



VLA Council
Zoom
Friday, April 16, 2021, 10 am
Agenda

- I. Call to order (Jennifer Resor-Whicker)
- II. Introductions (Jennifer Resor-Whicker)
- III. Secretary's Report (Maryska Connolly-Brown)
- IV. Treasurer's Report (Bill Edwards-Bodmer)
- V. Executive Director's Report (Lisa Varga)
- VI. VLA Chapter Councilor to ALA Report (Lucinda Rush)
- VII. Legislative Update (Phil Abraham)
- VIII. Executive Committee (Jennifer Resor-Whicker)
- IX. VLA Annual Conference (Lisa Varga)
- X. Unit Reports
- XI. Other Business
 - a. VLA Strategic Plan (Jennifer Resor-Whicker)
- XII. Adjournment

**Virginia Library Association
VLA Council
Online (Zoom)
January 29, 2021**

Attendees:

Executive Committee – K.T. Vaughn, Lisa Varga, Maryška Connolly-Brown, Bill Edwards-Bodmer, Regina Carter, Jennifer Resor-Whicker, Lucinda R. Wittkower,
VLA Council – Candice Benjes-Small, Olivia Hasan, Pearl Derlaga, Brian Manning, Sue Erickson, Isaak Hopson, Kerri Copus, Cammy Koch, Cindy Church, Matt Haddox, Alisha Barnes, Heather Simpson, Julia Feerrar, Malia Willey, Tracy McPeck, Rachel Timm, Paula Kiser, Kelly Miller

Call to Order

Jennifer called the meeting to order at 10:04 a.m. and welcomed everyone to the first VLA Council of 2021.

Secretary's Report

Maryška emailed the minutes of the Council meeting held October 16, 2020 prior to this meeting. Candice Benjes-Small moved the minutes be approved. Brian Manning seconded, and the motion carried.

Maryška asked attendees to list their name and current email in the chat to act as a roster for correcting contact information and recording attendance respectively.

Treasurer's Report

Bill reported.

2020 budget:

Last year's total revenue was \$180,799 and total expenses were \$169,858. Miscellaneous revenue includes a figure of \$35,426. That is money we withdrew from the VLA main investment account. The investment account is there as a rainy-day fund to keep VLA operating. It was very helpful last year. Even with taking \$35,426 out of the account we only lost \$779 since the investment account performed so well in 2020.

Proposed 2021 budget:

Two budgets are proposed for 2021. One takes into consideration an in-person conference and the other assumes that the conference is online rather than in-person conference. If we don't have an in-person conference, we will need to make up revenue of \$51,545.

Lisa let the committee know that the budget would need to be approved by the VLA Council but it's different this year due to the two possible budgets. Paula made motion to approve the budget, Tracy seconded. The motion carried.

January Statement of Activity:

In our Statement of Activity for January, we currently have a total revenue of \$69,912 compared to the total expenses of \$20,086. Right now, we are in a good place financially.

Lisa informed the Council that the Executive Committee voted in December to increase the cost of Jobline from \$100 to \$125 in order to help make up expected revenue shortfalls.

Executive Director's Report

Lisa Varga reported.

2021 Membership

- 162 Individual members (186 unpaid 2021 renewal invoices)
- 40 Life Members
- 60 Affiliate Members (3756 employees)/14 unpaid invoices (with an additional 359 employees)
- Institutional Dues invoices will be sent to 95 public library directors February 3
- Quick math: if everyone who was a member last year renews, total membership will be: 4,503

2020 Membership year closed with

- 355 Individual members
- 40 Life Members
- 73 Affiliate Members (4409 employees)
- 66 Institutional Members/27 unpaid

2019 Membership year closed with

- 368 Individual members
- 40 Life Members
- 70 Affiliate Members (4,020 employees)
- 78 Institutional Members/16 unpaid (2018 numbers: 84 Institutional Members/9 unpaid)

Joblines for 2021:

9 posted

Price increase to \$125 per posting as on 1/1/21

Joblines for 2020:

91 postings

20 Complimentary for Institutional Memberships

\$7125 revenue

1 currently unpaid

Will be helping to co-host the ALA Chapter Leaders Forum Friday, February 5. Have consulted with both the Delaware and New Jersey library associations; they are thinking of moving forward with an Affiliate Membership program.

A VLA Council 101 meeting is generally held before the first meeting but was delayed this year. Lisa will be organizing that in the coming weeks.

VLA Chapter to ALA report

Lucy reported.

