We invite you to join us to learn and connect with colleagues from across the state September 27 – 29, 2021 during the PaLA virtual conference. Plus, registered attendees will have continued access to most content through November 5. (Note keynote sessions will not be available during the extended period.)

Please review the session schedule below and take note of the sessions you’d like to attend. You will have the opportunity to formally select sessions and build your customized conference schedule when you receive your unique log-in credentials to the virtual platform the week before the event.

**MONDAY, September 27**

9:00:00 AM - 9:45:00 AM

**Conference 101/Site Exploration**

Join us as we explore the conference platform and provide tips on how to get the most out of your virtual conference experience.

10:00:00 AM - 11:00:00 AM

**Opening Keynote: Extending the Legacy of Fred Rogers: Making Goodness Attractive through our Service to Communities**

**Dr. Dana Winters**, Director of Simple Interactions, Fred Rogers Center for Early Learning & Children’s Media

Fred Rogers influenced generations of children and families through his television program, Mister Rogers’ Neighborhood. Now, over 50 years after the first nationwide broadcast of the Neighborhood, Fred Rogers’ legacy lives on through his enduring commitment to kindness, compassion, and the well-being of all children and their helpers. By focusing on the power of human relationships and how we can strive to “make goodness attractive” in all that we do in our work in service to children, families, communities, and one another, we can continue to extend the legacy of Fred Rogers.

**Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)**

About the speaker(s): *Through her work at the Fred Rogers Center for Early Learning and Children’s Media, Dr. Winters seeks to apply and advance the legacy of Fred Rogers in serving children and their helpers. As the Director of Simple Interactions and Faculty Director of Academic Programs for the Center, she supports and partners with educators, trainers, advocates, and researchers across many diverse settings, including childcare, early education, school systems, ...*
community programs, residential care, and children’s hospitals. Her work communicates, identifies, and amplifies the simple active ingredient that universally serves children and families—the power of human connection.

11:15:00 AM - 11:40:00 AM

Exhibitor Showcase: Providing Diversity, Equity, and Inclusion Resources Across Your EBSCO Platforms

Enabling libraries to properly include Diversity, Equity, and Inclusion (DEI) resources in their collection and tools has always been a priority for EBSCO. Now, we’re doing even more to empower libraries who want to make sure their collection and services are representative. Join us as we explore what EBSCO has been doing to help libraries provide DEI resources such as e-books and periodicals, and services such as NoveList.

12:00:00 PM - 1:00:00 PM

Carolyn W. Field Award Lunch & Learn

Since 1983, PaLA’s Youth Services Division has recognized the best book for youngsters written or illustrated by a Pennsylvanian with the Carolyn W. Field Award. We are pleased to announce that this year’s award will go to author & illustrator, Lauren Castillo for "Our Friend Hedgehog: The Story of Us" an endearing tale of bravery and friendship told in this well-illustrated introduction to chapter books.

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

1:30:00 PM - 2:30:00 PM

The Power of Simple Interactions: Understanding and Promoting Everyday Human Interactions

Dr. Dana Winters, Director of Simple Interactions, Fred Rogers Center for Early Learning & Children’s Media

This is an interactive, video-based, and practice-focused workshop to strengthen human interactions. In this session, we will be using the “Simple Interactions” approach to closely examine adult-child interactions in everyday contexts. We will practice appreciative “noticing” and reflective “wondering” to understand the dynamics within even the simplest human interactions. We will discuss how these interactions weave together four basic building blocks of the human relationship – connection, reciprocity, inclusion, and opportunity to grow – to make positive developmental impacts. We will also extend these principles to reflect on the “parallel processes” of adult-adult interactions that support professionals and families.

Track: Career & Leadership (Leadership Development, Networking, Professionalism, Scholarly Communication, Self-Care)

ACT 48 Session

About the speaker(s): Through her work at the Fred Rogers Center for Early Learning and Children’s Media, Dr. Winters seeks to apply and advance the legacy of Fred Rogers in serving children and their helpers. As the Director of Simple Interactions and Faculty Director of Academic Programs for the Center, she supports and partners with educators, trainers, advocates, and researchers across many diverse settings, including childcare, early education, school systems, community programs, residential care, and children’s hospitals. Her work communicates, identifies, and amplifies the simple active ingredient that universally serves children and families—the power of human connection.
Pennsylvania libraries can be inherently biased – some would even say systemically racist and exclusionary. This session will explore the process and product of months of collaborative work between University faculty, Library leadership and the Humanities to produce a hands-on, meaningful experiment in behavior change to create more inclusive and welcoming libraries (and librarians) – in all their diverse forms. Participants will be introduced to and included in the work yet to come in this training out in a variety of library disciplines and on the ground in communities of all sizes.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

ACT 48 Session

About the speaker(s): This panel will also be presenting a similar session at the National Communication Association in October 2021

Partners in Service: Library and Social Work Collaboration

Tracy M. Soska, MSW, LSW, is ACLA Board President and South Region Libraries Board Rep, and Clinical Associate Professor Emeritus at the University of Pittsburgh School of Social Work
Kelci Degnian, Projects and Partnerships Manager, Allegheny County Library Association

This session will help library staff and trustees understand the growing library-social work interprofessional collaboration and the opportunities these partnerships bring. Drawing from national initiatives, such as Whole Person Librarianship, which focuses on how the social work perspective can enhance patron services and informational support, and the growth of Library Social Work positions, this session will:

- Provide an overview of this librarian-social work interprofessional work and why it is increasingly important
- Address the work of the Allegheny County Library Association's (ACLA) Community Engagement Initiative to strengthen library and community connections and its two-year pilot Library Social Work internship program
- Share ACLA’s efforts to enhance library community services for patrons with social service needs and behavioral health issues through partnerships with grant-makers and the University of Pittsburgh School of Social Work, as well as how other libraries might develop their own partnerships with funders, schools of social work, social workers, and social services. This session will include a presentation followed by Q&A and discussion to allow other libraries to share their own work in this area and to foster a community of learning across the state.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

ACT 48 Session

About the speaker(s): Professor Soska has presented nationally on Library and Social Work Collaboration at conferences of the Network of Social Work Management and Council on Social Education, as well as at a faculty colloquium at the University of Pittsburgh School of Computer and Information Science for the newly reestablished MLIS program there. Soska has also published an article in Advances in Social Work (September 2020) on this subject and exemplifies this work in his own professional roles as a social worker and social work educator. Soska is a nationally recognized expert in university-community engagement, human services management, and community organizing, planning, and development. He currently serves as Board President of the Allegheny County Library Association (ACLA) and as the field instructor for the library social work
Interns assigned to ACLA member libraries. Kelci works to bring benefit to Allegheny County libraries through various county-wide projects and partnerships. She has worked on broad array of initiatives including regional census efforts, civic literacy, the digital divide, and numerous other community engagement efforts.

Messing Around in the Kitchen: Engaging Teens in Culinary Creativity

Lindsay Cummings, Head of Adult & YA Services, Upper Dublin Public Library
Jessica Richmond, Children’s Librarian, Upper Dublin Public Library
Beth Bilus, Youth Services Associate, Huntingdon Valley Library
Sara Huff, Teen Librarian, William Jeanes Memorial Library

Today’s teens have a wide variety of interests but one thing they can all agree on is food. But in a world where grabbing food on the go is so easy, are teens comfortable making food for themselves? Learning to cook or bake is an essential life skill that can increase teens’ confidence and independence. Culinary programming for teens hasn’t always been feasible in libraries, especially if they don’t have a dedicated kitchen space or access to the right equipment. With the need to pivot to virtual programs during the pandemic, several public libraries in Montgomery County, PA engaged teens online, in their own home kitchens, to share recipes, cooking techniques, and creative challenges. This session will show how to plan and execute teen culinary programs, discuss extension activities and collection connections, and provide time to brainstorm culinary programs for teens that will make their stomachs growl.

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

ACT 48 Session

About the speaker(s): Lindsay Cummings is a public librarian focused on adult & teen services, and has spent 9 years working with teens. Sara Huff is a Teen Librarian who focuses on programming for grades 6-12 in a Montgomery County public library. Beth Bilus works in Youth Services and runs the programming for students in grades 6-12 in a Montgomery County public library. Jessica Richmond is a Children’s Services Librarian focusing on elementary and middle school programs and services.

Welcoming Financial Literacy Programming Back to your Libraires: Together We Can Achieve Success!

Kelly Davis, Outreach Specialist, Pennsylvania Treasury
Deb Tingley, Public Engagement Officer, Pennsylvania Treasury
Amy Sawdey, Higher Education Access Partner, PHEAA - Pennsylvania School Services
Rob Lesher, PA Forward® Program Manager, Pennsylvania Library Association

Partnerships are critical to achieving the goals of our organizations. The Department of Treasury and PHEAA have partnered with PaLA and the PA Forward® initiative to achieve our goals. As we begin to return to working with our constituents in person again, learn how these critical financial literacy partnerships can provide your users access to critical subject matter experts and give a quick boost to your adult/teen/family programming.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

Library Fundraising in Turbulent Times

Ed Rossman, retired from Shaker Heights Public Library (OH)

While we don’t know how long the COVID-19 pandemic will truly last, we are already feeling the economic impact, and it will be felt long after the virus has receded. We will all need to adapt, and it will be essential for librarians to be able to generate sustained revenue through fundraising. This session will provide you with a comprehensive approach for generating sustained funds from
underutilized library assets in the wake of the pandemic. Through practical examples, it will take you through the process of securing steady funding. Topics will include a simple but specific strategy for approaching prospects and how to utilize cloud-based and social media technology. It will review different methods of fundraising and common pitfalls, including legal issues, and show how librarians can adopt business models used by media companies to increase sponsorships and member development. Using over a dozen fundraising examples and implementation exercises, this fast paced but informative session will help attendees to quickly develop plans that support financial stability and better library service.

Track: Advocacy & Development (Advocacy, Marketing, Fundraising, Giving)

About the speaker(s): Edmund A. Rossman III has been involved with libraries and broadcasting since 1980. Now retired, he was an Adult Service Librarian in Shaker Heights, Ohio and chair of the Business Reference in Public Libraries committee of BRASS. His early book, Castles Against Ignorance: How to Make Libraries Great Educational Environments (2006) is in over 70 libraries and consortia throughout the world. He has taught courses on the Internet and Mass Media for the Kent State School of Journalism, and online courses on Business Writing for Libraries for Kent States’ iSchool. As a business manager of radio stations in two major markets, he coordinated dozens of sponsorship campaigns, as well as produced over 200 hours of sponsored, specialty programming. His book, 40+ New Revenue Sources for Libraries and Nonprofits, was published by ALA Editions in 2016. He’s conducted numerous webinars, workshops and eCourses based on that both before and after his successful battle with cancer in 2018. His last eCourse on crisis fundraising was January 14-February 7, 2021. Reviews and more about his book can be found on the ALAStore page below. https://www.alastore.ala.org/content/40-new-revenue-sources-libraries-and-nonprofits

2:45:00 PM - 3:45:00 PM

Mysteries in Pittsburgh: Local Authors’ Panel

Jeff Boarts
Annette Dashofy
Liz Milliron
Peter W.J. Hayes

Join local mystery authors Jeff Boarts, Annette Dashofy, Liz Milliron, and Peter W.J. Hayes from the Pittsburgh chapter of Sisters In Crime. They’ll be sharing their inspiration and insights into the writing process for creating unique thrillers and mystery stories – all set in Pennsylvania!

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Jeff Boarts began his writing career late in life. Despite a desire to write novels since high school, it wasn’t until nearly forty years later, in the spring of 2012, when he published A FLASH OF MURDER, a mystery set in his hometown of Kittanning, PA. That same fall, MERRY MERRY MURDER, his second novel was published. Writing a book a year since, his 11th novel, THE MYSTERY OF THE RED BEAR LEAGUE, will debut this fall. Jeff has a bachelor’s degree in English Literature from Indiana University of Pennsylvania, where he also studied history, art, and business. Books he likes to read includes, but is not limited to: historical novels and mysteries, fantasy and sword and sorcery, suspense and thrillers, horror, and conventional mysteries. Jeff also enjoys movies of all types, from silent classics to modern films, (comedies, sci-fi, fantasy, mystery and suspense, horror, historical epics, etc.). Jeff is married to Carol Boarts, has two children, and a dachshund named Murphy. He resides and works in Kittanning. Annette Dashofy is the USA Today best-selling author of the multi–Agatha Award nominated Zoe Chambers mystery series about a paramedic and deputy coroner in rural Pennsylvania’s tight-knit Vance Township. Her latest release, a standalone, is Death by Equine, about a veterinarian at a second-rate thoroughbred racetrack seeking the truth about her mentor’s mysterious death. Annette is a member of Pennwriters and is the vice president of the Pittsburgh Sisters in Crime Chapter. She
and her husband live on ten acres of what was her grandfather’s dairy farm in southwestern Pennsylvania with their very spoiled cat, Kensi. Liz Milliron is the author of the Laurel Highlands mystery series, starring a Pennsylvania State Trooper and a Fayette County public defender in the scenic Laurel Highlands of southwest Pennsylvania. She is also the author of the Homefront Mysteries, set in Buffalo, NY in the early years of WWII. The series features Betty Ahern, a young woman doing her part for the war effort working at Bell Airplane while she nurses fantasies of being a private detective. Liz is a past president of the Pittsburgh Chapter of Sisters in Crime, as well as a member of International Thriller Writers and Pennwriters. Now an empty-nester, Liz lives outside Pittsburgh with her husband and a very spoiled retired-racer greyhound. Peter W. J. Hayes was born in Newcastle upon Tyne, England, and lived in Paris and Taipei before settling in Sewickley, a village just north of Pittsburgh. He worked as a journalist, advertising copywriter and marketing executive—including six years as Chief Marketing officer for a multinational corporation—before turning to mystery and crime writing. He is the author of the Silver Falchion-nominated Vic Lenoski police procedural series, and is a Derringer-nominated author of more than fifteen short stories. He is also a past finalist for the Crime Writers Association (CWA) Debut Dagger Award. He can be found at www.peterwjhayes.com.

