chapter published an edition of our newsletter in May of 2021, reporting out on the business of the chapter, member updates, and other issues of interest to membership

58

Georgia
Submitted by: Lamonica Sanford, Other (please specify), Lamonica.sanford@gcsu.edu

Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The Academic Research Paper competition is an annual event that encourages research on developments in academic libraries that present challenging opportunities for libraries and librarianship throughout the state, region and/or nation. Authors had the option this year to submit a pre-submission for review and feedback by peer editors, before submitting their final paper to the Selected Papers Review Committee.   Alexander Thomerson was the recipient of the 2020 GLA ALD Research Paper Award for "Academic Library Space and Technology Concerns: A Content Analysis by Discipline". In his study, he looked at student preferences for individual or collaborative space in a library, the role of technology related to space, and the relationship of academic discipline related to space. He found that students tended to prefer working alone versus in groups, desktops and laptops were in high demand in spaces, and academic discipline, as it relates to space concerns, needed more study since approaches and methodologies differed among the available studies.   The runner-up was Lauren Jones, for her paper on "Post-Traditional Student Satisfaction with the User Services Provided by Dacus Library". This study focused on a group of post-traditional students at Winthrop University in South Carolina. (These students are also known as adult students, non-traditional students, adult learners.) The survey found that the 3 main areas that did not meet user expectations were: approachability of staff, technology issues (like printers) and finding resources in the library and online. The takeaway from this was the needs of posttraditional students may differ from the traditional college-aged students for a variety of reasons, and staff need to be aware of those differences.   Both authors presented their papers, Sept 24, 2020, in GLC's Bonus Pack of Webinar Series.   Blog post: https://gla.georgialibraries.org/glas-academic-library-division-academic-researchpapers/

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
Three assessment related presentations were sponsored by the Research and Assessment Interest Group of the Georgia Library Association on March 26, 2021. The virtual presentations related to academic libraries included "Nothing Virtual About It: Building a Real Assessment Toolkit for your Virtual Efforts", "The Sunny Side of Cloud Learning", and "Virtual In-Person Reference". https://www.youtube.com/watch?v=XbUfXn0ZgDM&list=PLdBjwu6zMUv7ID0Wx8elyw23i_8crVJ6s

Student Learning
Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy

programs.

On June 11, 2021 a conference called GLITR: Georgia Library Instruction, Teaching, and Reference Conference was held. GLITR is under the umbrella of the Georgia Library Association's Reference and Instruction Group.   GLITR serves as a way for instruction librarians to share ideas and discuss common issues about bibliographic instruction. The conference had the following three tracks: instruction, reference, and kaleidoscope. Conference Recordings: https://www.youtube.com/playlist?list=PLMCBtmpuHILk4T2y7XFGmj8BAGupIotJv

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The Academic Library Division of the Georgia Library Association offered the following free ACRL webinar to its members: Navigating New Routes to Sharing & Evaluating Scholarly Work on Thursday, May 6, 2021. This session offered an overview of current practices and emerging possibilities for the sharing, publication, and evaluation of scholarly work. This webinar looked at the range of options available for sharing scholarship, especially through digital platforms, the potential benefits and challenges of Open Access publication, and some of the latest methods and controversies in measuring scholarly impact.   On May 14, 2021 a virtual post-webinar debrief with members was held. This debrief conversation was led by Laura Burtle, Associate Dean of the University Library at Georgia State University. Burtle is the library's scholarly communication expert, and provides guidance and support in copyright, fair use, publishing, open access, author rights, and related areas.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

In the fall of 2020, GLA acted on their advocacy for equality, diversity and inclusion with the formation of the EDI Task Force. The EDI task force's initial charge is to make specific recommendations for GLA and its units to address issues of equity, diversity, and inclusion in the organization, in libraries in the state, and in the profession.

Enabling Programs and Services

Education

The Carterette Series Webinars are free professional development webinars hosted by the Georgia Library Association which highlight trends, best practices, and innovation in libraries. Many of the webinars are recorded and are available to members. Academic library related programs are also held during the annual Georgia Libraries Conference in October (virtual this year due to COVID19)

60

https://www.youtube.com/channel/UCzSFWoZ0MbMh5xE-pvJ55rQ   The Technical Services Interest Group of GLA offered the following two workshops for members: Customizing the Connection Client to Work for You (July 2020) and Big Data: Managing large-scale metadata projects in a teleworked environment (September 2020)   https://vimeo.com/440363659

Publications

The Georgia Library Association's peer-reviewed journal is called Georgia Library Quarterly - https://digitalcommons.kennesaw.edu/glq/ The Georgia Library Quarterly is a refereed, open-access journal focusing on library and information science. The journal primarily features news and information of interest to Georgia librarians, but articles of state-wide or general interest in the field of librarianship are also considered for inclusion.

Advocacy

Georgia Library Day is held each year during the legislative session. The Georgia Library Association, in cooperation with the Georgia Library Media Association and the Georgia Association for Instructional Technology, holds this event for librarians and other library advocates to visit legislators face to face to urge them to support Georgia libraries. Due to COVID 19, face to face visits were not possible in February 2021. Instead, GLA members were asked to make contact with legislators (email, phone, social media, letter) during the week of February 15th. Steps were given to members to help them frame their messages to their legislators.

Member Engagement

Normally, GLA New Members Roundtable (NMRT) holds socials throughout the year and during the annual conference. In the past it also offered programming specifically designed for new members and new librarians during Georgia Libraries annual conference.   Due to COVID 19 face to face meetings and programs were not possible. However, efforts to engage members continued through the delivery of newsletters and virtual meetups. On January 30, 2021 the Atlanta Emerging Librarians, a local subgroup of NMRT, sponsored their annual Mingle with the Admins virtually. This event is free and is a great opportunity to meet administrators and managers in libraries across the state. For the October 2020 GLA conference, NMRT partnered with the Southeastern Library Association (SELA) to create a New Members Guide to the Georgia Libraries Conference with SELA. In addition to the Atlanta Emerging Librarians and the Coastal Georgia Library Collaborative, both local subgroups of NMRT, another local subgroup, Middle Georgia Librarians, was founded.   NMRT website https://gla.georgialibraries.org/divisions/new-members-round-table/   Our association also engages members through social media via Facebook - https://www.facebook.com/georgialibraryassociation/, Twitter - https://twitter.com/glalibrary, and Instagram - https://www.instagram.com/glaempowers/.

Core Commitment to Equity, Diversity and Inclusion

Prior to the 2020 GLA Annual Meeting meeting, the keynote for the Academic Library Division meeting was given by Dr. Shaundra Walker, Interim Library Director at Georgia College and the 2020 DEMCO/ALA Black Caucus Award Winner for Excellence in Librarianship. The topic of her keynote presentation on October 6, 2020 was "The Recruitment, Retention, and Promotion of Librarians of Color: A Counterstory."

Illinois
Submitted by: Susan Franzen, Past-Chair, srfranz@ilstu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

Last year, the Illinois chapter implemented a new award entitled, People's Choice Award in Scholarly Publishing. This award recognized Illinois academic librarians' scholarship via a crowdsourced method of evaluation. Members submitted their published articles and colleagues voted on first, second, and third prize. After the award winners were announced, a webinar was held featuring the winning authors who discussed their work in a public, online forum.