No formal report right now. ALA Council just met (she'll release the official report after they complete the minutes). Lucy shared a link to the ALA Council documents in the chat. No one had questions.

Executive Committee

Jennifer reported.

We rescheduled the June Council meeting to June 4th since June was accidentally scheduled for June 19th (Junetheeth), which is observed in Virginia. The Executive Committee will meet on June 3rd of that week.

Yesterday the Executive Committee discussed VLA's Core Values and Strategic Planning process. I plan to have something for Council to review at April's meeting concerning this. We also discussed a motion to revise the ByLaws concerning a resident work requirement that will be presented and voted on under other business today.

We reviewed the 2021 designated agenda. You can see the Designated Agenda under the VLA Calendar of Events under today's date. The VLA President presents this every year. It is updated to reflect what is going on in the library profession each year. Only one small change made this year. Under the 3rd item, the phrase "actively pursue diversity voices and people of color as keynotes and presenters" was added.

At the Executive Committee retreat Lisa's contract was reinforced until the end of 2022.

VLA Council meeting dates

Lisa reported.

On VLA website, the meetings have already been put in on the calendar. They will always be on a Friday from 10am until noon. The Executive Committee meetings on the day before Council meets. As of right now they are all scheduled to be held virtually.

VLA Annual Conference

Tracy reported.

The 2021 Conference will be held at the Richmond Marriott from Oct 27-29th. We are planning in person right now with an online option. Hotel rooms are \$159/night and there will be a block of rooms available at the prevailing per diem government rate of \$147/night. There will be a fee for parking, but that is controlled by the city. Since we were unable to use the speaker and conference graphics from last year, we will keep the same keynote and theme: Pass on What You Have Learned. The keynote speaker will be Beth Macy.

On the Wednesday before the conference, VALLA will hold a preconference. This will be followed by a hybrid all-conference poster session and the Scholarship and Awards Banquet to include the 2020 winners as we were not able to honor them last year. There will be eight sessions per time block with three time blocks on Thursday and four on Friday.

Call for proposals will go out by February 19th and closed on March 31st. Vendor registration will open in March. In April the Conference Committee will choose the sessions and communicate the selections to the presenters by May. A preliminary schedule will be created by June. July 1st is the goal for opening registration. Right now, the Conference Committee is being assembled with every effort being made to have a representative from each VLA committee and forum. Meetings monthly will be held from Feb to September. In September it will be every other week, and weekly in October weekly until the conference.

This application to be on the conference committee:

https://docs.google.com/forms/d/1iWPNBvQnqiYinX4KaIprqUZ73sDqGZGQLZfur_1yUnY/edit

Responsibilities of conference members:

https://docs.google.com/document/d/1LVAIzWHMYKHyEXBrW7zevbg1KoASlrOyo-meiv_AHJc/edit

We would like to previous chairs join the conference committee, so we have voices from each committee, though it's not required. As we plan, we are looking at accessibility such as closed captioning. In regards

to a platform for holding the virtual conference, Feedloop is a frontrunner, but the committee is still exploring options.

Pearl asked if conference committee meetings will be in-person as we get closer. Lisa confirmed that it would be mostly virtual but there would need to be at least one in-person meeting since it's hard to get a feel for how the space is laid out if you are not able to see it in-person.

Unit Reports

Youth Services Forum

Cammy reported.

A few months ago, the Youth Services Forum had regional town halls. Around 9 people attended the different town halls. They discussed the state of current public library services and talked about successful virtual programs and unique services that have popped up during the pandemic for youth and teens. There is interest in doing it again, especially since travel and meeting in-person isn't on the table.

The committee still has openings for regional representation for regions 1, 4 and 6.

Website Content Committee

Meg report.

The first committee meeting is next week. Lisa and Meg put out something for recruitment and heard from about eight people who are willing to serve on the committee this year. The committee is working to add more content to the People and Happenings section as well as updating other areas of the website. A co-chair isn't in place yet, but they will vote next week.

Lisa thanked Meg for adding new slider images to the VLA website. Lisa is meeting with Memberclicks next week to find out why our color profile hasn't been entirely updated yet.

Virginia Libraries Journal

Julia reported.

Four new members have been appointed to the Editorial Board: Tracey Berning (Assistant Editor), Stephen Leist, Erin White, and Emily Correa. Volume 65 of the journal will begin soon with Jennifer Resor-Whicker's president's letter. We have three additional manuscripts undergoing editorial review and copyediting, including the themed column on Virginia library responses to COVID-19.