Crafting an Information Literacy Toolkit: Maximizing Faculty Options to Embed Information Literacy in the Curriculum

Beth M Transue MLS, Information Literacy Librarian, Messiah University

Academic librarians often struggle to embed information literacy instruction throughout the curriculum when faculty resist such efforts due to perceived time constraints. In other situations, librarians turn down instruction requests because of overwhelming demand. This session describes a toolkit that addresses both situations. The Information Literacy librarian created an information literacy toolkit that increases flexibility and is scalable. The toolkit is organized by basic information literacy categories. Each category lists learning objectives that students should master during their time at the university. For each learning objective, faculty choose between librarian-led or faculty-led instruction. This instruction can be in-person, online or a hybrid. The librarian-led option provides an outline of what the librarian can cover in class. The faculty-led option provides ideas for instructors to implement to meet the information literacy learning objective. Faculty are encouraged to adapt the toolkit recommended activities to maximize relevancy for student learning. This session will describe the process of creating the information literacy toolkit and provide tips about creating and marketing an information literacy toolkit at their institutions. This project was funded by the Sawyer Digital Proficiency Initiative.

Track: Technology & Education (Applied technologies, Emerging technologies, Gaming, Library Instruction)

ACT 48 Session

About the speaker(s): Beth M Transue is the Information Literacy Librarian at Messiah University. She coordinates delivery of information literacy at all levels of the university: from dual-enrolled students to graduate students. Beth enjoys exploring flipped and active learning environments and has published in the field of Connectivism learning theory and information literacy.

"Getting Along With Toxic Board Members"

Catherine Alloway, Consultant

How can you handle difficult board members and elected officials? Master the art of dealing with Micro-Managers, Second-Guessers, Slackers, Know-it-Alls, and other challenging personalities who try your patience and fortitude. Participants will participate in small group discussions of case studies, moderated by an experienced librarian. Groups will share best strategies with a report-out to the full group. Limited to 30 participants.

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)
About the speaker(s): Catherine Alloway retired earlier this year as Director, Schlow Centre Region Library. She has had 28 years of experience in dealing with good and bad board members. Breakout sessions will be moderated by experienced library directors with significant board experience.

Applying Principles of Organization Development to Grow into Inclusive Organizations

**Nikhat J. Ghouse**, Organization Development Consultant, Jehan Consulting

Despite efforts to diversify the profession, libraries and library culture remain predominantly white. While the recruitment of Black, Indigenous, and people of color (BIPOC) continues, retention is a struggle as our library cultures remain exclusionary. An organization’s culture and retention of BIPOCs to the field of librarianship are interconnected. By establishing an inclusive culture, individuals feel valued, heard, and engaged in work. This session will look at what inclusive actions everyone can take to change this culture of exclusion. This presentation will engage attendees with a developmental process from the field of organizational development. “The Path from Exclusive Club to Inclusive Organization” (Miller & Katz) is a model that illustrates the stages encountered when transitioning from an exclusive organization to an inclusive one. We’ll engage the model in very practical applications allowing for tangible takeaways and actions for attendees.


**ACT 48 Session**

About the speaker(s): Nikhat Jehan Ghouse (pronounced NICK-khath Juh-haa Goss) is an Organization Development (OD) Consultant and facilitator with Jehan Consulting as well as Associate Librarian for the Social Sciences and Coordinator of the Diversity Alliance Residency Program at American University (AU). Nikhat works with organizations, including public and academic libraries, state, regional and national associations. Ms. Ghouse received her Master of Science in Organization Development from AU, her MLIS from the University of Pittsburgh, and a BA in History from Cleveland State University. Nikhat has over 20 years of professional experience working in libraries and five-plus years of experience consulting at the intersection of libraries and organizational development.

FAMtastic Fiction Book Boxes

**Amberlee McGaughey**, Children's Librarian, Erie County Public Library  
**Brittany Kafferlin**, Outreach Children's Librarian, Erie County Public Library

FAMtastic Fiction is a take-home family reading experience developed during the pandemic. Each Book Box contains a free chapter book, a discussion guide, and supplies for hands-on extension activities. The session will cover program content, the community partnerships that have sustained the initiative, and the outreach opportunities it has provided. Attendees will learn how to scale and replicate the FAMtastic program in their libraries regardless of budgetary restrictions. The presentation will cover cost-saving strategies, such as using Hoopla audiobooks and partnering with local organizations. We will discuss our ongoing partnerships with the Erie Housing Authority and a local elementary school. This will not be a passive session! Breakout groups will brainstorm extension activities for a selection of middle-grade books. The groups will share their ideas for Book Boxes and potential community partnerships. We’ll also exchange ideas for similar take-home programs and discuss the underserved populations they can reach.

**Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)**

**ACT 48 Session**

About the speaker(s): Amberlee McGaughey completed her MLIS with the University of Pittsburgh in 2012 and has worked as a youth services librarian in Pennsylvania public libraries ever since. She has served the ECPL system for five years as a programming, collection development, and
children's reference librarian. Brittany Kafferlin recently completed her MLIS program with Clarion University and is ECPL's outreach children's librarian. She works directly with the local Housing Authority to provide library services and programming to the families they serve. Before graduation, she worked as a clerk and frequently assisted with children's programming.

The Essential Toolkit on Weeding and Merchandising: Improve Access and Discoverability

ACT 48 Session

Jennifer Moakler, Collection Management Coordinator, Bucks County Free Library
Kathleen Loudon, Collection Management Librarian, Bucks County Free Library
Holly Ambrose, Collection Management Director, Bucks County Free Library

How long should the shelf life of a book be before discarding it? Is it better to have an outdated book in your collection than none at all? How do you showcase your collection’s hidden gems? Weeding and merchandising are essential parts of collection management in every library. Join us for our pre-recorded presentation regarding the differences of weeding by sight versus weeding by a report. Recognize the importance of establishing and following both a collection management and weeding policy at your library. Understand the necessity of having your library on a weeding schedule to implement ongoing weeding activities. Discover just how many duplicate copies need to stay on a shelf at any given time. Gain information about the need to weed damaged and outdated materials from your collection. Learn how and why to merchandise your materials and prepare eye-catching displays to upsell any collection. Find out this information and more, while getting real-time answers to your questions, in this cutting-edge virtual session.

Track: Collections (Acquisition, Cataloging, Preservation & Archives, Open Access, Electronic Resources)

About the speaker(s): Holly Ambrose, Kathleen Loudon, and Jennifer Moakler are librarians in the Collection Management Department of the Bucks County Free Library and have provided in-person and virtual training in weeding and merchandising to all levels of staff throughout the Bucks County Free Library system for the last three years.

Exhibitor Showcase: "Made Free and Open to the Public"

Made Free and Thrown Open to the Public charts the history of public libraries and librarianship in Pennsylvania. Based on archival research at more than fifty libraries and historical societies, it describes a long progression from private, subscription-based associations to publicly funded institutions, highlighting the dramatic period during the late nineteenth and early twentieth centuries when libraries were “thrown open” to women, children, and the poor. Made Free explains how Pennsylvania’s physical and cultural geography, legal codes, and other unique features influenced the spread and development of libraries across the state. It also highlights Pennsylvania libraries’ many contributions to the social fabric, especially during World War I, the Great Depression, and World War II. Most importantly of all, Made Free convincingly argues that Pennsylvania libraries have made their greatest strides when community activists and librarians, supported with state and local resources, have worked collaboratively.

Bernadette Lear, author

About the speaker(s): Bernadette A. Lear is the behavioral sciences and education librarian at Pennsylvania State University’s Harrisburg campus. With Eric C. Novotny, she is the founding coeditor of the scholarly journal Libraries: Culture, History, and Society. Lear’s research focuses on the history of libraries, which she studies as an intersection of cultural, labor, social, and women’s history.

4:00:00 PM - 5:00:00 PM

Dreaming in Digital: Equitable Engagement Across Distances

ACT 48 Session
Sara Kern, Access Services and Instruction Librarian, Juniata College  
Christine Elliott, Reference and Instruction Librarian, UMass Boston  
Jacob Gordon, Archives and Special Collections Librarian, Juniata College

Have you ever wondered how you can create an outreach tool to effectively and equitably engage with your community both in-person and virtually AT THE SAME TIME? The librarians at Juniata College have utilized collaborative documents and social media to address a wide range of content in a variety of different engagement situations to effectively build and strengthen our community regardless of their location. This presentation will demonstrate how Universal Design for Learning and accessible practices can be used online to enhance community engagement in formal and informal situations. Participants will learn how widely popular applications like Google, Microsoft, Youtube, Facebook, and Instagram were used to enhance our outreach and instruction to enable librarians to fully engage with patrons, regardless of technology limitations. We will share examples of effective interactions with students and faculty, and strategies for democratizing access to all resources, including archives and special collections. Attendees will learn how to create collaborative documents specific to their institutional needs and goals, develop effective online or hybrid social media plans, and find inspiration on how to utilize these tools to support inclusion and accessibility.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Sara Kern is the Access Services and Instruction Librarian at Juniata College in Huntingdon, PA. She earned her MA in History from the Pennsylvania State University and her MSLIS from Syracuse University. She is published in The Library’s Guide to Graphic Novels (2020) and has forthcoming chapters in Teaching Critical Reading Skills: Strategies for Academic Librarians and Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners. Christine Elliott is a Reference and Instruction Librarian at the University of Massachusetts in Boston, MA. Christine’s interests include universal accessibility, library marketing, innovative technologies, information literacy instruction, and open educational resources (OERs). She has published in College & Undergraduate Libraries (Taylor & Francis, 2018), Teaching Technology in Libraries (McFarland, 2017), and the Discovery Tool Cookbook (ACRL, 2016). Christine is co-editor of the 2018 LITA Guide on Augmented and Virtual Reality in Libraries. She has a forthcoming chapter in Exploring Inclusive & Equitable Pedagogies: Creating Space for All Learners. Jacob Gordon is the Archives and Special Collections Librarian at Juniata College. His working days involve collections care, answering inquiries and working with liaison departments, mostly in the humanities. Outside of work, he likes to read a variety of genres, run, and podcast under the name Book Club of One.

Bridging Academic and Public Collections

ACT 48 Session

Amanda Peters, Archivist, Coal and Coke Heritage Center, Penn State Fayette, The Eberly Campus

The session will detail experiences in creating partnerships between academic and public collections. A short presentation and discussion on collaborations between academic and public entities on sharing collections through outreach and programming to enhance community access to individual collections. For example, Penn State Fayette’s Coal and Coke Heritage Center (CCHC) has collaborated with West Overton to share collection items for exhibits and programming, has worked with a local library, and has plans to work with a local state park. Collaborations have led to engaging communities outside of the usual and has enhanced the use of the CCHC collections.

Track: Collections (Acquisition, Cataloging, Preservation & Archives, Open Access, Electronic Resources)

About the speaker(s): Amanda has been the archivist of the Coal and Coke Heritage Center for five years. After working on much of the backlog of the archive, she has concentrated more on
collaboration with local organizations in the area to share collections and enhance community engagement.

Listening to Our Neighbors: Collaborating with Staff and Faculty to Learn about Diversity within Your Library

ACT 48 Session

Emily Mross, Business Librarian, Penn State Harrisburg
Jill Cataldi, Information Resources and Services Support Specialist, Penn State Shenango
Carmen Cole, Information Sciences and Business Liaison Librarian, Penn State University Park
Yesenia Figueroa-Lifschitz, Information Resources and Services Support Specialist, Penn State New Kensington
Richard Stringer, Information Resources and Services Support Specialist, Schreyer Business Library
Alex Harrington, Access Services and Instruction Librarian, Access Services and Instruction Librarian, Harrell Health Sciences Library

We know that libraries serve many different groups within our patron community, but do we take the time to think about the different groups within our library employee community? A large library system convened a working group of staff and faculty to interview library employees in all job types and locations in the organization to learn about issues of diversity, equity, inclusion, and accessibility (DEIA) in our workplaces. The Listening Tour project met with more than 60 units within their library system and heard a wide range of perspectives on DEIA in libraries. In this session, learn about how the team approached its work, what they learned from each other and from their interviews, and how you might undertake a similar listening tour at your library.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): The presenters are faculty and staff of Penn State University Libraries who conducted a diversity listening tour in Spring 2020. The group members also serve in leadership on the University Libraries’ Diversity Committee, and coordinate diversity programming for UL faculty and staff.