Enabling Programs and Services

Education

IACRL held a number of professional development opportunities for members this year. Spark: Trial by Fire was held in December 2020 and included lightening talks and breakout sessions. Topics covered included pivoting to online instruction, creating a contact tracing seating system, archiving pandemic stories, and delivering online DEI programming. IACRL held a second Spark event in May 2021 with the theme Looking Back, Looking Forward. The event began with three lightning talks on practices Illinois academic librarians developed during the ongoing COVID-19 pandemic. Then, attendees met with presenters in breakout rooms, which was followed by an hour-long unconference with topics suggested by the attendees. The chapter also held journal club meetings in August, October, December, and February, which were facilitated by members. Attendees discussed journal articles on a range of topics including microaggression in STEM education, mentoring programs, vocational awe, and fake news. Two town halls were held to give academic librarians in the state space to discuss their successes and challenges during the pandemic. The first was held in July 2020 and the second in March 2021. The Illinois chapter also offered a viewing and discussion of the IACRL webinar, "Teaching Online in Plain Language." All professional development was free and held online in 2020-2021.

Publications

IACRL publishes a newsletter that is disseminated via the website and listserv. The newsletter was published in Fall 2020 and Spring 2021. Executive Committee members also submitted articles for the ACRL Chapter Topics newsletters in Fall 2020 and Spring 2021.

Advocacy

The IACRL President attended the virtual ILA legislative meetup to advocate for academic libraries.

Member Engagement

IACRL hosted our annual meeting in October at the ILA conference. This session was virtual due to the pandemic. The chapter also held its President's Program with speaker Jon E. Cawthorne, the 2020-2021 ACRL President. IACRL bylaws were updated by the Bylaws Committee based on member feedback.

62

Revision was final in January 2021. The IACRL Awards Committee solicited nominations for our annual award, Illinois Academic Librarian of the Year. IACRL operates a Facebook page, Twitter account, and listserv.

Core Commitment to Equity, Diversity and Inclusion

In 2020-2021, IACRL added the Diversity, Equity, and Inclusion Committee to their roster. The first meeting was held in February, and members developed a charge and goals. This group has begun planning initiatives and professional development events as well as collaborating with other state associations.

Iowa
Submitted by: Mary Anderson, Chair, andersonm@central.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
Awards Committee: Research Award and PR-Marketing Award

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Co-sponsored Equity-Based Libraries Policies webinar. Sponsored LGBTQ 101 & 201 webinars by One Iowa and invited all library workers in Iowa to attend.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
 The joint committee between ILA/ACRL and Iowa Association of School Librarians known as College Readiness Committee will now officially be called the College & Career Readiness Committee, thus adding a focus on career as well as college.   Professional Development Committee's "Keeping Up In Iowa With …" video series. Information Literacy Librarian Amandajean Freking Nolte at Wartburg College talks about online instruction [during a global health crisis, social unrest, and an economic downturn].

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

Professional Development sponsored ACRL webinar Open Educational Resources and Affordability: A Three-Part Webcast Series - Part Two - Library Roles and Campus Partners.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

Monthly Town Halls Meetings to provide support in sharing of ideas during the COVID pandemic
Awards Committee: Spring Conference Scholarship, promoting beginning professionals in the field

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Spring Zoom Conference conducted jointly with Iowa Private Academic Libraries under the theme: Keep Calm and Carry On

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Changed the fee structure of the spring conference to make it more affordable for paraprofessional staff and MLIS students.

Enabling Programs and Services

Education
Professional Development Committee: monthly email of opportunities

Advocacy
ACRL Government Relations Legislative liaison. Email chapter members about opportunities to advocate on behalf of libraries. Utilize the ALA Advocacy Alerts, as well as communication from national ACRL and Iowa Library Association's Government Affairs Committee.   Lobby from Home day. Members invited to contact and share stories with state representatives.   ILA Legislative Day. Members invited to attend the ILA Legislative Day and meet up with state representatives.

Member Engagement
Engaged with members using Facebook, Twitter, and our website's blog:
https://iowaacrl.org/content/blog

Core Commitment to Equity, Diversity and Inclusion

Guest blog post on Juneteenth, equity and inclusion, and anti-racist work: GET LOUD: No more shushing and "being nice" from white library workers   Formally affirmed the Iowa Library Association's letter in

64

support and solidarity with those demonstrating for racial justice. Black Lives Matter, and it is incumbent upon on all of us to work to create an equitable and explicitly anti-racist society.

Kansas
Submitted by: Terri Summey, Other (please specify), tsummey@emporia.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

1) Held an annual conference focused on academic issues that provided opportunities for the presentation of research projects.   2) Annual state library conference provides multiple opportunities for the presentation of research including breakout sessions and a virtual poster session.

2. Promote the impact and value of academic and research libraries to the higher education community

Research papers are gathered and published in an annual proceeding that is available online without cost.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

Sponsored a pre-conference on OER. The presentation was from a faculty member at a state institution and discussed ways that libraries are essential to OER initiatives on campuses.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

1) Private Academic Libraries Interest Group participated in a webinar presentation on diversity, equity, and inclusion in academic libraries. Then discussed the topics included in the workshop and shared practical ideas for the application of what they learned.   2) Sponsored a pre-conference at the annual conference on OER. The speaker discussed how OER initiatives are beneficial for equity, access, diversity, and inclusion in helping students succeed in their academic experience.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

Private Academic Libraries Community of Interest participated in a webinar focused on diversity, equity, and inclusion. At the conclusion, they shared ideas on incorporating what they learned into their information literacy programs.   2) Annual conference provided opportunities for sessions on enhancing

65

information literacy programs in libraries.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
 Librarians at individual institutions collaborate with university and college faculty to develop responsive information literacy programming to enhance student learning at the institutional level.

Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Worked with ACRL to provide a webinar to academic librarians in the state on diversity, equity, and inclusion.

New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
Academic librarians in the state have access to sessions from the ACRL conference. The information was shared with ACRL Chapter members so that they could take advantage of the offerings.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
Specific academic institutions have practices in place to increase diversity in the academic workforce such as the "Rule of 5" - contacting 5 diverse individuals and encouraging them to apply for open positions.

Enabling Programs and Services
Publications
1) Gather research papers for publication in conference proceedings.   2) Submit articles to the newsletter for the state association on academic topics.

Advocacy
Chapter members participate in State Legislative Day for the Kansas Library Association held virtually this year.   2) A member of the executive committee serves as a member of the legislative committee. 3) Information from the legislative lobbyist group is shared statewide with chapter members and lobbyist group works with legislators on library focused issues.

Member Engagement
1) Redesigned website for the Kansas Library Association and for the ACRL Chapter 2) Developed promotional materials for chapter events and shared them through social media and a distribution or

discussion board.   3) Held a virtual conference in May with opportunities for networking among chapter members.

Core Commitment to Equity, Diversity and Inclusion

Members of the ACRL Chapter focused on Private Academic Libraries participated in a webinar and subsequent discussion about diversity, equity, and inclusion in academic libraries.