Virginia Association of School Librarians

Kelly reported.

No formal report yet as the first meeting is tomorrow.

Virginia Association of Law Libraries

Amy was not in attendance.

Scholarship Committee

Kerri reported.

At this time, we are not actively recruiting new committee members since our committee is full with twenty members. We had six members either rotate off at the end of 2020 or leave due to position changes that were not conducive to continuing with the VLA Scholarship Committee. We welcomed one

new member, Isaak Hopson, who steps in as part of the role as Chair of the Virginia Library Association Professional Associates Forum.

Since we were not able to hold the VLA Conference last fall, we lost our chance to hold a basket raffle, the main fundraising event for the Scholarships. Thankfully, we received a generous donation of \$2,500 from the Virginia Public Library Directors Association. This left \$2,500 for the Scholarship Committee to fundraise. Lisa contacted the vendors from the VLA Conference and several contributed in exchange for promotion.

Scholarship Committee Chair Kerri Copus created a social media campaign and worked with Lisa to post content of former scholarship recipients to draw interest in the fundraising efforts and to request donations on behalf of the scholarships.

We held special “Zoomversation” highlighting former scholarship recipients on Wednesday, November 18 at 6:30 p.m. hosted by Lisa Varga. Several former scholarship recipients spoke about the importance of the scholarship and VLA in their library career. Scholarship Committee Co-Chair Malia Willey posted the fundraising link throughout the conversation. We had door prizes (won by Lisa Dinkle and Beth Johnson, both of Radford University) and a raffle for a Nancy Pearl action figure (won by Zach Elder of Chesapeake Public Library).

We exceeded our goal and are able to offer all three scholarships for \$2,500 again this year! This year’s scholarship application is live and currently up on the VLA website. The application due date has been pushed back to April 9, 2021.

Programming Forum

Jennifer Scott Brown was not in attendance.

Professional Associates Forum

Isaak reported.

A month and a half ago the forum sent out an interested form to generate members and went from six active members to about fifteen. They are envisioning being able to do much more this year with more members.

- Knowledge Management Committee plans to digitize approximately 20 years of previous PAF documents.
- Social Media Committee is trying to increase their presence on Facebook and put out some form of monthly content.
- Conference and Regional Workshop Committees are doing things a bit different this year due to Covid-19. They are trying to brainstorm and come up with 2-3 virtual events for 2021.

Nominating Committee

Jennifer reported.

The Committee has been formed and includes Jennifer Resor-Whicker, Cammy Koch, Adrian Whicker, and Todd Elliot. A meeting will be scheduled in the next week or two to start working on getting nominations for the needed elected officials: a pres-elect from public library, a treasurer from an academic library, and a public librarian for second vice-president.

Library of Virginia Liaison

Cindy reported.

Governor Wilder Papers are processed and open to researchers. In other words, the project is done! We were able to accomplish this important work in record time thanks to the hard work of the archivists in State Records and of staff members throughout the library who either volunteered or were "voluntold" to help us process the papers.

Exhibition extended:

Exhibition Gallery & Lobby | January 13, 2020 - May 28, 2021

We Demand: Women's Suffrage in Virginia

In 1920, Virginia's General Assembly refused to ratify the 19th Amendment to the United States Constitution to grant women the right to vote. The suffragists lost. Or did they? *We Demand: Women's Suffrage in Virginia* reveals for the first time how women created two statewide organizations to win the right to vote. Virginia suffragists were a remarkable group of talented and dedicated women who have almost all been forgotten. They marched in parades, rallied at the state capitol, spoke to crowds on street corners, staffed booths at state and county fairs, lobbied legislators and congressmen, picketed the White House, and even went to jail. At the centenary of woman suffrage, these remarkable women are at last recognized for their important achievements and contributions.

Items on display include suffrage postcards and memorabilia such as pinback buttons and badges, as well as suffrage banners from the Congressional Union Party's Virginia branch. This exhibition is a project of the Task Force to Commemorate the Centennial Anniversary of Women's Right to Vote.

For more information on *We Demand*, visit its web page.

Check out the LVA calendar. All events are virtual, and most are FREE!

Calendar link: <https://www.lva.virginia.gov/news/calendar/>

Librarians of Color Form

Olivia reported.