So You Wanna Run a Gaming Discord

ACT 48 Session

Katie Donahoe, Teen Librarian, Mt Lebanon Public Library
Andrew Kilpatrick, Customer Service Librarian, Brentwood Library
Carrie Lowery, Youth Services Specialist, Bridgeville Public Library and South Fayette Township Library
Finley Gelsimino, Library Program Coordinator, Carnegie Library of Homestead

In Teen Services, the last thing anyone wants is discord, right? Well, in the case of gamer teens, this couldn’t be further from the truth. So, many of our patrons use the Discord platform to connect with friends and online communities; it only seems natural to have a presence, especially in this time of disconnect. In this presentation, we will discuss our county-wide Discord-based gaming nights: how they came to be, the triumphs, the frustrations and how you can start one of your own. We will discuss the benefits of collaborating across libraries; the initial tech concerns, such as the actual process of setting up a Discord, user permissions, and invitations; moderation concerns, including creating a set of rules for the server, adding and vetting participants, and choosing and scheduling games. We will also be throwing in some fun things we’ve learned along the way, including what bots are and how we’ve been using them, and the creative energy our gaming teens bring to the creation of new channels and memes.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)
About the speaker(s): All presenters are currently working together as a collaboration between 10 libraries across Allegheny County.

**PA Forward(R) as a Foundation for Your Library Strategic Planning**

**Sheryl Thomas**, Assistant Director, Erie County Public Library

A strategic plan allows a library to map out what it wants to achieve. The PA Forward Initiative provides a foundation upon which a library can develop a simple but meaningful strategic plan for the their library. Hear from colleagues who have used the PA Forward principles to develop their strategic plan and outreach plans.

*Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)*

About the speaker(s): *Sheryl is the Assistant Director and lead on the Erie County Strategic Plan
Rob Lesher is the PA Forward Program Manager*

**Fred Rogers & The Benefits of Being Defiantly Kind**

**Chris Rodell** author/speaker

In a world that cries out for civility and healing, there’s now an engaging book about Mister Rogers’ Neighborhood by an author who actually lives there. Headlines: • Rogers was horribly bullied growing up in the town he would later exalt as the Land of Make-Believe. • Rogers and Arnold Palmer, two icons of international grace and sportsmanship, were small town rivals who never got along. • Visionary educators say it’s short-sighted to consider Rogers merely a children’s TV host and insist his life lessons put him on par with men like Gandhi and Martin Luther King Jr. • Rogers was NOT a Navy SEAL or an Army sniper, but he did do time in rehab. Really! Heavy on humor and heart, this talk will focus on applying the life lessons of Fred Rogers on the real world.

*Track: Career & Leadership (Leadership Development, Networking, Professionalism, Scholarly Communication, Self-Care)*

About the speaker(s): *Chris Rodell is author of, “Growing Up in the REAL Mister Rogers’ Neighborhood: Life Lessons from the Heart of Latrobe, Pennsylvania” and “Arnold Palmer: Homespun Stories Of The King,” the quirky book about his oddball friendship with one of the planet’s most popular and beloved men. His books include “Use All The Crayons! The Colorful Guide To Simple Human Happiness,” and “The Last Baby Boomer: The Story of the Ultimate Ghoul Pool,” a novel that was bestowed the 2017 TINARA Award for Outstanding Satire. He was a 2015 PaLA keynote speaker.*

7:00:00 PM - 7:30:00 PM

**Networking**

7:30:00 PM - 9:00:00 PM

**Special Event - Virtual Trivia!**

Join us for a virtual spin on our traditional trivia competition! We will attempt to stump you again this year as you compete with your colleagues for Trivia Master bragging rights. The event may be virtual, but the challenge is real! Proceeds benefit the David Roberts EXCEL Award Program.

**TUESDAY, September 28**

9:00:00 AM - 9:45:00 AM

**Town Hall with Office of Commonwealth Libraries**

**Susan Banks**, Acting Deputy Secretary of Libraries, Office of Commonwealth Libraries  
**Sarah Greene**, Director, Bureau of State Library  
**Heather Sharpe**, Manager, Bureau of Library Development Division of Grants and Subsidies
Susan Banks, Acting Deputy Secretary and Commissioner for Libraries will discuss and take questions about the Office of Commonwealth Libraries’ current initiatives and its priorities for 2021 and beyond. Come prepared to join the conversation.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): All are staff at Office of Commonwealth Libraries

What a CareerLink Partnership Can Do For Your Library

Rachel Stevenson, Librarian, Erie County Public Library
Rebecca Whitney, CareerLink

Partnering with your local CareerLink can lead to a world of opportunities you and your patrons. This program will focus on different ways you can work with your local CareerLink from having programs in-person or virtually to creating a drive-thru job fair to an in-person Job Fair Readiness Conference to actually embedding CareerLink staff in your library.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Rachel Stevenson from the Erie County Public Library and Rebecca Whitney from CareerLink have been partnering together for five years. Each year they are able to strengthen and grow the partnership between the two organizations to better help patrons.

9:00:00 AM - 11:00:00 AM (Double Session)

Anti-Racism and Equity-mindedness: Critical Examination of Policies, Practices, Programs, Services, and Resources for Social Justice

ACT 48 Session

Adrienne Coleman, CEO, Candid Conversations Matter

This workshop will assist the affiliates of the Pennsylvania Library Association in understanding equity, which is when policies, practices, interactions and resources are representative of, constructed by and responsive to all people so that each individual has access to, meaningfully participates in, and has positive outcomes from high quality experiences, regardless of individual characteristics and identities. Through the development of equity-mindedness, participants will learn to examine patterns of inequity within their respective branches and begin to think strategically on the elimination of emergent inequities. In addition, participants will engage with the Policy Equity Analysis Tool, an instrument that branches can use to critically reflect on policies, which considers the following key framing questions:
1.) What is the intent behind the policy being reviewed?
2.) What social constructions does this policy embrace?
3.) Who benefits from the way things are and who does not?
4.) What actions will redress the inequities we see in our policies?

While inequity can exist an array of social identities, this workshop will have an intentional focus on the achievement of racial equity, through the implementation of anti-racist policies, practices, programs, services, and resources. Through an examination of individual, institutional, and societal influences as related to racial injustice, participants will learn about systemic racism, that is interwoven into every fabric of America and rooted in privilege and power. A racial equity lens will be introduced as a framework to review branch initiatives and for policy development. The workshop will be rooted in Inclusive Excellence, Racial Justice and approached through an Equity-Minded Lens.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)
About the speaker(s): Dr. Adrienne Coleman, an innovative, creative, problem-centered and equity-minded leader, speaker and researcher, serves as the Director of Diversity, Equity and Inclusion (DEI) at the Illinois Mathematics and Science Academy (IMSA). In this role, she is responsible for assessing potential barriers and developing strategies focused on diverse talent acquisition/retention as well as designing training initiatives on cultural competency, implicit bias, stereotype threat and other topics designed to increase awareness, and implementing related DEI policies and strategic plans. Not only has she influenced practices at IMSA, she is an entrepreneur. Her company, Candid Conversations Matter has assisted educational institutions, social-service organizations, law enforcement, government agencies and international groups in moving Diversity, Equity and Inclusion forward. Previously, she worked at Rutgers University as a Program Development Specialist, Research Assistant and Adjunct Faculty with the Bloustein School of Public Health as well as at Illinois State University as a Health Educator. She served as an AmeriCorps member and was part of the United States delegation team that assisted Moldova (Eastern Europe) in addressing issues of human trafficking and inadequate health education. Resulting from her contributions to the diversity space and equity-focused research, Dr. Coleman was the recipient of the, 2020 ISU Alumni of the Year Award, 2018 IMSA Presidential Leadership Award, the 2018 Top Ladies of Distinction Hidden Figures Award, the Leon Lederman Scholar’s Award for year’s 2013 – 2018, the 2016 NAACP Trailblazer in Education Award, and the IMSA 2012 E = MC² award.

10:00:00 AM - 11:00:00 AM

**Personal Identity Narratives Awaken Student Voice**

**ACT 48 Session**

**Cheri Sterman**, Vice-Chair, Partnership for 21st Century Learning

Student engagement requires personal relevance. What if we could transform students from being passive receivers and reluctant readers into confident authors whose voices are awakened! Personal identity narratives increase engagement, address social justice, diversity, and inclusion, and give students agency. Participants will create non-traditional personal portraits that reflect what is inside, instead of outward appearances. These hand-drawn selfies will serve as writing springboards. We will use the Intentional Writing Framework to plan the personal identity narratives' intent, intended audience, voice, and genre for creative writing. Participants will “read” each other’s art using the SEEK™ Insights from Art tool. The group will engage in a reflective discussion of how these sketching and writing experiences helped us see multiple perspectives, map out similarities/differences, and address bias. The session will close with participants planning how they will use these exercises and resources with students.

**Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)**

About the speaker(s): Cheri Sterman helps educators and community leaders build creative capacity. She translates research and best practices into professional development. She has written books on Creative Leadership, Multiliterracies, Culturally Responsive Learning Environments, STEAM, and Family Engagement. Cheri is Vice-Chair of the Partnership for 21st Century Learning and served on the board of the National Association for the Education of Young Children. Prior to joining Crayola, Cheri was the Director of Child Development for the State of Ohio. She taught Child Development to graduate and undergraduate students at the University of Cincinnati and Sinclair College in Ohio. Cheri provides keynote speeches and teaches courses on the following topics: The Power of Art to Reverse Stereotypes, Personal Identity Narratives, and Culturally Responsive Teaching.

**Welcome, Critical Pedagogy: Engaging with Social Justice Concepts in Library Instruction**

**ACT 48 Session**
Carmen Cole, Information Sciences and Business Liaison Librarian, Penn State University Libraries, University Park

Emily Mross, Business Librarian and Library Outreach Coordinator, Penn State University Libraries, Harrisburg

Integrating social justice concepts, examples, and cases into disciplinary information literacy instruction is essential for students to reflect on issues of equity in society. For some students, encountering the material in these sessions may be their first consideration and engagement with social justice topics related to their discipline or in their education. In this presentation, two academic librarians will share strategies, lesson examples, and outcomes from their incorporation of social justice topics into business and technology-related courses.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)


Bite sized Grant Writing

Laura O'Grady, Director, Hershey Public Library

A presentation that covers the basics of grant writing from a library perspective. Topics include understanding different types of grantmakers, positioning your application for success, common materials that are required for applications, and how to evaluate success. Questions will be encouraged!

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)

About the speaker(s): Laura O'Grady is the Director of the Hershey Public Library and former Director of Development for York County Libraries. Laura's achievements in grant writing have brought in over $930,000 to libraries and non-profits through both state and local opportunities. Laura is excited to empower other libraries to explore grant writing to better their organization.

Learn What Your Doctors Know About Cancer Treatment

Tanya Fischer, MEd, MLSIS/Medical Writer, Patient Information/National Comprehensive Cancer Network (NCCN)

The National Comprehensive Cancer Network® (NCCN®) is a not-for-profit alliance of 31 leading cancer centers devoted to patient care, research, and education. Its core resource, NCCN Clinical Practice Guidelines in Oncology®, are the standard for cancer care. Clinical practice guidelines are decision tools created by multidisciplinary teams of experts from across NCCN Member Institutions to determine the best way to treat a patient, depending on their diagnosis, disease stage, and other factors, such as age. NCCN Guidelines for Patients® is the patient-friendly version of these guidelines. All resources are available for free at nccn.org.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Tanya Fischer is the chair of the PA Forward® Literacies’ Team. She is an infopreneur and an outside-the-box thinker with experience in public, academic, and medical libraries. Currently, Tanya spends her days writing about cancer - helping those with cancer
understand their disease, prepare for testing and treatment, and engage in shared decision-making.

Canva & Google Slides for Libraries

ACT 48 Session

Anna Newborg, Director, Wilkinsburg Public Library
Alan Rader, Technology Librarian, Monroeville Public Library

Looking for a free alternative for creating eye-catching graphics, posters, flyers and social media? We will discuss the process of obtaining access to a professional level account with Canva, and then have a brief tutorial on some of its capabilities.

In the second half of the session we’ll be looking at how to use Canva in conjunction with Google Slides to create a virtual library experience for your patrons.

