9:15-10:15am  Concurrent Sessions 1

COVID-19 Community Archiving: What we have learned one year later
Jillian Sparks, Librarian for Special Collections and Archives Instruction, St. Olaf College
Kristell Benson, Lead Archivist, St. Olaf College

Last March after our campus was sent home, like many other archivists we quickly put together an online submission form to collect our community’s COVID-19 experiences. We asked our St. Olaf community to share journal entries, photographs, poetry, music, art, and other media connected to their pandemic experience. Our presentation will describe our initial project set up, highlight how we have integrated the archiving project into a variety of courses, and share our successes and challenges with accessioning and processing these donations. We know the St. Olaf College Archives COVID-19 archiving project is not unique and hope that our presentation will lead to discussion of how other institutions have approached archiving the pandemic.

Pivoting during a Pandemic: Outreach & Navigating New Roles during Covid-19
Alee Schmierer, Evening Weekend Supervisor, Macalester College
Madisen Egan, Library Associate, Macalester College
Mary Jordan, Librarian, St Cloud Technical and Community College

While innovation and a willingness to try new things have always been vital to libraries and librarians, these values have taken on even greater importance during COVID-19. Come and hear how two different libraries have worked to adapt and innovate, either through the creation of a new position or a more concerted emphasis on outreach, to best serve their patrons over this past year. We’ll share our own experiences, insights, and issues we ran into, answer questions, and, hopefully, chat a bit about the ways your libraries have pivoted during this pandemic.

IDEA Sparks: Making Inclusion, Diversity, Equity, and Accessibility Part of Our Everyday Work
Carissa Tomlinson, Director, Physical Sciences & Engineering, University of Minnesota-Twin Cities
Danya Leebaw, Social Sciences & Professional Programs Director, University of Minnesota-Twin Cities
Jenny McBurney, Social Sciences Librarian, University of MN-Twin Cities

IDEA (Inclusion Diversity Equity and Accessibility) Sparks 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. Through these regular discussions, we keep diversity and inclusion a part of our everyday work while learning from our colleagues. IDEA Sparks are unique in that they do not rely on one or two people to lead diversity discussions, instead, all unit members serve on a team that rotates responsibility for leading a discussion or activity. Originally developed at Towson University in Maryland, several departments at the University of Minnesota Twin Cities (UMN-TC) Libraries have adapted the practice to integrate IDEA Sparks regularly into their department meetings.
In this session, participants will learn about the IDEA Sparks model and how it has been adopted by two different departments at the UMN-TC Libraries. Participants will then have the opportunity to participate in the process as they work in small groups to develop and facilitate their own IDEA Sparks session. Through this hands on presentation and activity, participants will leave with the tools to start their own IDEA Sparks at their local institutions.

10:30-11:30am Concurrent Sessions 2

What did they wear? A case for fashion inclusion
Sarah Villanueva, MLIS student, University of Denver

This will be a presentation on a study exploring the connection between collections management in archives and museums and the inclusion of fashion garments. Research has found authors claiming gender or scholarly bias but no definitive answers have been found. This study is ongoing and aims at finding if there is a connection due to bias and what that bias might be.

Diversity in business: Multidisciplinary applications for Corporate Social Responsibility research
Maggie Parra, Library Associate, University of Minnesota-Twin Cities

Research on workforce diversity, minority- and women- owned businesses, & corporate social responsibility has applications beyond the business school. This session will discuss how to find and leverage this data for students, researchers, consumers, & job seekers in a variety of industries within STEM, humanities, & social science fields.

Learning through the Pandemic: Panel on OER Publishing
Matt Lee, Associate Director, Minitex
Ruth Dukelow, Retired Librarian/Lawyer
Bridget Reistad, Librarian, Lake Superior College
Jody Ondich, Philosophy Faculty, Lake Superior College
Lori Halverson-Wente, Communications Faculty, Rochester Community Tech
Shane Nackerud, Interim Director of Content Services, University of Minnesota-Twin Cities Libraries

The past year of COVID and the resulting increase of online learning has shown the value of open educational resources (OER). The adoption and use of open textbooks and other OER continues to grow in colleges across the state. This panel will bring together experienced authors of open resources to discuss their projects and their approaches to crafting OER. Past attendees at ARLD Day have heard about the Pressbooks authoring tool available statewide via the MN Libraries Publishing Project (MLPP). This session will check in on mature projects that have grown out of MLPP as well as exciting new additions soon to launch.
**11:45am-12:15pm Roundtables**

**Advocacy Issues for Academic Library Workers**  
Maggie Snow, Director, Minitex  
Ginny Moran, Instruction & Research Librarian, Macalester College

How does federal immigration policy impact students on your campuses? How do all campus members benefit from ELM databases and other Minitex services? How does broadband access impact the ability to work and study from home? Join a conversation about policy issues that impact higher education and our libraries with the ARLD Legislative Liaison Ginny Moran, and Minitex Director Maggie Snow as we chat about matters we care about and how to take action.