- September all-regions Zoom meeting had 41 in attendance.
- December all-regions Zoom meeting had 29 in attendance.
- Vice Chair will be Dorothy Hargett.
- Social Media Coordinator will be Katrina Lee Spencer.
- Librarians of Color Award is underway, and applications will be accepted in the coming weeks. Official announcement in the works. The award winner will receive monetary award, physical award, and state-wide recognition.

Lisa confirmed that we can add a tax-deductible line so that people can donate to the award.

Legislative Committee

Tom reported.

The Legislative Committee has been working on and approved an agenda for state aid. They have decided to seek the million dollars that was unallocated in the special session late in calendar year 2020. We had good success last spring. That money was held by the state, who decided what could be used and what would be held on to. There's still a million we are seeking from last year to bring us back to where we were. We have a budget amendment sponsored already for that. It will be difficult, as it's difficult to get access to legislators, but we have several supporters in the legislature.

LGBTQIA+ Forum

Christina was not in attendance. Matt reported.

The forum has been hard at work over the last couple of months working on a virtual event called “Queer and Cocoa” that will be held on February 27th. Will show an LGBTQIA+ movie to try and engage membership with the Forum. There will be a poetry contest in April. A theme hasn’t been finalized yet, but it will likely be “What does LGBTQIA+ Mean to Me”. The Forum will vote on winners.

The Forum submitted a grant for funding for a resource to share with libraries in VA to aid in incorporating more diversity and inclusion in their programing and help with readers’ advisory.

Jefferson Cup

Helen Hinkle was not in attendance.

Intellectual Freedom Committee

Brian reported.

The committee has not yet held their first meeting. There is a link on committee page for reporting any issues that are encountered, but nothing has caught a red flag since the last meeting.

Continuing Education Committee

Alisha reported.

The Continuing Education Committee is working on a conference proposal for a panel of training experts within VA libraries to discuss how different systems handle professional development and continuing education within their libraries. The hope is that the panel could provide feedback about lessons learned, create partnerships amongst libraries, and generate ideas for future continuing education.

We’re working to brainstorm ways to provide more Continuing Education Committee members with active and rewarding volunteer opportunities and projects. We’ve put time and research into reviewing continuing education committees within other state library associations and we’re working to review partnership ideas between those committees and state libraries.

The Virginia Library Leadership Academy will hold a pre-conference for those that were admitted to the canceled academy for 2020. We’re also beginning to explore options for the next Virginia Library Leadership Academy, which will be held in Spring 2022.

VLACRL

Candice reported.

Sue Erickson is new co-chair. We have invited Carolina Hernandez and Mary Oberlies to be the next spring program speakers. They published a chapter in the book *Deconstructing Service in Libraries* called “We’re Not Libraries; We’re People: Identity and Emotional Labor in Providing Face-to-Face Services in Libraries” that looks at the disconnect between the Library Bill of Rights that sees libraries at entities and doesn’t talk about the personal experience of people on the service desk. This will be a virtual program. The VLACRL is finalizing dates with them now. We will also be co-hosting the Innovative Library Classroom scheduled to take place last week in April.

Awards and Recognition Committee

Pearl reported.

We recently advertised for new members and received more responses than they could accommodate. They made a wait list for next year. The committee has been working with Lisa to evaluation how we are handling the awards process in terms of evaluating and assessing. Changes have been made to how the award criteria are presented on website. The committee has also revised the form for nominations. The awards cycle will open at the beginning of February. They are planning on keeping nominations open until May 1st. Council members are invited to nominate people. Two new awards this year: Library of the Year and the Librarian of Color Award.

Other business

- A. Motion to change ByLaws for resident/work requirement — Historically the ByLaws do not include a requirement to be a resident of Virginia or work at a Virginia library. Jennifer proposed a motion to add wording to that effect to the ByLaws that would apply to anyone running for a Council seat or officer position. The changes would be as follows:

- a. Under Article IV, Section 1: add the sentence “Only those who live and/or work in Virginia and are Individual, Life, or Affiliate Members shall have the right to serve on council”.
- b. Under Article VIII, Section 1: “Only those who live and/or work in Virginia and are Individual, Life, or Affiliate Members shall have the right to hold office”.

There were no questions from the Council. Jennifer proposed the motion. Kerri Copus seconded. The motion carried.