Track: Technology & Education (Applied technologies, Emerging technologies, Gaming, Library Instruction)

About the speaker(s): Anna Newborg has been the primary digital content generator for the Wilkinsburg Public Library for over 5 years.

Alan Rader has worked with graphics software for over 25 years, creating marketing materials. Alan has presented this topic to the ACLA region in April of 2020.

The Little Red Hen Bread Baking Club

ACT 48 Session

Nina White, Youth Services Manager, James V Brown Library

The Little Red Hen Baking Club is a family engagement program that can be done from the comfort of their own kitchen. This program is transferable to all size libraries and budgets and is ideally for preschool and elementary aged children. The monthly kits include simple yeast dough recipes that are fun, and will build muscles in children’s hands to help them become writers. If they are already writers, the program scaffolds up to include lots of opportunities to fill in recipe review cards, copy the recipe and share it with a friend, or just spend quality time together in the kitchen. Venn Diagrams are included to support scientific thinking and categorization with comparing and contrasting recipes and story narratives. Come learn how this program can support the library's goals to build home relationships with nurturing increased positive family experiences, and perception of the library as a positive educational resource for families. Read together, bake Together, write together!

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

12:00:00 PM - 1:00:00 PM

College & Research Division Lunch & Learn: Kick Back and Relax: Creating a Radical Sense of Belonging in Our Libraries

Ione Damasco, Professor; Associate Dean for Inclusive Excellence, Engagement, and Operations, University of Dayton (OH)

Many of us who work in libraries like to think that we have created welcoming spaces for anyone who comes through our doors. Some of us have moved away from using terms like “patrons” or “customers” to refer to the different populations we serve and have started using terms like “guests” or “visitors,” which on the surface, sounds more inviting. We present our libraries as places to do research, first and foremost, but we also market them as places to study, to collaborate with others, or just to hang out. We also present a narrative that states libraries are great workplaces where diversity is valued. But the isolation of pandemic lockdowns and the
uprisings of this past year in protest around racist violence against people of color have shown that many people do not feel welcome in every space they inhabit. In fact, many people continue to face dehumanization, and are still labeled as the “other.” In this talk, I will share how library culture contributes to this process of “othering.” We will then discuss how we can develop dialogue-based skills to make our libraries places where people don’t just belong, but feel at home.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker: Ione T. Damasco, M.L.I.S., has been at the University of Dayton since 2005, and was recently appointed as the Associate Dean for Inclusive Excellence, Engagement, and Operations in the University Libraries. In this role, she strives to ensure inclusive excellence is a deeply embedded framework within the Libraries. She provides leadership, guidance, and support for diversity, equity, and inclusion initiatives, as well as outreach and engagement efforts across the Libraries. She chairs the University Libraries Diversity & Inclusion Team, which serves as a resource around diversity, equity, and inclusion endeavors across the Libraries. Along with several faculty and staff from around campus, she is part of the Dialogue Zone Steering Committee, which is dedicated to programming and other initiatives around different forms of dialogue that take place in a new library space called the Dialogue Zone. Her scholarship has centered on race and diversity issues in librarianship, as well as the utilization of dialogue techniques to facilitate learning focused on social justice outcomes in libraries. She is currently exploring ideas of leadership of from a critical standpoint, as well as leading with empathy.

1:30:00 PM - 2:30:00 PM

Managing E-Resources Usage Data: Learning by Jumping in the Deep End

ACT 48 Session

Kathaleen McCormick, Cataloging and Metadata Librarian, Gumberg Library, Duquesne University
Heidi Card, Access and Discovery Librarian, Gumberg Library, Duquesne University

Like greatness, many librarians have e-resources tasks thrust upon them. Such was the case when our cataloging librarian was given the task of assisting our electronic resources librarian with collecting e-resource usage data. Gumberg Library had experienced repeated turnover during the past five years in the electronic resources librarian position, resulting in a lack of workflow and unorganized usage data processes. When a reorganization of departmental duties caused further disruption, it was decided that assistance was needed to collect the usage data and present it in an organized fashion. How does a new e-resources librarian train a colleague with little e-resources experience contribute to a workflow that is still in the process of being created? From navigating the COUNTER R4 to R5 transition, to managing SUSHI, to maintaining vendor password lists, we discovered which resources were helpful, which processes worked, and the importance of communication. Our presentation describes how we jumped into the deep end and swam back to shore with a manageable e-resource usage collection system.

Track: Collections (Acquisition, Cataloging, Preservation & Archives, Open Access, Electronic Resources)

About the speaker(s): 1. Kathaleen McCormick is the Cataloging and Metadata Librarian at Duquesne University in Pittsburgh, PA. She has over 20 years of experience in cataloging and metadata creation supporting discovery and access to library and special collections. She earned her MLS from the University of Pittsburgh’s School of Library and Information Sciences 2. Heidi Card is currently the Access and Discovery Librarian and faculty member at Duquesne University, with a MLIS from the University of Pittsburgh and a MA in Literature from Hunter College. Her primary research interests include equity, diversity, and inclusion in libraries, library trends, and organizational and management theories in libraries. She has worked in academic libraries for over 10 years.
The Power of POV: Emulating the First-Person Style of Mister Rogers and YourKoreanDad in a Library Orientation Video

ACT 48 Session

Carrie Bishop, Distance Learning Librarian, Indiana University of Pennsylvania

This session will introduce the concept of point-of-view (POV) videos and share ways this style can be used to create instructional videos for any library. POV videos, which use the first-person perspective to make the viewer the main character of the video, have recently become popular on social media platforms, especially TikTok with users like YourKoreanDad. Fans of Mister Rogers Neighborhood know, however, that Fred Rogers used this technique in every episode of his show to connect more intimately with his viewers. The presenter will share how librarians at her mid-sized university used POV filming to create a fun and engaging library orientation video for this year’s virtual new student orientation. Session attendees will learn the low-tech, simple filming and production strategies that were used and will practice writing a POV script. They will also benefit from hearing about lessons learned and mistakes that were made. Finally, the presenter will share her ideas for additional videos in the future and her plans to study how POV videos contribute to student self-efficacy using Bandura’s Theory of Vicarious Learning.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Carrie Bishop is the distance learning librarian and serves as personal librarian for students in Communications Media, Journalism and Public Relations, and at IUP’s regional campuses. As the distance learning librarian, she works to support the research and information needs of all students learning at a distance and/or online by ensuring they have equitable access to the library’s collections and services. She spends much of her time designing and delivering library instruction in online courses and building online instructional materials like videos, tutorials, and research guides that students can access anytime, from anywhere! Her research lies at the intersections of online learning, instructional design, information literacy, and educational media.

Why Psychological Safety Matters More Now Than Ever

Paula Singer, Vice President, The Segal Group
Allison M. Vaillancourt, Vice President, Organizational Effectiveness/The Segal Group
Lauralee Adams, Senior Associate/The Segal Group

Psychological safety is the ability to reveal one’s true self and opinions without fear that doing so will lead to negative repercussions in terms of reputation, career or status. While high levels of psychological safety in the workplace are linked to better outcomes, increased innovation, and deeper work satisfaction, many organizations are finding it increasingly difficult to create a sense that it is safe to speak up or take risks. In this interactive session, we will address current forces working against psychological safety in the workplace to include tone policing, vocabulary shaming, political differences, and remote work.

Track: Career & Leadership (Leadership Development, Networking, Professionalism, Scholarly Communication, Self-Care)

About the speaker(s): The speakers are HR/OD consultants with many years of experience consulting to libraries and other organizations. Dr. Singer is a Vice President in Segal’s Performance and Rewards practice, in the Washington, DC office. She specializes in performance management, organization development, staffing and compensation consulting in the library, higher education, nonprofit and corporate sectors. She has over 30 years of experience, providing
strategic human resources and organization development consulting services and serving as adjunct faculty for several higher education institutions. Paula is a frequent speaker to the Public Library, State Library and the American Library Association conferences. She has also written four books published by ALA on the topics of compensation, leadership, succession planning and human resources. Dr. Vaillancourt is a Vice President in Segal's Organizational Effectiveness practice. She is a nationally recognized expert in organizational strategy and human resources, with more than 30 years of faculty and administrative experience in universities across the U.S. Ms. Adams is a Senior Associate with Segal. She has over five years of experience in public sector experience in Human Resources and Organization Development. Ms. Adams conducts complex qualitative and quantitative analyses in order to assist in the development of custom programs to meet clients’ unique, strategic goals and philosophies.

Celebrate All Year Long - Creating Inclusive Collections and Programs

ACT 48 Session

Stefani Maclin-Hurd, ILS Support Librarian for WAGGIN
Laura Swanson, Library Manager for Chartiers-Houston Community Library
Susan Strnisha, Children’s Library Assistant for Chartiers-Houston Community Library

Finding ways to make sure all community members feel represented in our collections and included in all events, especially the ones that happen around the December holiday season, can feel intimidating, but it doesn't have to be! This presentation and following discussion can show how even the smallest libraries with the smallest budgets can approach programming and collection development to reflect and celebrate the religious diversity of our worldwide neighborhood.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): Stefanie Maclin-Hurd is a Librarian with over ten years experience. Currently, she maintains the library catalog for 20-public libraries in SW Pennsylvania. For the last year, she has been highlighting primarily Jewish holidays through Facebook posts and Readers Advisory suggestions, to help promote stories and learning opportunities featuring non-Christian holidays. She is also a preschooler mom, and many of the books highlighted are ones she owns in her child’s library. Laura Swanson has been working in public libraries for a collective ten years and has served as the Library Manager for five of those years at the Chartiers-Houston Community Library where she coordinates programing and collection development (among other things) for all ages. Susan Strnisha has been working in public libraries for four years, focusing on children’s literacy and programming as well as special needs outreach. Her current role is with the Chartiers-Houston Community Library as Library Assistant - Children’s Services and will graduate in May from Clarion University with a bachelor's degree in Information Management with a concentration in Library Sciences.

Dynamic Duos- School Librarians and Youth Services Public Librarians

ACT 48 Session

Corri Hines, School Age Services Advisor, Office of Commonwealth Libraries
Robin Burns, President, Pennsylvania School Librarians Association

This year, the Pennsylvania School Librarians Association leadership team began working with Corri Hines, School Age Services Advisor for the Office of Commonwealth Libraries, to create a greater connectivity with public librarians in the state. This has allowed for youth services librarians and state leadership to begin a dialogue which has led to the creation of a joint task force. This task force has met several times in the 2020-2021 year to create a guide for how to interact and collaborate in meaningful ways for youth services librarians and school librarians in communities across the state.

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)
About the speaker(s): Corri Hines is the School Age Services Advisor for the Office of Commonwealth Libraries since January 2020. She has a degree in English Education from Westminster College (2010) and library and information science from Clarion University (2016). Robin Burns is the Library Media Teacher for Salisbury High School since 2012. She currently serves as President for the Pennsylvania School Librarians Association, Membership Chair for the Southeast Region of Pennsylvania Association for Educational Communications and Technology, and on the Pennsylvania Teachers Advisory Committee. She is originally from New Jersey and attended Rutgers University.

Carolyne L. Smith Best Practices Awards Program

Pennsylvania libraries are providing fun, instructional, and developmentally-appropriate programs and services for youth and their families. The Carolyne L. Smith Best Practices Award recognizes the best programs of the year.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

Stephanie Bragg, Chair, Best Practices Award Committee

Advocating for More Funding: How Our Task Force Made the Ask

Joseph Sherwood, Executive Director, Chester County Library System
JoAnn Weinberger, Trustee, Chester County Library System
Carey Bresler, Director, Oxford Public Library (Chester County Library System)
Jack Hines, Trustee, Downingtown Library (Chester County Library System)

In 2019, the Chester County Library System created a Funding Task Force (FTF), comprised of four Board Members (2 System Board members and 2 Member Library Board Members), a Member library Director and system administrative staff. The goal was to increase funding for the System Member Libraries through a set of deliverables that included municipal, county, and state objectives. The FTF created new educational and contact opportunities for member library Boards and Directors, calculated a sustainability analysis to determine need, made a funding ask to County government, and has encouraged members to increase contact with local municipalities. As a result, the FTF was able to secure additional County funds for materials in the first year and an increase in overall County level funding for the second year. Member Libraries have seen increases in some local municipal funding as well. Members of the Task Force will present information on the items developed (staff provided data) and approaches used to communicate with various funders (Trustee and library director focused)

Track: Advocacy & Development (Advocacy, Marketing, Fundraising, Giving)

About the speaker(s): Joe Sherwood has worked in Libraries for nearly 32 years. He has worked as a Bookmobile Librarian, Books-By-Mail Librarian, Library Director and most recently as Executive Director of the Chester County Library System. He has served in both non-profit and governmental organizations. Also, he has served on the Pennsylvania Library Association (PaLA) Public Relations and Marketing Committee and most recently for many years the Legislative Committee. Advocacy is an important focus for him as we look to position libraries for the 21st century in this highly competitive funding environment.