<table><tr><td align="center">Kentucky
Submitted by: Amber Willenborg, Chair, amber.willenborg@louisville.edu</td></tr></table>

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Our 2021 Joint Spring Conference theme was "Libraries in action: promoting equity, diversity, and inclusion in our libraries"   Our Joint Spring Conference keynote was Carrie Banks, who presented "Exclusion to inclusion: journeys through equity, diversity, and inclusion (EDI)"   KACRL also sponsored a Fall conference speaker, Kaetrena Davis Kendrick. Her presentation was titled "People In, People Out: The Promises and Pitfalls of EDI Promotion in Academic Libraries"

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
 KACRL sponsored an ACRL webcast for members: Digital Scholarship Partnerships

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
 We hosted a panel at our Spring conference titled "Affordable learning Kentucky: Stategies for affordability and success" about OER and open access

Enabling Programs and Services
Education

We are hosting a spring professional development virtual offering: "Literacy & Representation: Teaching Media & Visual Literacies Across Communities"

Publications

Kentucky Library Association publications: INFOCUS newsletter, Kentucky Libraries peer-reviewed journal. Our members/groups post and publish in these.

Member Engagement

KACRL joined as a champion of the PIL Provocation series. We hosted a discussion of "Lizard People in the Library" for members at our spring conference   We sponsored a trivia night social event for members at our spring conference   Our members are involved in the organization through committee work: Awards, Professional Development, Membership, Communications

<table>
<tr><td align="center">Louisiana
Submitted by: Rebecca Kelley, Chair, rkell25@lsu.edu</td></tr>
</table>

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

On June 4, 2021, the Louisiana Chapter hosted its first Summer Research Forum. This virtual forum consisted of ten lightning round presentations by academic librarians and graduate students from Louisiana's academic and research libraries. Presenters highlighted research and work-related projects at any stage of research. Attendees learned about their colleagues' projects and provided feedback. Goals of this forum were to provide free professional development to Louisiana's academic librarians, to highlight the great research being done in our state, and to encourage collaboration among academic institutions in Louisiana. The presentations were followed by an open discussion related to how the COVID-19 pandemic impacted research, work and library services. We had 60 attendees representing 14 academic libraries or institutions in Louisiana*.*

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

The chapter hosted the three-part webinar series, "Research Process, Methods, and Relationships for Academic Librarians", held in October and November 2020 . These webcasts is provided through ACRL's eLearning program. The webinars were viewed online for ACRL-Louisiana members who registered and the recordings were provided to members who were unable to attend the live webinar.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

The chapter's peer-reviewed journal, Codex, provides immediate open access to its content upon publication.

Enabling Programs and Services

Education

At the annual meeting in March, the chapter held a drawing for all members present at the meeting. The chapter's goal was to provide members with professional development opportunities in the time of COVID, where budget cuts at many institutions made conference attendance and other professional development opportunities a burden on many chapter members. Giveaways included free registration to the ACRL 2021 Virtual Conference and free registration to an ACRL Online Course.

Publications

The chapter continues to edit and publish Codex, which is a peer-reviewed journal examining academic libraries and librarianship.

Member Engagement

The chapter co-hosted an annual breakfast (virtually) with the Louisiana Library Association that included a presentation by invited speakers on "Social Justice and the Librarians: Utilizing Research to Uncover Marginalized Histories."   The chapter used Twitter to promote chapter membership, the annual chapter meeting, the Summer Research Forum, and the annual LLA/ACRL-LA breakfast meeting. At the annual meeting in March, the chapter held a drawing for all members present at the meeting. One of the giveaways included free ALA/ACRL membership.

Core Commitment to Equity, Diversity and Inclusion

As an EDI initiative to annually host speakers on equity, diversity, and inclusion topics, the Executive Board sought to invite a presenter to speak on an EDI-related topic at the chapter's annual meeting. In March 2020, the chapter invited Dr. Eric Carlson and Dr. Corrie Whitmore (both with the University of Alaska Anchorage) to present "Land Acknowledgements: Making them Meaningful and Appropriate" at the chapter's virtual annual meeting. Their presentation provided guidance and resources to our members interested in development land acknowledgments at their libraries and in their own work.

Maryland
Submitted by: Lois Entner, Chair, lentner@harford.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
Sponsored peer reviewed presentations at the yearly State Library Conference.

2. Promote the impact and value of academic and research libraries to the higher education community
 Started a "Back to School" program where Library school students share their work in new trending

69

practices at monthly meetings. Students get to present and network with current practicing Librarians and Current practicing Librarians get exposure.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
Sponsored a virtual professional development workshop on Advocacy for Academic Libraries.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Sponsored a virtual professional development workshop on Advocacy for Academic Libraries.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Sponsored programs at the State Conference

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
Created a safe open environment for discussion during monthly meetings to discuss all topics of interest and need.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
 Social media and email posts along with monthly meeting participation

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
Sponsored a professional development webinar on Advocacy for the Academic Library

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
 We held a series of discussions and conversations to help our chapter work through all of the changes that took place this year as we all adjusted to changes brought on by the Covid 19 pandemic.

Enabling Programs and Services

Advocacy
Some of our membership took place in the virtual state legislative day

Virtual meetings, encouraged involvement in State conference, facebook page

Minnesota
Submitted by: Jenny McBurney, Chair, jmcburne@umn.edu

Value of Academic Libraries
Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
As part of our Annual Business Meeting at the Minnesota Library Association's virtual 2020 conference, ARLD hosted 5 Lightning Talks to highlight the research and work of our colleagues. Topics included librarian-faculty partnerships, database quirks, information literacy instruction strategies for business undergraduates, service changes due to COVID, and supporting psychology graduate students' work on their dissertations.

2. Promote the impact and value of academic and research libraries to the higher education community
 Our annual ARLD Day conference included a breakout session about a small college's effort to archive their campus community's experiences during the COVID-19 pandemic.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Our annual ARLD Day conference included numerous sessions relating to equity, access, diversity, and inclusion in higher education. Three that are not reported under a different objective in this report include: 1) a roundtable about abolitionist librarianship, 2) a breakout session about IDEA (Inclusion, Diversity, Equity, and Accessibility) Sparks, which are short, low barrier, conversation starters on inclusion, diversity, equity, or accessibility topics that are meant to create community and "spark" dialogue about critical issues as they apply to our work in academic libraries and the greater community, and 3) a breakout session about one university's experience analyzing their book collection to determine gaps in diversity and inclusiveness and improve their collection.