- B. Library funding — Lisa shared that Rep. Bobby Scott from Virginia is charge of the House Education and Labor Committee. Earlier in the month, there was an act submitted by Sen. Jack Reed of Rhode Island called “Build America’s Libraries Act”. ALA provided a letter template and asked that we encourage Rep. Scott to back this. This would provide for accessibility, space, renovation, etc., for libraries in our country. Also, this week a Covid-19 relief plan is going through the House and Senate that includes LSTA (Library, Services, and Technology Act) funding that could give up to 2 million dollars to each state that could help with hotspots and other services libraries are providing during the pandemic. We reached out to directors of libraries in Bobby Scotts’ area and gave them a template letter to submit to him. We were able to get four or five letters submitted to him.
- C. Covid-19 vaccinations and library staff — Lisa has been working with other executive directors for a while now to ensure librarians would be included in 1b and 1c groups. We haven’t yet done a formal statement asking for this because we’ve determined that across the country distribution is being handled at a very local level. We have instead offered our help if a library is hearing form their county that they must be open but not offered a 1b or 1c spot. Pearl shared that her county has been vaccinating librarians. Kerri mentioned that library staff at Montgomery Floyd Regional Library have received the first dose, but it’s unclear if they’ll get the second.

There being no further business, Candice moved the meeting be adjourned. Brian seconded. The motion carried. The meeting was adjourned at 11:02 p.m.



4/14/21

REVENUE	BUDGET	GENERAL	LEGISLATIVE	SCHOLARSHIP	TOTAL
Advertising		\$ 350			\$ 350
Affiliate Membership Dues	\$ 66,000	\$ 81,035			\$ 81,035
Conference	\$ 101,095	\$ 1,550			\$ 1,550
Jobline	\$ 6,500	\$ 3,600			\$ 3,600
VLAPAF Conference	\$ 3,000				
Interest	\$ 5	\$ 1			\$ 1
Institutional Memberships	\$ 45,000	\$ 41,314			\$ 41,314
Legislative Support	\$ 4,000		\$ 25		\$ 25
Membership Dues	\$ 16,000	\$ 13,075			\$ 13,075
Miscellaneous	\$ 1,000	\$ 102			\$ 102
Programs	\$ 2,500	\$ 255			\$ 255
The Innovative Library Classroom	\$ 3,500	\$ 1,000			\$ 1,000
Scholarship	\$ 7,500			\$ 218	\$ 218
VALLA	\$ 3,000				
Professional Devel Donations	\$ 1,000	\$ 35			\$ 35
Librarians of Color Award		\$ 1,350			\$ 1,350
LGBTQIA+ Forum		\$ 1,325			\$ 1,325
TOTAL REVENUE	\$ 260,100	\$ 144,992	\$ 25	\$ 218	\$ 145,235
EXPENSES					
Adminstrative	\$ 143,100	\$ 26,820			\$ 26,820
Bank Charges	\$ 4,000	\$ 1,036			\$ 1,036
Conference	\$ 47,000				\$ -
VLAPAF Conference	\$ 2,000				\$ -
Contingency					\$ -
Council	\$ 1,000	\$ 179			\$ 179
Legislative Liasion	\$ 45,000		\$ 23,500		\$ 23,500
Legislative Expenses					\$ -
Misc		\$ 55			\$ 55
Programs	\$ 1,000				\$ -
Professional Development Exp	\$ 1,500				\$ -
The Innovative Library Classroom	\$ 3,000				\$ -
Scholarship	\$ 7,500				\$ -
Units	\$ 3,000				\$ -
VALLA	\$ 2,000	\$ 1,330			\$ 1,330
TOTAL EXPENSES	\$ 260,100	\$ 29,420	\$ 23,500		\$ 52,920
MAIN INVESTMENT ACCOUNT VLA					
INVESTMENT VALUE 12/30/2020	\$ 392,484				
INVESTMENT VALUE 3/31/2021	\$ 410,065				
INCREASE/DECREASE	\$ 17,581				
PROF DEVELOPMENT ENDOW					
INVESTMENT VALUE 12/30/2020	\$ 59,268				
INVESTMENT VALUE 3/31/2021	\$ 60,804				
INCREASE/DECREASE	\$ 1,536				



Executive Director Report
VLA Council
April 16, 2021

2021 Membership

- 217 Individual members (144 unpaid 2021 renewal invoices)
- 42 Life Members
- 81 Affiliate Members (4,283 members)
- Institutional Dues invoices have been sent and \$41314 of anticipated \$45,000 has been collected

Joblines for 2021:

38 (28 invoices, 10 posted for free for public libraries who paid Institutional Dues)

Presentations:

February 5, ALA Chapter Leaders Forum

March 22, ALA Connect Live with President Julius Jefferson

April 7, State Librarian Dr. Sandra Treadway, school librarian Mary Keeling and I met with a representative from Congressman Ben Cline's office (VA-06) as part of an ALA effort to emphasize financial support for libraries.