JoAnn Weinberger, with a 27 year tenure as a Library Trustee, is Vice-President of the Board of Trustees, co-chair of the Funding Task Force, and Past-President, Chester County Library and District Center and Assistant Secretary, Chester County Library Trust. JoAnn is Trustee Emeritus of Philadelphia’s Center for Literacy, having retired as CEO of CFL, at that time the nation’s largest community-based provider of adult and out-of-school youth literacy services, after 27 years of service in February 2013. Formerly, she was Deputy Secretary for Policy Management in the PA Department of Education responsible for policy, legislative relations, research and the state library
and is currently a Nonprofit Leadership Consultant in areas of planning, policy analysis, government relations, management, and proposal development. JoAnn developed the partnership between the Pennsylvania Association for Adult Continuing Education and PA Forward.

Carey Bresler is currently serving as the Director of the Oxford Library since 2012. Prior to this position, she worked at the Atglen Library and the Cecil College Library. She got her start in libraries volunteering for 3 years at the Patrick Henry Village Base Library in Heidelberg, Germany. Here, she learned to love introducing individuals of all ages to library services. She is a 2014 graduate of the PaLA Academy of Leadership Studies Program. She is currently in the 1st year of her 2 year term of President of the Oxford Rotary.

Jack Hines has served on the Downingtown Library Board since 2015 when he organized a community project to move the library to its new facility using the community and “little red wagons”. He now serves as President of the Library Trustees after working to increase library funding to avoid use of library reserves to balance annual budgets. He is a retired municipal manager after serving for 34 years as manager of West Bradford Township. Current activities include serving as a Trustee and executive board member of the Brandywine River Museum of Art and the Brandywine Conservancy. Trustee at Penguin Court in Ligonier, Trustee for the Unemployment Fund of PSATS, Trustee of the Pension fund for PSATS and the PSATS Health Insurance Fund. Board of Directors of Pennsylvania State Police Camp Cadet of Chester County. Now serving as Chairman of the Board of Supervisors of West Bradford Township.

2:45:00 PM - 3:45:00 PM

ACT 48 Session

Emmett Lombard, Outreach Librarian, Gannon University

OER SWOT: Importance of Institutional Culture to Library OER Involvement

OER SWOT literally addresses Strengths, Weaknesses, Opportunities, and Threats facing academic library involvement in OER (open educational resources). Session format employs SWOT analysis to illustrate realistic academic library OER considerations in terms of administration and institutional culture. Although the presentation can be transactional PowerPoint slide show, intention is to inspire discussion rather than presenter monologue.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Emmett Lombard is Outreach Librarian and Faculty Mentor Program Director at Gannon University. He is involved in OER efforts at Gannon, and presented on OER at the 2019 PALA Conference.

Tackling Equity, Diversity and Inclusion in our libraries

ACT 48 Session

Marcus Yuille, Outreach Services Manager, Erie County Public Library

Correy Connelly, Circulation Manager, Erie County Public Library

This session will explore the Erie County Public Library's (ECPL) plan to advance its evolving mission of providing equitable access to the resources in our library locations throughout Erie County. Through this session, participants will explore the biases that libraries have unknowingly held. With a focus on policies & procedures, programming, outreach, collection development, budget and staff development, the session will cover the process that ECPL used to acknowledge existing biases, discuss tools to implement to provide all patrons with equitable service and create a welcoming atmosphere for community members across the ECPL system of libraries.

Track: Collections (Acquisition, Cataloging, Preservation & Archives, Open Access, Electronic Resources)
How much is Too Much? Setting Boundaries with Youth in Community Spaces as a Tool for Violence Prevention

ACT 48 Session

William McGinnis, Director of Education, Pittsburgh Action Against Rape

As professionals in community spaces, setting boundaries can be vital to ensure the best possible experience for everyone involved. Setting and maintaining healthy boundaries not only creates a better environment for children but also is a vital tool in violence prevention. Using a blend of discussion and lecture this presentation will explore the importance of healthy boundaries and tips and techniques on setting and maintaining them, discuss how healthy professional boundaries contribute to violence prevention, and increase the recognition of potentially harmful boundary interactions between adults and minors

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

About the speaker(s): William McGinnis is the Director of Education for Pittsburgh Action Against Rape (PAAR). With a background in education, he has worked in the public school system and youth serving non-profits for over 15 years. At PAAR he works with a variety of systems to bring awareness and build skills towards sexual violence prevention. His passion is in building skills in adults in contributing to ending violence against children. He regularly leads workshops with parents, youth serving employees and has presented at Child Maltreatment Conference. He also regularly trains for Pennsylvania’s state coalition PCAR. There he trains other state advocates on Parents in the Know a parent bystander curriculum.

Nature Explorers Backpack: Collaboration for Family Engagement

ACT 48 Session

Carrie Lane, Youth Services Coordinator, Allegheny County Library Association
Elise Cupps, Education and Outreach Coordinator, Allegheny County Parks
Julie Travaglini, Senior Director of Education & Curriculum, Allegheny Land Trust
Danielle Forchette, Education Coordinator, Western Pennsylvania Conservancy

This session will explore the collaboration between The Allegheny County Library Association, Allegheny County Parks, Allegheny Land Trust and Western Pennsylvania Conservancy that led to the creation of the Nature Explorers Backpack Program. Piloted in summer 2019, this program supplied over 30 county libraries with backpacks equipped with materials and supplies to support families’ exploration of nature in their communities. A Story Map highlighting nature in Allegheny County invites families to continue that exploration at ALT and WPC properties, as well as Allegheny County Parks. This workshop will include discussion of the continued collaboration under COVID-19 and how to start a similar project in your community.

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

About the speaker(s): Carrie Lane is the Youth Services Coordinator at the Allegheny County Library Association (ACLA). In this position, she develops partnerships, creates programming, plans professional development, and provides consultation with the 46 county libraries, 72 locations. Prior to joining the team at ACLA, Carrie was the director of the North Versailles Public Library and the Teen Librarian/Marketing and Fundraising Coordinator at Western Allegheny Community Library. Elise Cupps is the Education & Outreach Coordinator for the Allegheny County Park Rangers. She organizes and teaches education programs through the Park Ranger’s Parks to Schools/Schools to Parks program with the goal of bringing the Allegheny County Parks to local educational organizations and fostering an interest in conservation, outdoor recreation, and stewardship. Danielle Forchette is the Education Coordinator with the Western Pennsylvania Conservancy. In this role since 2018, she fosters educational partnerships where WPC properties, projects and staff can support engaging youth in experiential learning. Before joining the Conservancy, Danielle was with the Center for Experiential Learning at Loyola University Chicago.
Become the Communicator of the Year!

Grace Kelly, Human Resources Risk Management Consultant, RC Kelly Law Associates

Communication has always been the key to success. Your work relationships with employees is a prime example of how important good communication is to your sanity and the success of your staff. The 2020 pandemic taught us many things, one of which was the power of communication. Whether you are training a new employee, working through challenging changes, or making sure your staff is happy – being a strong communicator helps you become a strong leader. Join us for this interactive session as we explore best practices for internal staff communication.

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)

About the speaker(s): Grace Bradley Kelly is a Human Resources Risk Management Consultant with RC Kelly Law Associates. Grace has concentrated her practice on proactive employee management and regulatory compliance. With two decades of operational management experience along with formal MBA training, postgraduate certification in human resources and workplace investigations, Grace has the insights and business acumen to help clients with day-to-day HR Risk Management decisions for thousands of employees (she has seen or heard it all!). She is an experienced speaker, presenting on HR Risk Management topics at both the state and national level. Grace holds a Master’s in Business Administration from DeSales University and has taken post graduate classes at Villanova University. Grace obtained her Certificate as a Senior Professional in Human Resources (SPHR) from the HR Certification Institute and holds a certificate from The Institute for Workplace Investigators.

Capture Your Community’s Story - Your First Oral History Project - CANCELED

Andrew Miller, Adult Services Manager, Erie County Public Library
Courteny Baran, Digital Collections Librarian, Erie County Public Library

2020 was a wild ride: A global pandemic, periods of social unrest, and a tumultuous election. Don’t let your patrons’ memories disappear! With a small budget and some forethought, you can create a workable oral history program to capture your community’s memory of 2020. No experience required. ECPL librarians will share their dual layered oral history initiative: invitation-only interviews with community leaders and a self-submission collection project open to everybody. We’ll discuss the project outline, our equipment and setup, best practices for oral history questions, and share where our project is heading in 2021. We’ll also discuss some of the problems (and a few solutions) along the way: marketing issues, county solicitor questions, technical difficulties, and more.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Andrew Miller, B.A. History / MLIS, acted as project coordinator. Courteny Baran B.S. Liberal Studies / M.A. Public History, ran the day-to-day operation of the project with multiple interviewers. Has completed both short and long form oral histories at ECPL, and past institutions.

4:00:00 PM - 5:00:00 PM

The Library Ecosystem: we are all in this together

ACT 48

Rob Lesher, PA Forward(R) Program Manager
No library exists in a vacuum. How we use our resources and time is often challenged by the strength of the other libraries in our community. Learn how to reach and partner with the public, school, academic or special libraries which exist in your communities. The program will include a panel of libraries who have successfully created partnerships which these libraries and take with a how to on developing these deeper relationships.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Rob is the PA Forward Program manager. Other panelists will be provided in the coming weeks.

When Disaster Strikes

Jennifer Knisely, Executive Director, Altoona Area Public Library
Kathy Benzel, Assistant Director, Altoona Area Public Library
Keith Bailey, Production Manager, ServPro of Ebensburg

On 12/14/2020 the Altoona Area Public Library suffered devastating damages due to a construction accident at the site of the new high school. The ground floor of the facility was flooded after a main water line had been cut by a construction crew. The damages impacted the main power room, entire electrical panel, emergency generator, children’s room, staff offices and storage areas. The panel of presenters were all intricately involved in the initial response, mitigation and subsequent rebuilding of the library’s ground floor, and logistics of keeping a staff of 20 employed and engaged in meaningful work outside of the facility. Some of the topics included in the presentation include: insurance, questions to ask your adjuster, mitigation and emergency response, communicating with staff, board members, the media and other stakeholders, service delivery, community response and partnerships. This session will take the participants from the initial disaster, through recovery and rebuilding and reinforce that a public library is so much more than just a facility. ** As of the writing of this proposal, the AAPL facility is still closed. By the time the final write up is due, we will have a better way to end the description.

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)

About the speaker(s): Jennifer Knisely - Executive Director of the AAPL. Kathy Benzel - Assistant Director of the AAPL Keith Bailey - Production Manager, ServPro of Ebensburg. Keith was the main point of contact from the initial mitigation through reconstruction.

Disability is not a Bad Word: Accessible Language for an Inclusive Library

ACT 48 Session

Katelyn Quirin Manwiller, Instruction and Assessment Librarian, Trexler Library, DeSales University

A critical step towards making Pennsylvania libraries more equitable, diverse, and inclusive is increasing library staff awareness about disability. Accessibility is more than just wheelchair access and website functionality. It includes a library’s culture surrounding the way disability is understood and discussed. And importantly, it means ensuring libraries are inclusive for not only patrons but also library workers with disabilities. To create a more inclusive workplace culture, library staff and administration can start by improving their understanding of accessible language and disability concepts. This session will explain the importance of disability as a part of EDI work in libraries, appropriate terms to use and outdated terms to avoid, and additional resources for making your library accessible.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): Katelyn Quirin Manwiller is the Public Services and Assessment library at DeSales University. She earned her MLIS from the University of Pittsburgh in 2015, and has
worked as an archivist and instruction librarian in academic settings. Her research focuses on the experience of librarians with disabilities and she serves as the Vice Chair of PaLA’s Equity, Diversity, and Inclusion Committee.