Student Learning
Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
ARLD presented our 2021 Academic Innovators Award to Dawn Wing, Assistant Professor, Graphic Artist, and Reference Librarian at Metropolitan State University for her work amplifying marginalized

and diverse voices in the library and in the local community. Dawn's work incorporating graphic novels, graphic narratives, comics, and zines into the library and the classroom is both important and impactful. This past year Dawn also organized several Zoom library events including, "Characters Who Look Like Me," "Literary CelebrAsians" with Ed Bok Lee and Mainhia Moua, and "Paper Party! Making Zines." As stated in one of Dawn's nomination letters, "Dawn's work is innovative because it has brought people together and supported continued, deep learning throughout the difficult circumstances of the pandemic." And as another of Dawn's nominators shared, "Her work is interdisciplinary, intersectional, multimedia, and pushes against some of the traditional boundaries of what is considered scholarly/academic work. Most importantly, Dawn helps people find and express their own voices in a time when doing so is more important than ever." Our annual ARLD Day conference included a breakout session about utilizing diversity and corporate social responsibility research data resources, and another breakout session about using picture books to engage college students in critical thinking on topics like diversity, inclusion, gender identity, social justice, and anti-racism.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
ARLD hosts a conference (ARLD Day) that allows academic librarians the chance to learn about new research, stay updated on trends in the field, and to network with colleagues. ARLD Day 2021 was held virtually on April 30, and 115 academic librarians or LIS students attended. In addition to several breakout sessions and roundtables, which are noted in other relevant sections of this report, our keynote speaker, Nicola Andrews, Instruction/First-Year Experience Librarian at the University of San Francisco, presented "No More Pipelines: Indigenous Knowledge and LIS." In her presentation, Andrews explored ways in which historical trauma surfaces within libraries, and highlighted the tricky balancing act Indigenous library workers undertake as practitioners who are accountable to their Indigenous home communities, and their colonized workplaces. Using a range of industry research, observation, and Indigenous research methodologies, Andrews gave an overview of how Indigenous peoples and their knowledges are situated throughout the library and information science (LIS) landscape, and how we need to look beyond recruitment pipelines for sustainable answers to underrepresentation in the profession.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
Our annual ARLD Day conference included a roundtable session about intellectual freedom and academic freedom, as well as a breakout session panel on how the increase of online learning during the COVID-19 pandemic has shown the value of open educational resources.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

Our annual ARLD Day conference included a breakout session about fashion archives that was presented by an LIS student; we were excited to encourage student participation in our conference.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.

Our annual ARLD Day conference included a breakout session about navigating new roles and methods of outreach during the COVID-19 pandemic, and another breakout session about vocation and resiliency narratives in librarianship.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

As part of our speaker agreement for our ALRD Day Conference keynote, registration was free for indigenous conference attendees. We hope that this effort encouraged more indigenous people's participation in the conference than would otherwise have occurred.

Enabling Programs and Services

Education

In partnership with Minitex, the University of Minnesota Libraries Diversity, Equity, and Inclusion Leadership Committee, Metropolitan State University, St. Catherine University Library, and St. Catherine University Library School, ARLD hosted a live virtual screening of "Change the Subject" and a Q&A with Tina Gross, a librarian who is interviewed in the film. "Change the Subject" shares the story of a group of college students, who from their first days at Dartmouth College, were committed to advancing and promoting the rights and dignity of undocumented peoples. In partnership with staff at Dartmouth, these students – now alumni – produced a film to capture their singular effort at confronting an instance of anti-immigrant sentiment in their library catalog. Their advocacy took them all the way from Baker-Berry Library to the halls of Congress, showing how an instance of campus activism entered the national spotlight, and how a cataloging term became a flashpoint in the immigration debate on Capitol Hill.

Advocacy

ARLD's legislative liaison participated in the planning of legislative forums to help members articulate their legislative priorities to local representatives on Library Legislative Day and has advocated for academic library priorities in our state association's legislative platform. Along with the director of Minitex, she also co-presented a roundtable at our annual ARLD Day conference on advocacy issues for academic library workers, including the impact of federal immigration policy on students on our campuses, and how broadband access impacts the ability to work and study at home.

Member Engagement

At our state association's annual conference, we hosted our ARLD Annual Business Meeting to communicate with our members.   Our social event this year was a Trivia contest at our state association's annual conference, which ARLD co-hosted with the Public Library Division.   ARLD regularly updates members with information through email blasts, updates in the MLA RoundUp, information on the MLA site, and posts to our Facebook and Twitter accounts.

73

Core Commitment to Equity, Diversity and Inclusion

ARLD partnered with the Instruction Round Table (IRT), and the Twin Cities Archives Round Table (TCART) to create and facilitate a 3-part workshop in March 2021 called "Unpacking White Supremacy in Academic Libraries." This series explored the history and present-day manifestations of white supremacy in academic libraries with the goal of encouraging action on individual, institutional, and professional levels to interrupt it and dismantle it. The series involved pre-readings, presentations, discussions and activities, and participants were encouraged to attend all three workshop dates in order to delve more deeply into these topics than a typical diversity book club. The planning group also held a followup Anti-Racist Action Plan Check-in session three months later, and also presented a followup roundtable session at our annual ARLD Day conference.

Nebraska
Submitted by: Brian Maass, Other, brian.maass@unmc.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
We offer multiple research grants to our membership each year.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
We held virtual training, including: Is face-to-face instruction better? Assessing business student citations during COVID-19 -by Heidi Blackburn, Maison Horton, Tyler Pieper

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
Program: Documenting COVID-19: Gathering Materials at UNO and in Omaha -- UNO Archives & Special Collections knew that voices during the pandemic were at risk of being lost without a concerted collecting effort. What began as a project aimed at student workers soon expanded, and our goal became to gather a wide variety of materials from the Omaha community. Historically, the remembrances of everyday people haven't always been gathered carefully during times of crises. We wanted to avoid losing diverse voices, especially voices traditionally ignored in Archives and Special Collections.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

Programs: Creating Sustainable Online Learning Modules   The 360 Librarian: A Framework for Integrating Mindfulness, Emotional Intelligence, and Critical Reflection in the Class Room and Literature Review Process: Question Prompts to Guide Graduate Research Projects

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

 Programs: Information Literacy: Librarian-Faculty Collaboration   and From Shark Tank to American Idol: Rethinking and reusing teaching outlines across the curriculum.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.

 Programs: Dismantling the Knowledgeopoly: An Open Research Future and Moving Outreach and Archival Displays Online: A Case Study for Libraries' Archives and Special Collections - included details of creating a virtual tour of an exhibit so it could be accessible to people who couldn't come into the physical archives.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.   Programs:
Activating Library Tech Investment Through Game Design Programming   and One Year Later: Evaluating the Peer Evaluation Process

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.

Enabling Programs and Services
Education
Grants for research and professional travel were offered to the membership

Member Engagement
Opened Spring meeting to non-members to encourage and recruit new members

New England
Submitted by: Kari Mofford, Past-Chair, kmofford@umassd.edu

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

This year we awarded three scholarships to attend the ACRL National Conference.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

In the fall of 2020, New England Library Instruction Group (NELIG) held two virtual sessions on topics relating to online learning, remote and on-ground instruction during a pandemic, and building sustainable online learning objects for remote instruction. They also held an instruction swap on December 7, that allowed instruction librarians to teach a lesson or part of a lesson to receive feedback and help with updating and improving lessons.   In January 2021, the New England Education & Curriculum Librarians, (NEECLIG), held a virtual meeting focused on Active Learning Online. Discussion included topics on assessment, post-pandemic instruction, flipped instruction, and different applications useful during instruction.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

 This year we held our first joint annual conference with ACRL New England and NELIG. NELIG previously held its own annual conference usually about a month before the ACRL New England conference and we decided to try a joint conference that was originally planned as an in-person, two-day conference in Rhode Island in 2020. We postponed the conference to this year and changed the format to virtual held over one week and had 450 attendees. Since our annual conference also contains information literacy sessions in addition to those for NELIG, having both conferences combined was very convenient and was very successful. Participants' feedback was strongly supportive of keeping the combined conference.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.