**Beyond banned books: Intellectual Freedom and Academic Freedom**  
Dave Collins, Research & Instruction Librarian, Macalester College

Join member(s) of the MLA Intellectual Freedom Committee for a discussion on the state of IF in Academic Libraries. “Academic freedom is indispensable to librarians in their roles as teachers and researchers. Critically, they are trustees of knowledge with the responsibility of ensuring the intellectual freedom of the academic community through the availability of information and ideas, no matter how controversial, so that teachers may freely teach and students may freely learn.” --AAUP Revised Statement on Librarians (2012)

**Abolitionist Librarianship: A Discussion**  
Amy Mars, Research & Instruction Librarian, St. Catherine University

The global uprising following the murder of George Floyd has renewed interest in the abolitionist movement for many, including librarians. What approaches from the abolitionist movement can we apply to librarianship? How can abolitionist pedagogy help us engage students critically and center their humanity? How would you define an abolitionist philosophy of librarianship? Join me as we discuss this and more, inspired by the writing of Angela Davis, Bettina Love, Ruth Wilson Gilmore, and Mariame Kaba.

**Unpacking White Supremacy in Academic Libraries Follow Up**  
Bekky Vrabel, Electronic Resources Librarian, Winona State University  
Melissa Prescott is Diversity and Inclusion Librarian at St. Cloud State University

Last month, members of the Minnesota Library Association’s Instruction Round Table and the Academic and Research Libraries Division, and the Twin Cities Archives Round Table developed a series exploring manifestations of white supremacy in academic libraries. This roundtable discussion will follow up on the work started in that series as a way for participants to share their individual and institutional progress around anti-racist work. If you couldn’t make the series, you can still access the readings and explore discussion questions on the series website [https://sites.google.com/macalester.edu/unpackingwhitesupremacyarld/home](https://sites.google.com/macalester.edu/unpackingwhitesupremacyarld/home).
The Weight of Excessive Positivity: Do Vocation and Resiliency Narratives Challenge Librarianship?
Talia Nadir, Research & Instruction Librarian/IL & Instruction Specialist, University of St. Thomas
Ginny Moran, Instruction & Research Librarian, Macalester College
The COVID-19 pandemic increased the level of stress on academic library workers already struggling with budget cuts, increased work requirements and responsibilities, and overall campus stresses. Critically examining workplace norms and expectations of service may be perceived as displaying a “negative attitude” by others, turning attention on the individual rather than systems and structures. At what point, we ask, does service to the mission of the organization cross the line into servitude, to the detriment of oneself?

We will share summaries of survey data and interviews with U.S. library workers we are collecting, examining current attitudes and values toward choosing academic library work. These will help us better understand how "vocation" is propagated through positive psychology and resilience narratives, and other examinations of individual character, at the expense of organizational analysis. A discussion of how this is present in our own libraries follows.

A Kid at Heart: Using Picture Books to Engage College Students
Amanda Breu, Curriculum Center Librarian, Concordia College-Moorhead

Many academic libraries have a section dedicated to children’s books. Patrons often assume these books are there to support pre-service teachers or for staff and faculty to check out so their kids can read them. Yes, it’s true these collections that, but they can also be used engage college students in critical thinking on topics like diversity, inclusion, gender identity, social justice, and anti-racism. This session will explore how picture books can be used in a variety of college courses in multiple disciplines including philosophy, history, psychology, education, and English. Participants will receive a bibliography of select picture books that can be used to engage college students.

How Can We Develop Our Library Collections to Include Diverse Viewpoints, Global Perspectives, and Unheard Voices?
Colleen Deel, Librarian, Bemidji State University
Tammy Bobrowsky, Collection Development & Electronic Resources Librarian, Bemidji State University

When a faculty member pointed out glaring gaps and outdated resources in our small academic library’s collections, we planned an analysis of the book collection to determine gaps in diversity and inclusiveness. We hoped to create a model that could be applied to the entire book collection. Learn how our attempts to quantify this process failed, and how we decided to work with the inherent qualitative nature of collection development and diversity to improve our collections. The presenters will bring discussion questions in addition to their own perspectives and attendees will be invited to discuss their own collection development practices as they relate to diversity and inclusiveness.