**Teen Reading Lounge Turns Ten: Lessons From the Field**

**ACT 48 Session**

**Dr. Valerie N. Adams-Bass**, Assistant Professor of Education, University of Virginia, Curry School of Education & Human Development; TRL Youth Development Program Advisor  
**Julia Terry**, Education Program Officer, PA Humanities Council

Teen Reading Lounge Turns Ten: Lessons for the Field  
In this presentation researcher and program evaluator Valerie Adams-Bass and Education Program Officer, Julia Terry will highlight takeaways from the PA Humanities Council’s recently published Learning Brief. They will share research driven decisions that PHC has made over the 10 years of funding and supporting libraries in implementing Teen Reading Lounge, an informal youth book club and civic engagement program for teens ages 12-18. They will share promising practices in youth-led and equitable humanities programming including: - flexibility and adaptability - positive youth development and engaging minoritized youth - capacity building for libraries and youth program providers - specific examples of best practices from library partners from throughout the state - lessons from the pandemic and what is next for TRL

*Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)*

About the speaker(s): Dr. Valerie N. Adams-Bass is a Developmental Psychologist whose research focuses on how Black children see themselves and related outcomes. Dr. Adams-Bass is most interested in examining how media exposure influences interpersonal interactions and self-concept. Her research also examines how racial/ethnic socialization experiences and racial identity are related to the process of identity development and the social and the academic experiences of Black children and youth. She is an Assistant Professor of Youth and Social Innovation, and a faculty affiliate of the Youth-Nex Center to Promote Effective Youth Development in the School of Education and Human Development at the University of Virginia and a faculty affiliate of The Racial Empowerment Collaborative at the University of Pennsylvania’s Graduate School of Education. Dr. Adams-Bass regularly trains youth development professionals and teachers to use culturally relevant practices when working with children and youth. Julia Terry is a facilitator, visual artist, and anti-racist educator and mother living in West Philadelphia. She is a Leeway Art and Change grant recipient, currently sits on the Philadelphia Commission for Women, and was a Cultural Agent with the US Department of Arts and Culture. Julia holds a B.A. from Hampshire College in Studio Art and Youth Development, and completed her M.A.T in Art Education at Tufts University and the School of the Museum of Fine Art. Prior to joining the PHC team, she worked in community arts education, where she designed creative youth development programs, supported teaching artists, and cultivated school and out-of-school time partnerships.

**Story Walks: Literacy on the Move**

**ACT 48 Session**

**Carrie Lane**, Youth Services Coordinator, Allegheny County Library Association  
**Jennifer Farmerie**, Head of Youth Services, Sewickley Public Library  
**Dani Danylo**, Youth Services Librarian, Pleasant Hills Public Library  
**Megan Fogt**, Youth Services Department Head, Cooper-Siegel Community Library

The session will describe the various ways to create a story walk through a panel of three libraries that have each done something differently, including walk permanence and partner collaboration, as well as much more. In addition, there will be information about the history of this program and copyright concerns.

*Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)*
About the speaker(s): Each presenter has started a story walk and has great experience to share in this subject. This is the first presentation on the topic for all.

Virtual Data: Track, Record, Interpret

ACT 48 Session

Anna Newborg, Director, Wilkinsburg Public Library

This presentation will focus on how to track, record, and most importantly interpret virtual data. That is, data that comes from your social media pages, website, email blast provider, etc. Learn how to dive deeper into digital data to understand how your patrons react to and interact with your library's digital presence.

Track: Technology & Education (Applied technologies, Emerging technologies, Gaming, Library Instruction)

About the speaker(s): Anna Newborg has been an employee of the Wilkinsburg Public Library for over 6 years. Her passion is data and how to use that to improve library services. Anna has presented on this topic in 2020 to interested parties from the Allegheny County Library Association.

Self Defense Awareness

This program is designed to teach women how to avoid potentially dangerous situations that they face daily. It will also go over how to use everyday items for self defense purposes.

Track: Career & Leadership

Tony Venneri, Instructor

About the speaker(s): Tony Venneri has been a seminar leader for over 10 years on Awareness and over 21 years in the martial arts.

7:00:00 PM - 7:30:00 PM

Networking

7:30:00 PM - 9:00:00 PM

Special Event – An Evening with Lisa Scottoline

We are pleased to announce that #1 Best-Selling author, Lisa Scottoline, will provide our group with entertaining comments and insight behind her latest best-seller, Eternal. This powerful, historical fiction is entwined with shockingly true events that took place in Rome during the years leading up to and during World War II. Eternal is the tale of loyalty and loss, family and food, love and war that will forever be etched in the hearts and minds of readers.

Attendance requires an additional fee, but due to the author's generosity, a copy of the book will be included for the first eighty registrants.

About the author: Lisa Scottoline is a #1 Bestselling Author, The New York Times bestselling author and Edgar award-winning author of 33 novels, including her latest work, Eternal, her first-ever historical novel. She also writes a weekly column with her daughter Francesca Serritella for the Philadelphia Inquirer titled “Chick Wit” which is a witty and fun take on life from a woman’s perspective.

Lisa reviews popular fiction and non-fiction, and her reviews have appeared in The New York Times, The Washington Post and The Philadelphia Inquirer. Lisa has served as president of Mystery Writers of America and has taught a course she developed, “Justice and Fiction” at the University of Pennsylvania Law School, her alma mater. Lisa is a regular and much-sought-after speaker at library and corporate events. Lisa has over 30 million copies of her books in print and is
published in over 35 countries. She lives in the Philadelphia area with an array of disobedient pets, and she wouldn’t have it any other way.

**WEDNESDAY, September 29**

9:00:00 AM - 9:45:00 AM

**Governor’s Advisory Council on Library Development Open Forum**

Governor’s Advisory Council Chair, **Mary Garm**
Governor’s Advisory Council Vice Chair, **David Belanger**
Office of Commonwealth Libraries Acting Deputy Secretary, **Susan Banks**

The Governor’s Advisory Council (GAC) Open Forum provides an opportunity for the library community to communicate with the twelve-member group appointed by the Governor. The GAC Open Forum invites library partners who provide statewide services to present reports and highlight future plans. Attendees are welcome to ask questions and engage with the GAC members.

About the speaker(s): The Governor’s Advisory Council on Library Development is made up of 12 members appointed by the Governor. They represent trustees of local libraries, professional librarians, and laypeople with interest in services provided by libraries. This session has been offered annually at PaLA.

**Creating a Land Acknowledgment for Your Library**

**Rachel Brehm**, Director, Braddock Carnegie Library
**Pamela Barroso**, Reference Librarian, Monroeville Public Library

What is a Land Acknowledgement? Why does my organization need one? How do I write one? This sessions will answer all of those questions, as well as provide the process the Braddock Carnegie Library followed to create, approve, and disseminate a Land Acknowledgment. The Library staff has also compiled resource lists to share with staff and Boards to promote 'buy in' and confidence to promote use.

*Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)*

About the speaker(s): Library Director and Library Assistant who have gone through this process at their library.

9:00:00 AM - 11:00:00 AM (Double Session)

**Incorporating Computational Thinking into Existing Youth Programs**

ACT 48 Session

**Sara Huff**, Teen Librarian, Abington Township Public Library
**Nicole Husbands**, Young Adult and Outreach Services Librarian, Indian Valley Public Library
**Corri Hines**, School Age Services Advisory, Office of Commonwealth Libraries

Many libraries are being asked to implement STEM or STEAM programs, but staff may be unsure of where to start. Integrating computational thinking into existing programs would be a great place to begin. Don’t be intimidated by the phrase "computational thinking." This session will demystify computational thinking by breaking it down to the basic concepts. In this interactive session, participants will have a chance to discuss computational thinking and how it can be incorporated into youth activities. At the end of the session, participants will have a toolbox of budget-friendly activities that can be conducted by in-house library staff.

*Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)*
About the speaker(s): Sara Huff is the Teen Librarian at Abington Township Public Library. She runs several monthly programs for teens, including Q Crew, which is for LGBTQ+ teens and teen allies, and socials specifically for the special needs community. Nicole Husbands is the Young Adult and Outreach Services Librarian at Indian Valley Public Library in Telford, PA. Sara and Nicole were selected as part of the second cohort of YALSA’s Train the Trainer project. As participants in the training they developed skills in connected learning (CL), computational thinking (CT), and equity so they can better serve and meet the learning needs of youth in their communities. Corri Hines is the School Age Services Advisor for the Office of Commonwealth Libraries. We have presented on this topic PA Youth Services District Consultants and to the Youth Services staff of Bucks County Library System.

10:00:00 AM - 11:00:00 AM

Creating a Resilient Path Forward for Underserved Communities - CANCELED

ACT 48 Session

Paul Iarrobino, community activist, speaker, and documentarian

It is critically important to recognize and discuss the multitude of challenges forced isolation has placed on under-served communities, while examining disparities faced by lower income older adults, people with disabilities, LGBTQ+, BIPOC, people living with HIV/AIDS, etc. For example, members of the community who could greatly benefit from stable wifi, and newer technology platforms to combat isolation are often the least able to afford it. This session will explore weekly virtual peer support calls that evolved into a new lifeline for trust, hope, and new possibilities. Paul will share powerful lessons learned and how they have shaped his personal understanding of resilience and peace during unsettling times.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): Paul Iarrobino is a community activist, speaker, and documentarian with over three decades of gerontology experience. He developed virtual social support groups for older adults to safely connect and support each other during the pandemic. Most recently, he led a grant-funded initiative that helped connect underserved, low income older adults with technology and supports. You can follow his work at https://www.ourboldvoices.com

What You Need to Know About Digital Librarianship: A Discussion Among Digital Librarians

ACT 48 Session

Calida Barboza, Assistant Professor, Digital Innovation Librarian, Millersville University of Pennsylvania
Colleen Farry, Assistant Professor, Digital Services Librarian, University of Scranton
Alison Oskam, Digital Collections Librarian, State Library of Pennsylvania

Digital librarianship encompasses a wide range of professional roles and activities that continue to expand and diversify in specialization and scope. This field of librarianship comprises a variety of professional titles at academic and public libraries, including digital collections librarian, digital services librarian, digital innovation librarian, digital scholarship librarian, and more. As new areas of digital librarianship emerge with shifting user needs and service models, digital librarians are increasingly involved in collaborative partnerships with other library departments and campus units on digital projects and strategic initiatives. Through a discussion among digital librarians at Pennsylvania libraries, this session will examine digital librarianship in action within different library contexts and in support of specific service needs. By exploring the multivarious job responsibilities of a digital librarian alongside each other, the presenters will demonstrate the many facets of these roles and how they manifest at different libraries. Session attendees will learn about what digital librarians do and how they contribute to productive collaborations that benefit users and support an institutional mission. The presenters will also identify the influencing factors for different
manifestations of these roles and examine how institutional context, service needs, and resources can result in differing expectations of a digital librarian.

Track: Career & Leadership (Leadership Development, Networking, Professionalism, Scholarly Communication, Self-Care)

About the speaker(s): Calida Barboza is an Assistant Professor and the inaugural Digital Innovation Librarian at Millersville University of Pennsylvania where she coordinates digital projects and manages the institutional repository. During her career she has chaired committees to facilitate the exchange of information among functional area experts, has participated in system migrations and implementations as part of leadership teams, developed and documented workflows, and created and executed project plans. Colleen Farry is an Assistant Professor and Digital Services Librarian at the University of Scranton where she manages the Weinberg Memorial Library’s digital collections and related digital projects. She leads the development of policies and workflows for accessioning and preserving born-digital records for the University Archives and Special Collections. Farry is also a Faculty Fellow at the Slattery Center for Humanities where her research focuses on crowdsourcing technologies to develop community-driven archival collections. Alison Oskam is the Digital Collections Librarian at the State Library of Pennsylvania where she leads the Digital Collections team. She has a background in cataloguing, special libraries, and reference and instruction and uses all these skills areas to build digital collections that are inclusive, accessible, and organized. She focuses on project management for collaborative library programming with digital components.

Going With The Flow: Automating Everyday Library Tasks

ACT 48 Session

Adam Haigh, Technology Librarian, Lower Merion Library System

For both current and potential users of Office365, the combination of Microsoft Forms and Power Automate can streamline the way you get things done both internally among staff and externally with patrons in your community. The session will demonstrate ways libraries are able to automate and organize form responses, assign tasks and set project deadlines, track social media, and more.

Track: Technology & Education (Applied technologies, Emerging technologies, Gaming, Library Instruction)

About the speaker(s): This session will expand on subjects covered in a recent CRD Connect and Communicate webinar on March 3, 2021 and provide greater detail on two of the tools discussed, Microsoft Forms and Power Automate.

What happens next? Succession planning for key roles in your library.

Paula Gilbert, Director of Youth Services, York County Libraries

This will be an interactive presentation with a short PowerPoint visual designed to start the process of developing a succession plan for key leadership people in library organizations. Whether you are in a small library or a larger facility, planning for the right person to bring into your organization is important. Participants will get solid suggestions to begin the process of planning in their own libraries.

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)

About the speaker(s): Speaker has 45 years in the library field and has dealt with succession planning for the last 10 years. Currently actively working to recruit positions within my organization. Has also done succession planning for board positions in community organizations.

Helping Patrons to Dig Up their Roots: Tips for Conducting a Genealogical Interview

Amy Woytovich, Genealogy & Local History Librarian, State Library of Pennsylvania
Since many families are connecting more electronically, genealogical research has been on the rise. After doing basic Internet research, many patrons contact their local public library for additional help in finding their ancestors. Librarians may have limited resources to assist with genealogical research or they may be unfamiliar with the sources of information needed to answer genealogical questions. In this presentation, tips and strategies for conducting reference interviews will be discussed to help librarians discover what information their patron is seeking. Pointers for locating genealogy information from sources like the State Library of Pennsylvania, the Pennsylvania State Archives and the National Archives will also be covered.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Amy Woytovich is the Genealogy & Local History Librarian at the State Library of Pennsylvania.