 In January 2021, the Electronic Resource Management Interest Group (ERMIG) hosted a webinar, Visualizing Data for Libraries.   During the same month, the Research Data Service Interest Group and the Scholarly Communication Interest Group co-hosted the 13th Research Date Management Roundtable entitled, Researcher Perspectives on Open Data & Open Scholarship. The panel and roundtable discussions included topics on sharing data, mentoring students, and open science.   Our Scholarship and Awards Committee announced awards for best paper 2020 and best paper 2021 at our

2021 annual conference: Best Paper 2020: "Practices, policies, and problems in the management of learning data: A survey of libraries' use of digital learning objects and the data they create" by Graham Sherriff, Daisy Benson, and Garry Atwood from the University of Vermont   Best Paper 2021: "Quantitative analysis of workplace morale in academic librarians and the impact of direct supervisors on workplace morale" by Sean P. Kennedy, University of Akron, and Kevin R. Garewalb, Harvard Law School Library

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
 While we held all our board meetings and events virtually due to COVID in 2020 and so far in 2021, we have decided to continue the board meetings virtually as it increased attendance and participation dramatically. The virtual meetings have been much mor

New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
 This year, through an Ad Hoc Committee created to work on an area in our Strategic Plan, we created a new mission statement with more inclusive language that was passed by the membership this spring: "The mission of the Association of College and Resea

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
In April 2021, ERMIG held a virtual half-day conference entitled, Transitions, which included presentations on hiring, strategic planning, electronic resource decisions when merging, special collections and more.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
We employed a new captioning service during our joint annual conference to provide live captioning during each session. This was also done during ERMIG's spring conference.

Enabling Programs and Services

Publications
This year we finalized and published our 2020-2023 Strategic Plan, which was started initially in the fall of 2019. The plan was worked on by our Strategic Planning Committee over the following year and presented to the board at the 2020 summer retreat for feedback. The Strategic Plan Finalization Task Force created the finished product which was then published on our website during the fall 2020.

Member Engagement
This year we created several Ad-Hoc Committees (Board Structure and Position Cycling Ad Hoc Committee, Technology Assessment Ad Hoc Committee, Mission Statement Ad Hoc Committee, and the Alternative Targeted Programming Ad Hoc Committee) to start working on goals within our new strategic plan. We invited participation from the membership and had membership representation on each committee.

77

Core Commitment to Equity, Diversity and Inclusion

In April 2021, the ACRL New England Leadership Development Committee partnered with the Boston Library Consortium to host a conversation and open dialog addressing antiracism through policies and professional practice in academic libraries. Four leaders in our profession, Trevor Dawes, Isabel Espinal, Veronica Kenausis, and Ida McGhee, shared their experiences in taking action in their libraries and communities through topics such as promoting diversity, recruitment and retention efforts, having difficult conversations, evaluating institutional policies, and shifting the culture. The program was very well attended with so much to discuss, the chapter supported the decision to hold a second, follow-up session in May.   NEECLIG hosted a virtual meeting in May 2021 on the topic, "Murky Waters: What to do with Racist Images in Classic Children's Fiction."

New Jersey
Submitted by: Alyssa Valenti, Chair, alyssa.valenti@raritanval.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The Research Committee (ACRL-NJ has several committees, all committees mentioned in this report are ACRL-NJ committees) promotes excellence in the research efforts of New Jersey librarians, the Research Committee presents a research award forum and panel and the annual NJLA Conference. The 2020 and 2021 Research Award winners and Forum participants presented their research content and highlighted their processes.   2. The Newsletter provides a forum for academic librarians in New Jersey to share their research with their colleagues through articles, videos, and brief reports. Through this forum, librarians may find opportunities to partner with colleagues on future research projects. The Newsletter also promotes upcoming conference and professional development opportunities for academic librarians, such as the New Jersey Library Association Conference, the Virtual Academic Library Environment of New Jersey Conference, and LibraryLinkNJ programming. 3. By facilitating the sharing and collaboration of outreach and marketing activities of member's libraries within each higher education organization, the Marketing & Outreach Committee members help colleagues and academic libraries throughout the state to achieve this objective. The committee's work in marketing and outreach in academic libraries makes the library as an institution more visible and continuously promotes our impact and value in relation to institutional goals and outcomes.

2. Promote the impact and value of academic and research libraries to the higher education community

 1. In July 2020, the ACRL-NJ Chapter held an online mini-conference called Know Your Why: A Mini-Conference of 2020 ACRL-NJ Presentation for presentations and posters which were unable to be presented at the cancelled 2020 NJLA Conference.

3. Expand professional development opportunities for assessment and advocacy of the contributions

towards impact of academic libraries.

1. The Archives & Special Collections Committee met on Zoom in the Fall of 2020 and Spring 2021. During meetings, members shared updates about their institutions and the work they are doing, and ways that workflows and procedures were adapted due to COVID. Discussions included ideas on rapid-response collecting and workflows for archival interns. The Spring meeting included a discussion of a journal article. 2. In a joint effort, the Assessment committee and the Reference & User Education Committee held the annual summer workshop. The workshop, typically located in a central location in July, was held via Zoom due to the COVID pandemic. The event is open to all academic librarians in the state. The committees solicited proposals for lightning talks and roundtables on topics pertaining to information literacy instruction, reference, and assessment.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education

 1. The Newsletter Committee shares bi-annually a newsletter that can serve as a learning tool in itself, and it is freely available and distributed widely among the library community in NJ. Articles are solicited from academic librarians and from library associations in neighboring states. Issues, published in Fall and Spring each year, are shared via listservs to both academic and public libraries in NJ.   2. Following ACRL-NJ statement against racism, the Fall 2020 Newsletter included the article, "Librarians Commit to Anti-Racism." The Spring 2021 Newsletter included the article, "Supporting Asian American and Pacific Islander Communities," which discussed and linked to a recording of the NJLA and LibraryLinkNJ program, "Solidarity & Support for our Asian American and Pacific Islander Communities."

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

Each year, the ACRL-NJ hosts a shared User's Conference with VALE (the NJ virtual library consortium). The 2021 conference theme of 'Open, Adaptable, and Resilient' provided opportunities for presentations, lightning talks, and roundtable discussions on many of the issues related to information literacy instruction.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.

In a collaborative effort between the NJ Association of School Librarians, several letters to various boards of education were written, read at meetings, and shared in support of School library media specialists and the importance of their role on information literacy and student learning. If students are not exposed to information literacy skills in lower grades, their performance will suffer in higher education. 2. The executive board and committee chairs of ACRL-NJ participated in an information sharing night with Rutgers University MLS Students to encourage the SCARLA (Student College & Research Library Association) members to get involved in ACRL-NJ.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
At the Reference & User Education Committee's April 30 meeting, they discussed the article, Loaded Questions: The Framework for Information Literacy Through a DEI Lens, by Karin Heffernan as part of a broader discussion on diversity, equity, and inclusion in academic libraries.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. 1. In July 2020, the committee collaborated with the User Education & Reference Services committee to host an event — the 2020 NJLA-CUS Summer Workshop – Uncharted Waters: Navigating with a Compass of Adaptability. 2. The Technology Committee awarded its annual Technology Innovation Award to two award recipients this year for projects related to a virtual scavenger hunt using ArcGIS software and one using data sync reports using Python programming language.   3. The Bibliographic Control & Metadata Committee awarded the annual Technical Services Award in spring 2021.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
The Assessment Committee offers the chance for committee members to lead discussion of an assessment initiative at their institution or a related topic.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
The Newsletter's co-editors strongly encourage news from all academic libraries about new librarians, promotions, or other achievements to be recognized. Articles about a variety of topics are solicited, including those about transformational change, innovations, and EDI topics. All academic librarians in the state of New Jersey are encouraged to contribute. Additionally, this year the Rutgers University graduate student group SCARLA submitted an article to the Newsletter. Rutgers students had not contributed to the Newsletter for several years, and we welcomed hearing from a different group.