April 8, Virginia Public Library Director's Association Spring Meeting

VLA Projects:

2021 Conference Session Proposals

2021 Scholarship Applications

2021 Graphic Novel Diversity Award call for Judges

2021 LGBTQIA+ and Librarians of Color donations request

2020 VALLA gift (Rocketbooks from VLA and sponsor Quinn Evans)

2021 VLACRL Spring Program registration

2021 VLA Conference Exhibitor Registration

2021 The Innovative Library Classroom (administrative support)

COVID-19 and Vaccinations: Continuing conversations with the VA Department of Health to ensure that libraries are included in 1b or 1c, in the future. We saw very little consistency across the country and localities as to where library staff were placed, despite CDC guidelines that staff be in 1C.

ALA Policy Corps:

Letter to the Editor by Clint Rudy, Suffolk Public Library Director and I, to be published in the Daily Press (hopefully by the end of the week) promoting the Build America's Libraries Act. We are doing a dtong push in Rep. Bobby Scott's district (VA-03) since he is the Chair of the House Committee on Labor and Education and will have a say in funding for libraries.

ALA currently has TWO Advocacy Alerts and would like your participation in them.

Please share amongst your networks:

- ALA Build America's Libraries Act, directed at Senators and Congresspeople. No VA legislators have signed on yet. <https://cgrcengage.com/ala/app/write-a-letter?4&engagementId=511327>
- ALA #FundLibraries LSTA and IAL for FY 2022. <https://cgrcengage.com/ala/app/write-a-letter?0&engagementId=511238>

ALA Councilor Report, April 15, 2021

Documents

[December Meeting Minutes](#) (Discussed at last VLA Executive Committee meeting, but minutes were not available at that time)

Meetings attended by VLA Chapter Councilor since last report

ALA Midwinter 2021 Meetings

Council Forum I

Membership Information Session

Council I

Council II

Council III

Forward Together & Chapters Discussion

Spring Meeting

Attended on March 31, 2021

Resolutions Adopted by the ALA Council at Virtual Midwinter 2021

- [RESOLUTION in Support of Broadband as a Human Right](#)
- [RESOLUTION to Condemn White Supremacy and Fascism as Antithetical to Library Work](#)
- [RESOLUTION in Opposition to Facial Recognition Software in Libraries](#)
- [RESOLUTION to Prioritize Library Workers to Receive the COVID-19 Vaccine](#)
- [RESOLUTION on the Misuse of Behavioral Data Surveillance in Libraries](#)

Other Highlights from ALA Midwinter 2021

- Discussion of the [Forward Together](#) Final Report ALA CD 35
 - Recommendations for a reimagined ALA Governance model, worked on this since June 2018
 - Seeks to enable strategic and effective member engagement, financial stability, organization-wide planning
 - Report recommended new structure that includes various types of groups. Phases out ALA Council, but creates “Leadership Assemblies” and also includes Board of Directors, Divisions, Round Tables, etc. (see full list in report linked above)
 - Next steps: New working group established in Spring 2020 to carry on the work, Council vote #1 in January 2021, Council Vote #2 in June 2021, Membership vote in Spring 2022
- Forward Together Fiscal Analysis Report ALA CD 37

Highlights from the ALA Council March 2021 Meeting

- Resolution to Prioritize Library Workers to receive the COVID-19 Vaccine, from Chapter Relations Committee and Committee on Library Advocacy
 - A group investigated this resolution as they were tasked to do at the Midwinter meeting. In summary, they determined that each locality is in a different situation. They also stated that making libraries an official “essential service” is a slippery slope because it may put libraries and library workers in situations that they would not want to be in. Their full report is attached in a separate document.
- Forward Together Working Group: new members have been appointed, they will be working to develop resolutions based on the analysis of SCOE recommendations. In future meetings Council will debate on the resolutions and then vote. This leading to the June 2022 full vote on the reorganization of ALA.

ALA Vaccine Working Group

Report to Council

Background

Council Resolution

During ALA Virtual Midwinter 2021, members of ALA Council introduced resolution ALA CD #45, requesting that ALA ask the Centers of Disease Control and Prevention (CDC) to include library workers in priority phase 1b recommendations for receiving the COVID-19 vaccine. Floor discussion clarified that the CDC prioritizes industries and not workers. Council members raised concern that the resolution might violate ALA's protocol for working on state and local issues.