Nothing But the Truth: Creative Approaches on Writing Non-Fiction

Yona Harvey, author
Lori Jakiela, author
Gregg Behr, Director, The Grable Foundation
Ryan Rydzewski, writer

What can we learn through storytelling – especially when the stories are true? Join Pennsylvania non-fiction authors Yona Harvey, Lori Jakiela, and duo Gregg Behr & Ryan Rydzewski, as they share their insights into writing and learning through creative non-fiction – and getting at the truth of what it means to be human.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): Yona Harvey is the author of the poetry collections You Don’t Have To Go To Mars for Love (Four Way Books) and Hemming the Water (Four Way Books), winner of the Kate Tufts Discovery Award. She contributed to Marvel’s World of Wakanda and co-authored with Ta-Nehisi Coates Black Panther and the Crew. She has worked with teenagers writing about mental health issues in collaboration with Creative Nonfiction magazine and received the inaugural Lucille Clifton Legacy Award in poetry from St. Mary’s College of Maryland. Her website is yonaharvey.com

Lori Jakiela is the author of the memoir Belief Is Its Own Kind of Truth, Maybe (2016), which received the 2016 Saroyan Prize, was a finalist for the Council of Literary Magazines and Small Presses Firecracker Award and the Housatonic Book Award, and was named one of 20 Not-to-Miss Nonfiction Books of 2015 by The Huffington Post. She is the author of two other memoirs – Miss New York Has Everything and The Bridge to Take When Things Get Serious, as well as a poetry collection, Spot the Terrorist, an essay collection, Portrait of the Artist as a Bingo Worker, and several limited-edition chapbooks. Her next full-length poetry collection – How Do You Like It Now, Gentlemen? Poems at Mid-Life – won Brickhouse Books’ 2021 Wicked Woman Award and is forthcoming in September 2021. Her work has been published in The New York Times, The Washington Post, The Chicago Tribune, The Pittsburgh Post-Gazette, The Rumpus, Brevity, Vol. 1 Brooklyn and elsewhere. She writes a monthly feature for Pittsburgh Magazine, “Stories of Our Neighbors,” which tells the stories of so-called ordinary people in extraordinary times. She directs the undergraduate writing program at the University of Pittsburgh at Greensburg, where she is a professor of English and Creative/Professional Writing. Her author website is http://lorijakiela.net

Gregg Behr is a father, children’s advocate, and director for the Grable Foundation whose work is inspired by his hero, Fred Rogers. For more than a decade, he has helped lead Remake Learning—a network of educators, scientists, artists, and makers he founded in 2007—to international renown.
Formed in Rogers’ real-life neighborhood of Pittsburgh, Remake Learning has turned heads everywhere from Forbes to the World Economic Forum for its efforts to ignite children’s curiosity, encourage creativity, and foster justice and belonging in schools, libraries, museums, and more. A graduate of the University of Notre Dame and also Duke University, Gregg holds honorary degrees from Carlow University and Saint Vincent College. He’s an advisor to the Brookings Institution and the Fred Rogers Center, and has been cited by Barack Obama, Richard Branson, and the Disruptor Foundation as an innovator and thought leader. His website is http://GreggBehr.com. Twitter: @greggbehr

Ryan Rydzewski is a writer whose science and education reporting has garnered several awards and fellowships. A graduate of the University of Pittsburgh, he taught elementary school in south Louisiana before earning an MFA in nonfiction writing from Chatham University. As a freelancer, his magazine stories focus on everything from schools to space travel to Mister Rogers’ Neighborhood, and his poems and other pieces appear in several journals. A native of Erie, Pennsylvania, Ryan lives in Pittsburgh with his wife, Jacqueline. His website is http://RyanRydzewski.com. Twitter: @RyanRydzewski

11:25:00 AM - 11:50:00 AM

PCBL Showcase: We Are PCBL!

Denise Sticha, Centre County Library and Historical Museum/ Pennsylvania Citizens for Better Libraries

The session will provide an overview of what Pennsylvania Citizens for Better Libraries as an organization is and what benefits are available from membership.

About the speaker(s): Denise Sticha has been a Board member of Pennsylvania Citizens for Better Libraries for almost 10 years and coached and mentored local Friends groups across Pennsylvania

12:00:00 PM - 1:00:00 PM

Public Library Division Lunch & Learn: "One Can of Carrots" - Understanding the Psychology of Poverty Trauma

Tammy Thompson, Founder and Executive Director, Catapult Greater Pittsburgh

Tammy T. Thompson was born into generational poverty and spent all of her childhood watching her family work to survive poverty. As a child she witnessed the human cost of poverty and got a firsthand education in survival as she became a single parent raising children in poverty. She saw the impacts of poverty beyond the financial impact and has spent the bulk of her career teaching, advocating and developing programming that helps to change the false narratives about people fighting to escape poverty.

In this powerful keynote presentation, Tammy will provide an introduction that starts with a description of her childhood and what she witnessed as a child in poverty. She will take the listener on a journey from her birthplace of Bluefield, West Virginia to her arrival in Pittsburgh. She speaks in depth about the challenges her family faced and the impact it had on their lives. The journey includes homelessness, food insecurity and a child's perspective and temporary escape through reading. She will reference her reading of "Robinson Crusoe" and the impact of the book on her as a young girl. She will make reference to the irony of Crusoe's "antagonist" (the series of calamities that befall him) and her own calamities of life.

In this powerful keynote presentation, Tammy will provide an introduction that starts with a description of her childhood and what she witnessed as a child in poverty. She will take the listener on a journey from her birthplace of Bluefield, West Virginia to her arrival in Pittsburgh. She speaks in depth about the challenges her family faced and the impact it had on their lives. The journey includes homelessness, food insecurity and a child's perspective and temporary escape through reading. She will reference her reading of "Robinson Crusoe" and the impact of the book on her as a young girl. She will make reference to the irony of Crusoe's "antagonist" (the series of calamities that befall him) and her own calamities of life.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): Very rarely does someone get an opportunity to turn their tragedies into triumphs. During Tammy Thompson’s life she has experienced homelessness, loss, and countless setbacks, but she has used her background to grow, educate, and inspire others. Through her journey, it became clear to her that "Poverty is not just about not having money.”
Tammy is an internationally recognized Poverty Expert. Through her company, T3 Media, a Social Justice Media company, she executive produced, We Wear the Mask, a documentary released in 2017, highlighting the stigma associated with women in poverty. She is also the owner of T3 Consulting. Through T3 Consulting, Inc., she facilitates and develops homeownership programs for local non-profit organizations in Pittsburgh. She is a certified Housing Counselor and has been teaching and speaking about financial literacy and educating families for 20 years. Currently, Tammy is the Founder and Executive Director of Catapult Greater Pittsburgh, where she has developed multiple wealth building initiatives including, Catapult: Startup to Storefront and the Gallery on Penn, retail incubator program.

As a highly sought after speaker, Tammy shares stories of her life to illuminate her journey through poverty toward prosperity. Her story, “One Can of Carrots,” has become one of her signature talks and has resulted in the creation of workshops and a curriculum rooted in her expertise of “The Psychology of Poverty.” “The Psychology of Poverty” training gives participants an opportunity to shift their perspective and recreate how they’ve been impacted by the psychological implications of poverty—it provides an avenue to re-route their relationship with money.

Her life’s work has been featured in The Pittsburgh Post-Gazette and many other publications.

Tammy is a mother of five and grandmother of 19. She resides in Pittsburgh and is raising her granddaughter.

1:30:00 PM - 2:30:00 PM

**Why is no one showing up on time? Utilizing Retail Strategies to Manage Student Workers**

**ACT 48 Session**

**Abigail Cengel**, Assistant Library Manager, Bucks County Free Library

Student employees are a staple of academic libraries, providing crucial support to every-day workflows. However, they present unique management challenges. Access Services staff at Falvey Memorial Library struggled to manage chronic absenteeism, constant tardiness, and to develop consistent accountability practices. Staff and students found themselves performing extra duties to fill in for absentees, resulting in decreased productivity and morale. The presenter will discuss how she drew from her experience in retail to develop a new accountability and rewards system to address student employee management challenges. The retail industry has developed highly effective personnel management strategies to boost employee accountability, many of which can be applied in a library service environment. The accountability system created a standard mechanism for addressing student attendance issues and for rewarding reliable students. Because of these changes, staff have found more time to improve student training materials and to give the student employees greater responsibility in their jobs. The system also allowed student employees to transfer good work habits to jobs after college. This presentation will encourage active audience participation. The audience will have an opportunity to share their challenges with student employment and gain knowledge from lessons learned by the presenter.

**Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)**

About the speaker(s): The speaker has been working at Bucks County Free Library since May 2021, but was an Access Services Coordinator at Villanova University’s Falvey Memorial Library for three years. She has worked in frontline service since high school, where she started as an hourly employee at an amusement park shopping center. She was able to transfer her customer service skills to multiple library positions and a role in technical support. She earned her MLIS from Kent State University in May 2020, where she focused on information literacy instruction, library technology, and outreach. The speaker has previously presented on this topic at the ACRL Delaware Valley Chapter Fall 2020 virtual program. The pre-recorded presentation was titled “Somehow We Manage: Overcoming Student Employee Challenges.” The speaker discussed the
Removing Barriers in Library Service

ACT 48 Session

Jenny Worley, Director, Baldwin Borough Public Library
Join us for an open forum about how we can put people and customer service as the top priority in library service by identifying and removing barriers to library use. This is an open discussion, focusing on the exchange of ideas and solutions around library barriers. Share the things you have done to remove barriers at your library; get ideas and feedback on how to improve service; and talk about the new barriers you've discovered now that we are virtual. Focus points of the discussion will include: What is a barrier to service? How can we build a culture of flexibility and accommodation/mindfulness/compassion? Identify ways to move beyond traditionally known barriers and recognize any potential new barriers.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

From Awareness to Action: Analyzing Policies that Lead to More Equity-Mindedness

ACT 48 Session

Mark A. Puente, Associate Dean for Organizational Development, Inclusion, and Diversity, Purdue University Libraries and School of Information Studies

This presentation will introduce a cognitive framing and practical strategies for assessing and addressing policies that can help to transform libraries to be more “equity-minded” in their mission and practice.

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)

About the speaker(s): The global pandemic and racial unrest of the last year have surfaced concepts, analyses, and vocabulary that have been unfamiliar to many in US society. The events have forced many of us—as individuals and as organizations—to look inward and evaluate our role in sustaining systems and practices that lead to inequities for the populations served by libraries and archives and in society at large. Moreover, although many people are becoming more conversant in the issues at play, very few have concrete ideas about how to move forward and enact changes in policies and practices that will lead to substantive change. This presentation will introduce a cognitive framing and some practical considerations and strategies for assessing and addressing policy issues that can help to transform libraries to be more “equity-minded” in their approach to mission and practice.

The Development of Bridges & Books: A Lit Podcast By Teens, For Teens

ACT 48 Session

Molly Green, Teen Planning Team Member, Bridges & Books Podcast
Vanessa Han, Teen Planning Team Member, Bridges & Books Podcast
Riley Doyle, Teen Planning Team Member, Bridges & Books Podcast
Kelsey Ford, Adult Advisor, Bridges & Books Podcast

This panel will feature a conversation with three teens on the planning team behind Bridges & Books, one of the first and only teen literature podcasts created and hosted by teens, featuring teen-hosted interviews with New York Times Bestselling and award-winning authors of teen literature. The panel will be moderated by Kelsey Ford, creator and director of Bookish in the ‘Burgh, Pittsburgh’s Teen Book Festival, who is the adult advising the podcast. The teens on the panel will discuss the process of putting teens in leadership positions for literary program
development, including their experiences developing mission, vision, and values; creating a marketing and community engagement strategy; forming a plan for corporate sponsorship and individual giving; and building an artistic plan for the podcast. They will also share their experiences as one of the first and only podcasts to have teen hosts interviewing authors of teen books and will highlight the development of the first podcast season releasing in late May, including interviews with authors Elise Bryant, J. Elle, Kit Frick, Romina Garber, Joan He, Adiba Jaigirdar, Ryan La Sala, Rachael Lippincott, Rhiannon Richardson, and Ashley Woodfolk.

Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)

About the speaker(s): Kelsey Ford is the creator and director of Bookish in the 'Burgh, Pittsburgh’s Teen Book Festival, as well as the creator and adult mentor of the Bridges & Books Podcast and PA Reads YA, both projects created alongside teen leaders and designed to amplify teen voices and highlight and champion diverse books. Named one of “13 Luminaries to Meet in 2020” by the Pittsburgh Post-Gazette for her work with teens through Bookish in the 'Burgh, Kelsey has given presentations on the topic of serving and empowering teen leaders through diverse books at the International Performing Arts for Youth Conference and the Southwest Pennsylvania Education Diversity Symposium. Kelsey holds a Bachelor of Science degree in Advertising & Public Relations, a Master of Arts degree in Arts Management, and is currently pursuing her Master of Library & Information Science degree at Simmons University with plans to be a teen librarian. She currently works as the Manager of Marketing & Development for the Pittsburgh Youth Chorus and teaches teen novel writing workshops in her spare time. Molly Green, Vanessa Han, and Riley Doyle are three teens serving on the planning committee for the Bridges & Books podcast. They are all high school students at different schools in Pittsburgh. They serve in various roles for the podcast, including hosting, production, scriptwriting, and artistic planning.