Enabling Programs and Services

Publications

1. Newsletter published in the fall and the spring 2. Multiple members have published individually   3. ACRL Chapters Council newsletter featured in both Fall and Spring issues

Advocacy

Civic Engagement Workshop in April, 2021

Member Engagement

1. Open Membership meeting 10/2/2021 2. Annual VALE/ACRL-NJ User's Conference 1/6/2021 3. Annual NJLA Conference June 3 & 4, 2021 4. Annual ACRL-NJ Luncheon held 6/4/2021 5. Created a social media coordinator position to post items of interest and engage members regularly 6. Wellness Wednesdays series began in February as an informal opportunity for members to connect and visit with each other during a virtual only year

Core Commitment to Equity, Diversity and Inclusion

1. ACRL-NJ created an Anti-Racism Task Force to complete work throughout the 2020-2021 Academic Year. The Task Force presented findings and recommendations and the conclusion of the year which included threading DEI work throughout all committees and actively committing to DEI work throughout activities and appointments throughout the state. 2. ACRL-NJ holds an annual open membership meeting. In October 2020, Dr. Karen Gaffney, author of Dismantling the Racism Machine provided a workshop called 'Myths Taught to White People about White Supremacy'. The meeting was very well attended with over 60 registrants. 3. Newsletter articles this year have encouraged readers to advocate for communities, and have served as a catalyst for change in higher education, For example, the Fall 2020 article, "The Civic Literacy Initiative at William Paterson University," described an "initiative [that] ensures the Library actively pursues opportunities to enhance the William Paterson community's civic knowledge and awareness." An article from Spring 2021, "The Cheng Library and the Importance of Academic Library-K-12 School Partnerships," encourages librarians to support the local K-12 community while simultaneously preparing students for college level research. Colleagues from the New Jersey State Library Talking Book and Braille Center contributed an article to the Spring 2021 Newsletter, informing librarians that we can certify applications for those who need to borrow audiobooks and braille from TBBC. Potential applicants include people with temporary or permanent low vision, blindness, or a physical, perceptual, or reading disability that prevents them from using regular print materials.

New Mexico
Submitted by: Kelleen Maluski, Chair, camaluski@salud.unm.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.
We put out a call for participation for professional development opportunities, curated information on free or low cost options through the Development Dispatch, created meetings for members to share their research and make connections.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.
Worked to make sure ACRL and other organizations had their programming highlighted through Twitter, Development Dispatch newsletter, and blog posts. Also, planned webinars for this specific chapter with assessment built into the discussions.

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Promoted free and low cost opportunities for professional development, highlighting New Mexico members and giving them opportunities outside of "work time" due to inequitable distribution of resources at some campuses, created opportunities for members to present on their work, and highlighted programming that dealt with these issues (including We Here's roster of classes).

Student Learning
Goal: Advance innovative practices and environments that transform student learning.

Objectives:

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
 1 of the 2 webinars we are planning for summer 2021 is specifically about creating information literacy instruction with new laws for NM higher education.

Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
1. Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
 Reviewed issues surrounding westernized research methodologies within our member meetings and how to restructure the profession to be more representative of the patrons we work with. Also made a point to discuss utilizing Land Acknowledgements.

2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. 1 of the 2 webinars we will be offering in summer 2021 is about open access, digital scholarship, and privilege as well as collaboration. Our webinar in summer 2020 was also about building sustainable instruction programs and collaborating across campuses - beyond academia, making sure to emphasize lifelong learning.

3. Increase ACRL's efforts to influence scholarly publishing policies and practices toward a more open and equitable system.
 We highlighted publishing opportunities that allowed for digital repository sharing and/or were open. We did not share out information on publishing opportunities that did not have an open access option.

82

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
Made sure our programming was inclusive of staff, faculty, and everything in between. Also, made sure that we were not completely focusing on instruction librarians. Had forums with members to allow them to discuss and propose various topics for us to review.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
Worked to improve communication to members so that they knew about opportunities to grow their professional practice and skills. This included regular newsletters, Twitter posts, forums for our members, and a survey to understand their communication preferences.

Enabling Programs and Services

Education

-summer 2020 webinar -planning 2 summer 2021 webinars -ACRL conference forum

Publications

-Development Dispatch newsletter -Blog posts -Various officers did various projects/publications

Advocacy

-Had discussions with NMLA and SCAMEL in terms of needs for the state

Member Engagement

-Twitter -MailChimp newsletter -Blog

Core Commitment to Equity, Diversity and Inclusion

We upped our recruitment outreach and this led to more new members and we worked to make sure that members at various institutions with differing budgets and access to resources were heard and included in decision making.

North Carolina
Submitted by: Dawn Behrend, Chair, dawn.behrend@lr.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:
2. Promote the impact and value of academic and research libraries to the higher education community
 Our chapter plans to host a panel in Fall 2021 on the topic of how librarians can find opportunities to

83

publish their research in librarianship to include panel members who have successfully been published in the field to share their advice. (Continued from last year)

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Our chapter seeks out proposals at our conferences who share information on diversity, equity, and inclusion in higher education.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
Our chapter will seek out presentations at our conferences and other online training offerings to address sustainable, equitable, inclusive, and responsive information literacy programs.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship. Our chapter will utilize our access to two free ACRL e-learning webcasts in the coming year on a topic relevant to scholarly communication.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education. Our chapter has access to two free ACRL e-learning webcasts each year, one of which will be selected to feature this topic.

Enabling Programs and Services

Education
Our chapter has access to two free ACRL e-learning webcasts each year, one of which will provide a continuing education opportunity for our members.

84

Member Engagement

Our chapter utilizes Facebook as well as postings to the North Carolina Library Association newsletter to highlight our members and engage them in our events.

Core Commitment to Equity, Diversity and Inclusion

Our chapter maintains a Facebook page in which we engage in outreach to all NCLA members encouraging them to join our chapter. We seek to recruit a diverse and inclusive executive board for our chapter.

Ohio

Submitted by: Katie Blocksidge, Other (please specify), blocksidge.3@osu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

1. Cultivate research opportunities that communicate the impact of academic and research libraries in the higher education environment.

The 2020 ALAO Conference, Resilience: Sustainable & Thriving Academic Libraries for the Future was held virtually from October 27 - 30. Featuring 2 preconferences, 19 breakout sessions, and 19 posters, the conference brought together librarians, faculty, administrators, and vendors for four days of presentations and discussions. Rebekkah Smith Aldrich, Executive Director, Mid-Hudson Library System, delivered a keynote on sustainable thinking in libraries.

2. Promote the impact and value of academic and research libraries to the higher education community
 Each year, ALAO awards up to $2,000 to support and encourage research projects proposed by ALAO members.