After discussion, an [amended resolution](#) was adopted by Council, affirming "that library workers have a fundamental right to a safe work environment. This includes, but is not limited to, a library or other work setting that minimizes an employee's environmental risk of exposure to Covid-19." The resolution also directed this working group to gather information and provide a report to Council.

ALA Protocol for State & Local Issues

In 2008, at the direction of ALA's Executive Board, the then Office of Library Advocacy (OLA) was asked to develop a [protocol](#) for determining when and how the Office would intercede in urgent state or local library issues, such as library bond referendums or censorship challenges to library materials, services, and programs. The rationale behind the request was that while ALA as an organization can engage with states to assist with local concerns, state library associations are self-governing and are in the best position to know the political climate and local governing structures, citizen viewpoints, and other intricacies of their communities. The protocol advises that ALA provide assistance only with the permission of and in coordination with the state. Based on our findings and the wide divergence in practices in each state, this policy remains well-founded as well as practical.

CDC Immunization Guidance

The Centers of Disease Control and Prevention (CDC) Advisory Committee on Immunization Practices (ACIP) makes recommendations about who should be vaccinated first when vaccine supplies are limited.

¹ Those recommendations are based on the Cybersecurity and Infrastructure Security Agency's (CISA) Critical Infrastructure Workforce Assessment, first developed in March 2020 to help determine which

¹ Guidance on the Essential Critical Infrastructure Workforce," Cybersecurity & Infrastructure Security Agency, accessed March 4, 2021, <https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>

industries were essential to continued operations of a national infrastructure and would be exempted from shutdown orders.

Through the CDC and the Department of Health and Human Services, the federal government began sharing information with state and local governments about a massive vaccination program during summer 2020. Health policy experts anticipated gaps in coordination, noting "federalism has benefits for public health, particularly the ability to localize responses, but raises unique challenges in a pandemic, with the potential for a complicated patchwork of different rules and regulations to navigate across jurisdictions, which could result in different timetables for receiving and shipping vaccines to providers, different levels of success in reaching target outcomes across the country, and differential access by geography, which could exacerbate existing inequalities in access and care and ultimately have implications for public health and broader population immunity." ²

In December 2020, CDC released guidance on a phased rollout of vaccines, recommending that health care providers and residents in long-term care facilities (1a) be the first to receive the vaccine.³ "Frontline essential workers such as fire fighters, police officers, corrections officers, food and agricultural workers, United States Postal Service workers, manufacturing workers, grocery store workers, public transit workers, and those who work in the educational sector (teachers, support staff, and daycare workers)" receive the vaccine in second phase (1b). A third phase (1c) specified "other essential workers, such as people who work in transportation and logistics, food service, housing construction and finance, information technology, communications, energy, law, media, public safety, and public health." Each tier in phase 1 reflects prioritization at a time when demand for the vaccine exceeds supply. Phase 2 includes all other persons aged ≥16 years not already recommended for vaccination in phases 1a, 1b, or 1c. Libraries and library workers were not specifically identified in the December 2020 document.

The CDC followed this guidance on January 19 with an "Interim List of Categories of Essential Workers Mapped to Standardized Industry Codes and Titles," a more detailed mapping of essential worker industries developed according to the CISA Guidance on the Essential Critical Infrastructure Workforce and "intended to help state, local, tribal, and territorial officials and organizations prepare for the

² Josh Michaud and Jennifer Kates , "Distributing a COVID-19 Vaccine Across the U.S. - A Look at Key Issues, KFF: Filling the need for trusted information on national health issues," October 20, 2020, <https://www.kff.org/report-section/distributing-a-covid-19-vaccine-across-the-u-s-a-look-at-key-issues-issue-brief/#VaccinationRequirements>

³ Kathleen Dooling, MD et al. "The Advisory Committee on Immunization Practices' Updated Interim Recommendation for Allocation of COVID-19 Vaccine — United States, December 2020," US Department of Health and Human Services/Centers for Disease Control and Prevention, Morbidity and Mortality Weekly Report MMWR, January 1, 2021/Vol. 69/No. 51-521657, <https://www.cdc.gov/mmwr/volumes/69/wr/pdfs/mm695152e2-H.pdf>

allocation of initially limited COVID-19 vaccine supply."⁴ Elementary, secondary and postsecondary education are specified in phase 1b. Libraries are specified in phase 1C.