‘Hear Me Out’: Building a Statewide Virtual Civic Dialogue Network

Irma Qavolli, Civic Engagement Program Coordinator, Free Library of Philadelphia
Andrew Nurkin, Deputy Director of Cultural and Civic Engagement, Free Library of Philadelphia
Jessica Bayless, Lead Librarian of Civic & Social Information Services, Carnegie Library of Pittsburgh

This session will cover the development and implementation of the ‘Hear Me Out’ virtual civic dialogue series, housed at the Free Library of Philadelphia with a cohort of four other partner libraries, including the Carnegie Library of Pittsburgh, the Coy Public Library of Shippensburg, the Cleve J. Fredrickson Library, and the Northland Public Library. The program hosts monthly virtual dialogues on pertinent local and national issues with a focus on storytelling and connection building between participants. Developed with our library cohort, topics covered in our dialogues so far include voter disenfranchisement, climate change, data privacy, and marijuana legalization. Utilizing the program as a case study, we will discuss effective practices that we’ve gathered on dialogue program development, marketing/outreach, and statewide library collaboration. We will highlight structures that have brought success to our program, such as our hybrid programming model of informative presentation followed by moderated breakout dialogue groups as well as our library cohort peer review model during our monthly meetings. The session will be formatted as a slide-show presentation with our presenters, with an opportunity for a Q&A.

Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)

About the speaker(s): I have been working on this program since June 2020. Andrew has worked on developing civic engagement programming since 2017. Jess has been instrumental in developing civic engagement programming at the Carnegie library through grant-funded programming housed as CivicCLP.

Your library’s data is worth a thousand words: Using data to create story-telling visuals.
Barb Mitchell, County Coordinator, Cambria County Library System
Katie Greenleaf Martin, District Consultant, Altoona Area Public Libraries

Many libraries have valuable data that can be used to advocate for their library. Data extraction and visualization can be used to tell your library’s story to Board Members, stakeholders, grant funders, and others. This session will identify key sources of data that libraries already collect and how to use that data to generate meaningful information, customize the information to target different groups, and how to create graphs and infographics to share the story with their stakeholders.

Track: Advocacy & Development (Advocacy, Marketing, Fundraising, Giving)

About the speaker(s): Barb Mitchell has spent two years extracting and interpreting data for the system’s Board of Trustees, local municipalities, and collection curators for the Cambria County Library. A poster presentation titled "Let the numbers do the talking: using report data to demonstrate value to local municipalities" was offered at the PALA Conference in 2020. Katie Greenleaf Martin is the County Coordinator for the Blair County Library System and the District Consultant for the Altoona Library District, which represents 13 library locations in central PA. She chairs the Scholarship Committee and serves on the Intellectual Freedom Committee for the Pennsylvania Library Association. In 2020 Barb and Katie co-presented a session on using Digital Library Collection data to develop collections.

2:45:00 PM - 3:45:00 PM

This Title is Biased: A Theoretically Grounded Approach to Evaluating Source Bias

ACT 48 Session

Joel M Burkholder, Reference and Instruction Librarian, Penn State York
Kat Phillips, Nursing and Allied Health Librarian, Penn State University Park

Fake news weaponizes partisan bias, using "omitted information, a decontextualized content, and misleading headlines"1 to appeal to emotion and personal belief rather than logic. If librarians want to present themselves as potential solutions, we must have a detailed understanding of bias and how to evaluate sources for it. It is difficult to draw conclusions from the library literature of how librarians conceptualize bias. Though there are many discussions of bias, there are no systematic attempts to ground it in any relevant theory. Questions in evaluation checklists, like CRAAP’s, "Are there political, ideological, cultural, religious, institutional or personal biases?,” suggest a common-sense approach that assumes bias can be easily defined and assessed. But relevant work in media studies and rhetoric complicates that picture. If bias is "a kind of leaning, or an inclination, or a predisposition”2 evaluating it requires individuals to consciously apply an objective baseline to determine deviations. In other words, they must make fundamental assumptions about what constitutes a baseline reality. That is a more cognitively demanding task than is typically taught. An understanding of these issues can impact how well librarians prepare students to identify and evaluate bias. This presentation will ground the concept in relevant theory. 1) Lim, Sook. “Academic Library Guides for Tackling Fake News: A Content Analysis.” The Journal of Academic Librarianship 46, no. 5 (2020): 2. 2) Blair, J. Anthony. “What Is Bias?” In Groundwork in the Theory of Argumentation: Selected Papers of J. Anthony Blair, edited by Christopher W. Tindale, 31. Dordrecht, Netherlands: Springer Science+Business Media B.V., 2012.

Track: Technology & Education (Applied technologies, Emerging technologies, Gaming, Library Instruction)

About the speaker(s): Joel Burkholder is the Reference & Instruction Librarian at Penn State’s York campus. His research interests include the intersection between rhetoric and information literacy, the identification and evaluation of bias, and the visibility of library maintenance practices. Kat Phillips is the Nursing & Allied Health Librarian at Penn State’s University Park campus. She works
with the College of Nursing, Department of Health Policy & Administration, and Consortium to Combat Substance Abuse. Her research interests focus on bias, information literacy related to health policy creation and allied health education, working with distance graduate students, and grey literature use and education.

Can we remain neutral?: Social justice and intellectual freedom in today’s libraries

ACT 48 Session

Loida Garcia-Febo, International Library Consultant; Past President, American Library Association

The call for libraries to take a position for social justice, instead of neutrality, is being asked by our patrons and communities. How do libraries respond? What are the intellectual freedom implications? How can libraries be committed to social justice, even when there might be fear about funding, community support/backlash, etc. Taking a stance that is anti-racist, or pro-LGBTQ+, is important to many librarians, but other staff might not be there. How do we navigate this part of professional waters, through an intellectual freedom lens?

Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)


Building Trust in Your Work Environment

Kathy Spray, Principal, Spark Professional Coaching

Trust is the glue that holds relationships and organizations together. It's a critical component in creating commitment toward individual, team, and organizational goals—the goals that can make a difference between success or failure. Trust means confidence that you and your coworkers: Demonstrate consistency in actions and words; Care about one another's welfare and interests; Respect and value one another's skills and knowledge; Matter for who you are and what you believe with respect to the workplace. Having an environment in which people trust one another is crucial to having a successful team and to meeting shared goals. As a leader, your responsibility is to build trust proactively and purposefully by: Establishing trust in new relationships; Continually enhancing trust with people you already know. Repairing trust when necessary. This course will help you: Stop behaviors that break trust; Model behaviors that build trust; Repair relationships where lack of trust is negatively affecting job performance; Turn challenging, low-trust situations into productive, high-trust situations; Show that you trust others; Give people confidence to trust in you.

Track: Career & Leadership (Leadership Development, Networking, Professionalism, Scholarly Communication, Self-Care)

About the speaker(s): Kathy works both as a professional coach and as member of DDI’s executive assessment team. Kathy has more than 25 years of experience as a human resource professional, with more than 15 years in leadership roles contributing as a strategic business partner in various industries. Her experience spans all aspects of talent management with an emphasis on employee relations, training and development, and recruitment. Using her practical understanding of the corporate environment and her passion for creating space and stretch, Kathy partners with clients to develop a deeper awareness of all they bring to their work and to create meaningful steps towards their personal goals. Education and Credentials: M.B.A. from Duquesne University; B.S.
Communicating the impact of your library’s PA Forward(R) programs using the New PA Forward(R) Website

Rob Lesher, PA Forward(R) Program Manager
Kimberley Hrivnak, Chief Operating Officer, Allegheny County Library Association

The PA Forward(R) Website has been completely updated this past year. It includes new materials which any library can do to describe why they are doing literacy programming in their curriculum and what impact that programming is having in their communities. The PA Forward(R) website is perfect to communicate your needs to your funders and it is perfect to describe your mission to potential partners in your community. Presenters will describe what is available at the website, how you can use it to communicate with your funders and how you can use it to approach community partners.

Track: Advocacy & Development (Advocacy, Marketing, Fundraising, Giving)

About the speaker(s): Rob Lesher is the PA Forward(R) Program Manager Kimberley Hrivnak is the Co-Chair of the PaLA Legislative Committee

Boosting Planning Effectiveness: Board Engagement as a Catalyst for Change

Debra A. Thompson, Strategy Solutions, Inc.

This workshop teaches how to increase board engagement through effective planning and board/staff relationships based on the Standards for Excellence: An Ethics and Accountability Code for the Nonprofit Sector. While many wish to increase board engagement, there is a lack of understanding of how to create a structure to effectively engage board members in their roles. Board engagement should start with the strategic planning process, but the activities that should initiate engagement are often overlooked while the role of the staff in supporting the board is often vague and ill-defined. This creates ambiguity in how the board and its committees are managed, often resulting in disengaged and ineffective board members. This workshop outlines the role(s) of the board in governance, fundraising, management and direct service volunteerism, along with how to recruit and retain a diverse board with the skill sets needed to accomplish desired outcomes. This helps board and staff members recognize which “hat” they are wearing, and how to work together as effective catalysts for change. Using the completed staff work* principle, participants learn to create an “agenda of work” for each board committee that aligns with the strategic plan and how to engage board members through an effective committee structure.

Track: Library Administration (Board Relations, Budgets, Buildings, Personnel & HR Issues)

About the speaker(s): Debra Thompson is President of Strategy Solutions, Inc. In this role, she serves as project manager and collaborator, enabling clients to “take it to the next level” and achieve their vision and goals. She also helps nonprofits implement best practices in governance and management. With advanced training in Strategic Planning, Quantitative and Qualitative Market Research, Total Quality Management, Leadership Development, Systems Thinking & Facilitation (through affiliates of MIT), Deb is a licensed consultant, trainer and peer reviewer for the National and Pennsylvania Standards for Excellence®: An Ethics and Accountability Code for the Nonprofit Sector. She was appointed to the National Standards for Excellence® Council in December 2015. Debra has 20 years’ experience teaching at the masters’ level at Duquesne and Gannon Universities including Organizational Development, Program Development/Evaluation, Strategic Planning, Research Methods and Leadership courses. Her awards and recognitions include: Pennsylvania’s Best 50 Women in Business, Erie’s “Dynamic Dozen” of Women Making History, Finalist for International Stevie Award for Women in Business, Technology Innovator category and Erie Woman of the Year Finalist.
Digging Deeper into Readers' Advisory

**ACT 48 Session**

**Rachel Stevenson**, Librarian, Erie County Public Library

In this session we'll go over various sites that show you where to find out information like is there swearing or violence in this book? Or can my 13-year-old enjoy this adult book or movie? I’m looking for a mystery that takes place in a hot air balloon. Can you help? There will be handouts available so attendees can take away the websites used and mentioned.

*Track: Community Service & Engagement (Outreach, Programming, Under-served Populations, User Services)*

About the speaker(s): *Rachel Stevenson is an ALA accredited librarian who loves Readers' Advisory. She served as Lois Alter Mark’s bibliotherapist and shared her book knowledge in Forbes.com and the Huffington Post.*

To Live and Die in Teen Fiction

**Kit Frick, author**  
**Sara Shepard, author**  
**Tiffany D. Jackson, author**

Join us for a conversation with young adult authors Kit Frick, Sara Shepard, and Tiffany D. Jackson as they discuss writing mystery and suspense novels for teen readers, with a focus on death, crime, and life-and-death stakes in their work. The conversation will include why they became authors, why they write for young adults, and a discussion of current and upcoming projects. There should be time for questions, so have a good one ready.

*Track: Youth Services Programming (STEM/STEAM/STREAM, Early Education, Teens)*

4:00:00 PM - 5:00:00 PM

Closing Session: Meet Damon Young, Author of "What Doesn't Kill You, Makes You Blacker"

Damon Young, writer & critic

Damon Young's writing vacillates from anthropological satire and absurdist racial insights to razor sharp cultural critique and unflinching indictments of privilege and bias. His debut memoir, "What Doesn't Kill You Makes You Blacker: A Memoir In Essays"—is a 2019 Barnes & Noble Discover Great New Writers selection, and is a tragicomic exploration of the angsts, anxieties, and absurdities of existing while black in America. NPR called it an "outstanding collection of nonfiction" and The Washington Post "hilarious" and "unflinching." Join us, for his insight and discussion on this pertinent topic.

*Track: Contemporary Issues (Diversity & Inclusion, Intellectual Freedom, Social Change, Trends & Forecasting)*

About the speaker(s): *Damon Young is a writer, critic, humorist, satirist, and professional Black person.*