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

The Assessment Interest Group held a virtual workshop on February 26, 2021 titled: Learning Outcomes & Backward Design: The Way Forward to Backward Design. Workshop participants created assessable learning outcomes and corresponding activities that could immediately be utilized in the online or F2F classroom

4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 The 2020 ALAO Conference included the virtual preconference From Being to Doing: Anti-racism as

Action at Work. The description read: Over the past few years, the conversation around equity in libraries has focused on thinking of the word ally as a verb, rather than as an identity. With recent events highlighting specific issues around race, the conversation has now shifted to many people wanting to be anti-racist. In this session, we will focus on anti-racism as action, rather than using the word anti-racist as identity. In particular, we will examine our notions of professionalism in libraries. Can changing how we define professionalism in library workplaces be an example of anti-racist action? We will take a critical look at how certain hallmarks of white supremacist culture inform our notions of professionalism and acceptable workplace culture. These commonly accepted traits can actually contribute to low morale, the prevalence of microaggressions, retention issues, etc. Together, we will explore ways to transform our workplace cultures by looking at specific actions that resist these hallmarks in order to create equitable workplaces.

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:
1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.
The 2020 ALAO Conference included the session: Teaching the Faculty to Teach Information Literacy: Examples and Considerations.   The abstract read: Academic librarians are always seeking scalable and sustainable ways to support students' information literacy. One potential pathway is faculty development. By teaching disciplinary faculty to teach information literacy, librarians can reach more students without creating an overwhelming instructional burden. Implementing such programming has the potential to raise the visibility of the library on campus and can lead to increased opportunities for collaboration with other campus units. In this session, the presenter will provide an overview of several different information literacy faculty development initiatives that she has implemented at her institution over the past two years. These have included a series of live virtual workshops, a series of self-guided virtual workshops, and a fully online course in Canvas. In addition, the presenter will provide a brief review of other initiatives that have been developed by librarians at different institutions. The presenter will also provide a consideration of the benefits, concerns, and challenges that come with taking this approach, and will share insights from a recently completed literature review of library-led faculty development initiatives. Participants will be provided with resources they can use if they are interested in using faculty development to support the integration of information literacy into the curriculum.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
 The Scholarly Communications Interest Group and STEM Interest Group partnered with the Michigan Academic Library Association (MiALA) to sponsor a virtual workshop titled "An Antiracist Framework for

86

Scholarly Communications." The description read: Efforts to advance inclusivity in scholarly communications have gained momentum, yet there is still a lack of effective programs and solutions in place to address how systemic racism impacts our workplaces. First, we must recognize that there is a problem and identify the structures particular to our industry that maintain systems of white advantage. With that knowledge, we can work to disrupt racism (and other isms) and create work communities where everyone thrives. Attendees will develop familiarity with bystander intervention strategies for the workplace.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
ALAO supports a mentoring program from interested members, allowing librarians and support staff to work towards common professional goals.

2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.
The 2020 ALAO Conference included the session: People-First Promotion: Rallying Library Workers during COVID-19. The abstract read: COVID-19 forced us all to face realities of closed buildings, precarious employment situations, and challenges to our well-being. This presentation will showcase how our resilience depended on people, not buildings. A team of librarians and communicators will share three pandemic-era strategies developed to put people at the forefront of initiatives and messaging. A revamped marketing strategy for our research appointment service puts faces to the work and student support, instead of listing the menu of what people can get out of it. Reporting numbers and stories to the provost prompted us to center the focus on how the workers made it possible, despite the unpredictable circumstances. The cancellation announcement of a beloved annual event centered on how the event takes months of planning by employees — some of whom were affected by university furloughs and layoffs. By intentionally bringing attention to the human component of library work, we were able to share our commitment to service while also setting boundaries, sharing our limitations and tempering our need, as author/librarian Fobazi Ettarh would say, to satisfy our vocational awe. Presenters will prompt you to consider how you frame what library workers do, versus what an inanimate building offers.

3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
The 2020 ALAO Conference included the session: Equity Diversity and Inclusion as Action: Designing a Collective EDI Strategy with Library Staff. The abstract read: The EDI @ OSUL pilot is an employee-led initiative that facilitates equity, diversity and inclusion (EDI) conversations for library units and departments through a workshop model. The initiative's curriculum and design assist the organization to transition from discussing values to embedding them in organizational systems with strategic action. The workshop is designed to be inclusive, applicable, and accessible to participants with varying levels of cultural fluency. Unlike traditional EDI employee trainings, the workshops create a forum where library personnel can reflect and discuss with each other topics such as: EDI as a value; EDI definitions; existing EDI practices and gaps; and EDI organizational priorities. The goal of the workshops is to convey the message that EDI work can be advanced by all members of a LIS organization and not solely the work of

people of color, EDI leaders, or a committee. This presentation will discuss the design and methodology used to create the initiative, training, and implementation as well as discuss the workshop outcome and its effectiveness in developing strategic EDI actions for the organization. The presentation will also provide a method from which to cultivate in-house EDI leaders who can lead from where they are.

Enabling Programs and Services

Education

ALAO awards the Continuing Education Grant each year to support the cost of participating in professional development opportunities. ALAO also sponsors the Support Staff Presenter Grant and the Student Presenter Grant, providing support for a student and a support member to present at the ALAO Annual Conference.

Publications

Publications by ALAO members are recognized in the quarterly newsletter.

Member Engagement

ALAO communicated with its members via Facebook, Twitter, a blog, the ALAO website, a newsletter and through an email listserv. Graduate students who are currently enrolled in Library and Information Science graduate programs are eligible for free ALAO membership.

Core Commitment to Equity, Diversity and Inclusion

ALAO developed a Code of Conduct and a workflow to address inclusion suggestions and incident reports. A scholarship for ALAO members to attend We Here events, programs, and classes has been added to the regular Continuing Education Grant offerings.   Based upon feedback from participants at the ALAO Preconference session, "From Being to Doing: Anti-racism as Action at Work," ALAO offered an additional opportunity for the library community to come together and strategize ways we can develop specific anti-racist actions that we can implement, particularly around professional culture in library workspaces. Two sessions structured around a racial caucus/affinity group model were offered to members in December 2021.

Oklahoma
Submitted by: Kaitlyn Palone, Chair, kpalone@uco.edu

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

The Oklahoma Chapter of ACRL interest group Community of Oklahoma Instruction Librarians (COIL) planned for their annual workshop for 2021 Teaching Online with Pastimes, Projects, and Passions to be

held virtually. This workshop showcased how librarians can use their own interests to engage students to become better instructors. Topics such as escape rooms, table top role-playing games, comic books, Tik Tok among others, were presented to demonstrate the many ways that information literacy programs can be engaging and inclusive to diverse students with diverse interests.

2. Collaborate with internal and external partners to expand understanding of the impact of information literacy on student learning.
The Oklahoma Chapter of ACRL interest group Community of Oklahoma Instruction Librarians (COIL) hosted their yearly workshop on August 7, 2020 Information (Lite)racy: Bite-sized instruction and Elevator Pitches. After sessions breakout groups examined instruction scenarios and possible lesson plans. COIL also hosted Conversations with Colleagues which gave instruction librarians a place to discuss various topics including instruction during the pandemic and the various avenues to creatively address instruction without the in-person element.

