

4/27/21

Dear ILF Board,

There is power in numbers as we have seen through the advocacy work of ILF and ISTA this year. There can also be safety in numbers that can keep folks from looking at things with a critical lens. According to the most recent data from Lee and Low, the publishing world is 76% white, 74% cis women, 81% straight, and 89% non-disabled ([link](#)). Over 83% of librarians are white with “5.3% identifying as Black or African American, 7.1% as Hispanic or Latino, and 3.5% as Asian-American or Pacific Islander” ([link](#)). This is not the time for safety or for avoiding uncomfortable situations. One thing discussed in almost every equity training I have attended is about leaning into discomfort and unpacking what is the root of that discomfort. It is often a sign of internal work/learning to be done. That is where the growth happens.

I have a deep respect and appreciation for the organizations of ILF and AISLE and the librarians I have gotten to know through these organizations. As James Baldwin said, “I love America more than any other country in the world and, exactly for this reason, I insist on the right to criticize her perpetually.” We must look critically at institutions that we love for them to progress and grow even when it may be difficult to do so.

I appreciate that ILF sent out communication recently and has a place for updates and transparency. That was an important and appreciated step. I believe a critical next step is meeting with membership. I humbly request a special meeting of the board with membership to take place in the evening (as the majority of AISLE members cannot meet during the school day). In the by-laws for ILF it states that special meetings can be called “upon the written request of seventy-five (75) or more members of ILF. At least three (3) weeks notice of such a meeting called shall be given, and only business mentioned in the call shall transact” ([link](#)). This meeting should discuss the recent allegations and plans for next steps by ILF moving forward. I think it is also critical to have an open floor to members who attend this meeting to hear their concerns and questions and to listen to their suggestions on moving forward, such as board members completing microaggression and implicit bias training and/or hiring a BIPOC legal consultant or equity trainer to look through bylaws, procedures, etc. While this meeting will likely be uncomfortable and have difficult conversations, I believe it will begin to rebuild trust, repair harm, and bring librarians together from across the state to share ideas on moving forward. This can only make us better.

For a meeting date, I suggest Thursday evening May 20 at 7pm EDT or as soon as the investigation permits if it has not wrapped up at that point. I look forward to this conversation and am optimistic ILF will commit to equity work and leaning into that discomfort that leads to growth.

JoyAnn Boudreau

The form is still open for people to sign. As of this morning these 84 members of ILF would also like this special meeting to occur:

Renee Isom
Kristin Patrick
Linda Brinegar
Kathleen Rauth
Emily Wilt
Elizabeth Cohagan
Stacey Kern
Jill Prange
Meghan Erickson
Megan Scott
Malia Rose
Heidi Meyer
Michelle Houser
Lauri Chandler
Jennifer Kiner
Bambi Patterson
Chad Heck
Darcy Davidson Armstrong
Sherry Gick
D'Lee Bammer
Courtney Floyd
Myrna Fields
Jill Schriener
April Zehr
Helene Achgill
Shawn Humphrey
Philina Martinez
Angela Eck
Kristi Palmer
Becca Neel
Rachel Wheeler
Michelle Hahn
Emily Bunyan
Jenn Brower
Pamela Weiger
Kelly Hladek
Deb Ehret
Julia Reynolds
Darla Haines

Mynda Cruz
Donna Catron
Jena Mattix
Danielle Marsh
Amy Erwin
Laura Jones
Melissa Rinehart
Jeanna Hann
Scott Tracey
Mary F. Hartman, Peabody Public Library
Dena Vincent
Montie Manning
Melissa Renner
Dawn Boarman
Pamela Seabolt
Karen S. Troutman
Krista Ledbetter
Jennifer Cygert
Mary Graber
Susan Schroeder
Brenda Campbell
Scott Garrison
Darlene Vasquez
Alyssa D. Morgan
Marie Brown
Brittany Hays
Cassandra Patterson-Day
Diane Rogers
Mari Hardacre
Austin Stroud
Tara White
Maeve Brewer
Brandon Kepley
Latisha Provo
Kristan Donk
Lindsey Walters
Ivette de Assis-Wilson
Charles Pieri
Emily Fleischer
Anna Brinegar
Ryan Donnelly, Indianapolis Public Library
Kim Blaha
Ashley Wesner
Sara Reitmeyer

Ellen Pitcher
Becky Taylor

These Indiana librarians also support this meeting but are not currently ILF members:

Lauren Freeman - Indiana Black Librarian President (IBLN)

Deborah Roy

Lori Wilson-Patterson