Research and Scholarly Environment
Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:
2. Enhance members' capacity to address issues related to scholarly communication, including but not limited to data management, library publishing, open access, and digital scholarship.
OK-ACRL partnered with Carpentries instructors from The University of Oklahoma, Oklahoma State University, and The University of Central Oklahoma to offer 2 workshops covering 3 half days. These workshops were part of data carpentries used for data management and manipulation. The workshops included lessons covering Regular Expressions (June 11, 2021) and Programming with R (June 17-18, 2021). Learning objectives for the Regular Expressions workshop Learning objectives for Regular Expressions included using regular expressions to match words, email addresses, and phone numbers and using regular expressions to extract substrings from strings (e.g., addresses). Learning Objectives for Programming with R included harnessing data to clean data from the ILS and vendors, detect and normalize errors, and merge and analyze data.

New Roles and Changing Landscapes
Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:
2. Equip the academic library workforce to effectively lead, manage, and embrace change, advocate for their communities, and serve as a catalyst for transformational change in higher education.   During the last year our Development Coordinator along with our board members have continued to work toward establishing an endowment to provide travel scholarships to chapter members. These scholarships are intended to provide support for Oklahoma librarians to attend out of state conferences to network with experts and learn new information to become leaders for change at their institutions. To accomplish these goals, we have begun several development initiatives including starting an Amazon Smile account, design of promotional items, and used our workshops as an avenue to promote the endowment and

89

request donations. We also have begun planning our annual conference titled Lead from Where You Are (Even if it's from Zoom). Our keynote speaker Sarah Clark will present on kind leadership and how it can be used to be a for effective leader in and outside of our institutions.

Enabling Programs and Services

Member Engagement

OK-ACRL officers and board members maintain a website, a Facebook page, and an email list. The Facebook account and listserv are used to actively advertise for educational opportunities and to request donations for our endowment. Officers of OK-ACRL' subgroup COIL operate their own independent website, Facebook page, and email list.

Core Commitment to Equity, Diversity and Inclusion

OK-ACRL held its annual conference November 13, 2020 titled 2020 Vision: looking at our profession through a DEI lens. Our two keynote speakers were Stephen G. Krueger of Dartmouth College who presented on allyship and supporting trans people in libraries, and Dr. David Macey of University of Central Oklahoma who presented on EDI in academic libraries. These keynote speakers were bookends to the presentations that covered topics such as DEI in collection development, accessibility, cataloging ethics, and social justice and information literacy.   The conference opened with a land acknowledgement recognizing our land's indigenous inhabitants, and plan to continue this practice.

Oregon

Submitted by: Rachel Bridgewater, Chair, rbridgewater@gmail.com

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

2. Promote the impact and value of academic and research libraries to the higher education community
 Our organization did a lot of advocacy work in the state connected to COVID (safe reopening, jobs, etc) and related to several higher education related bills
4. Support libraries in articulating their role in advancing issues of equity, access, diversity, and inclusion in higher education
 Our chapter supported the work of our state library association's EDI/Antiracism task force including contributions to a toolkit for advancing EDI/Antiracism within libraries

Student Learning

Goal: Advance innovative practices and environments that transform student learning.

Objectives:

1. Empower libraries to build sustainable, equitable, inclusive, and responsive information literacy programs.

90

We hosted a webinar introducing the Information Literacy Reflection Tool (ILRT), a metacognitive assessment that invites people to reflect on how they approach and use information.

Research and Scholarly Environment

Goal: The academic and research library workforce accelerates the transition to more open and equitable systems of scholarship.

Objectives:

1. 1 Increase the ways ACRL is an advocate and model for open dissemination and evaluation practices.
We did advocacy, including submission of testimony, around a state bill related to OER

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce
Our chapter hosts a free webinar series open to all library workers.   We offer professional development scholarships to all library workers.
3. Increase diversity, cultivate equity, and nurture inclusion in the academic library workforce.
We have worked to expand our rubric for scholarships to favor historically marginalized library workers.

Enabling Programs and Services

Advocacy

-Legislative liaison on board, serves on state library association legislative committee -Submitted testimony in favor of Course Cost Transparency and Timeliness bill -Statements on racial justice, in support of AAPI library workers -COVID advocacy discussion panel

Member Engagement

-Quarterly Zoom happy hours -Periodic blog posts -Virtual booth at state organization conference -Developed systematic outreach to new, expiring, and lapsed members

Core Commitment to Equity, Diversity and Inclusion

Offered membership stipend for candidates to the chapters board.   Continued membership on OLA EDI and Anti-racism special committee   Hosted webinar discussing academic libraries survey results from the Special Committee's survey   Continuing work to recruit BIPOC individuals to serve on the ACRL-OR board   Offering webinar honoraria to speakers-of-color.   Began the process of auditing by-laws with an antiracist lens.

Washington
Submitted by: Amy Thielen, Chair, amy.thielen@wsu.edu

Value of Academic Libraries

Goal: Academic libraries demonstrate alignment with and impact on institutional outcomes.

Objectives:

3. Expand professional development opportunities for assessment and advocacy of the contributions towards impact of academic libraries.

ACRL-WA officially merged with the Washington Library Association's Academic Library Division (ALD) in September 2020 to become ALD/ACRL-WA. This has significantly increased the number of members and access to professional development opportunities, including virtual programming and leadership opportunities with ALD/ACRL-WA, WLA committees, and the WLA board. From August - December 2020, ACRL-WA board members were engaged in many legal and administrative responsibilities/tasks to finalize the merger with WLA, including signing paperwork to finalize the merger in August 2020, moving all ACRL-WA chapter content (public meeting minutes, newsletters, etc.) to the WLA ALD website, ending ACRL-WA subscriptions (chapter website, etc.) that would be provided through WLA, and transferring/cleaning up historical ACRL-WA files to WLA ALD. Continued this work in March 2021 by posting the division/chapter charter, past ACRL-WA conference materials, and ACRL-WA newsletter archive to WLA ALD website.

New Roles and Changing Landscapes

Goal: Academic and research library workforce effectively navigates change in higher education environments.

Objectives:

1. Deepen ACRL's advocacy and support for the full range of the academic library workforce

Recruited panelists/helped coordinate WLA's Career Lab panel "So You Want to Work in Academic Libraries?". The career lab and associated panels were designed to give MLIS/MLS students, early career academic library employees, and potential library employ

Enabling Programs and Services

Publications

Published bi-annual division/chapter newsletter in June 2021 (Spring 2021 newsletter).

Member Engagement

Held drop-in virtual membership meeting for all division/chapter members, developed position descriptions for three additional division/chapter steering committee positions and recruited, appointed, and trained members in those roles (communications manager, member-at-large, and student representative), increased social media promotion/engagement to the ALD/ACRL-WA Twitter and Facebook accounts (social media accounts were largely unused in initial transition period during the ACRL-WA/WLA ALD merger), and regularly posted relevant professional development/training/programming opportunities, funding opportunities, and surveys to the ALD/ACRL-

WA listserv.

Core Commitment to Equity, Diversity and Inclusion

ALD/ACRL-WA co-sponsored WLA's three-part anti-racism virtual workshop series "The Journey to Becoming an Anti-Racist Organization" available for all WLA members.