It is important to note that CDC mapping "categorizes workers based on the industry (type of business) in which they work, not based on their occupation (a person's specific job)." In addition, the guidance states that "jurisdictions have flexibility in weighing local economic and infrastructure needs, ethical considerations, and other equity factors in order to prioritize those working in industries in the CISA ECIW list for COVID-19 vaccine allocation." This industry mapping was also disseminated in the January update of "COVID-19 Vaccination Program Interim Playbook for Jurisdictions Operations Annex," a vaccine rollout planning resource for local jurisdictions.⁵

CDC advises that phases may overlap with one another, and states are not moving through distribution phases in unison. The biggest challenge at this time is availability of the vaccine. Supplies are limited but expected to increase significantly in the spring 2021, particularly with the emergency authorization for a third vaccine.⁶ President Biden recently announced that with the new Johnson & Johnson vaccine and an agreement with Merck to assist in manufacturing, there will be enough vaccine for all adults by the end of May.⁷ Already, the pace of vaccinations has increased substantially,⁸ and, in a national address on March 11, President Biden announced that he will "direct states, Tribes, and territories to make all adults eligible for the COVID-19 vaccine no later than May 1."⁹

⁴ "Interim List of Categories of Essential Workers Mapped to Standardized Industry Codes and Titles," Centers for Disease Control and Prevention – Vaccines & Immunizations, January 13, 2021, <https://www.cdc.gov/vaccines/covid-19/categories-essential-workers.html>.

⁵ Guidance on the Essential Critical Infrastructure Workforce," Cybersecurity & Infrastructure security agency, accessed March 4, 2021, <https://www.cisa.gov/publication/guidance-essential-critical-infrastructure-workforce>

⁶ "FDA Issues Emergency Use Authorization for Third COVID-19 Vaccine Action Advances Fight Against COVID-19, Follows Comprehensive Evaluation of Available Safety, Effectiveness and Manufacturing Quality Information by FDA Career Scientists, Input from External Experts," U.S. Food and Drug Administration, February 27, 2021, <https://www.fda.gov/news-events/press-announcements/fda-issues-emergency-use-authorization-third-covid-19-vaccine>

⁷ Kevin Liptak, Jeff Zeleny and John Harwood, "Biden now says US will have enough vaccine for every adult by the end of May," *CNN Politics*, March 2, 2021, <https://www.cnn.com/2021/03/02/politics/biden-merck-johnson--johnson-vaccine/index.html>

⁸ Ruth Graham, "The United States is now averaging 2 million vaccine doses administered per day," *The New York Times*, March 4, 2021, <https://www.nytimes.com/live/2021/03/04/world/covid-19-coronavirus/the-united-states-is-now-averaging-2-million-vaccine-doses-administered-per-day>

⁹ White House Briefing Room, "President Biden implements next phase of national strategy to put the pandemic behind us; will direct states, Tribes, and territories to make all adults eligible for vaccine by May 1," March 11, 2021, <https://www.whitehouse.gov/briefing-room/statements-releases/2021/03/11/fact-sheet-president-biden->

State and Local Immunization Guidance

As noted above, each U.S. state decides how to implement the CDC guidance, including deciding who will be vaccinated and how they can receive vaccines. State health departments, whose governance varies from state to state, make these determinations. Their relationship with regional/local public health departments also differs across states. Because of this, how vaccines are deployed can vary from one locality to the next.

This is reflected in the wide variety of rollout plans that have been introduced. Only two states, Alabama and Hawaii, appear to follow the CDC guidance in its entirety, while 20 states have developed their own prioritization schedules. For example, Rhode Island has shifted to an age-based distribution model after vaccinating healthcare workers, first responders, and those in congregate settings.¹⁰ Most other states fall somewhere in between, adopting components of CDC guidance and customizing other elements of their rollout plans.

Despite the 1b categorization by CDC, states differ on prioritizing higher education and pre-K-12 workers for vaccination.¹¹ Public colleges in West Virginia and Florida are among the first in the country to begin administering COVID-19 vaccines to faculty and staff who do not work in health care.¹² Some states, like Alabama,¹³ prioritize school staff in second tier (1b); others, like New Hampshire, do not include teachers as a prioritized group, even after extensive lobbying by the New Hampshire Education Association. In addition, some states prioritize K-12 educators but not post-secondary educators; and some explicitly identify different types of educational staff, including library workers, while others do not.

[to-announce-all-americans-to-be-eligible-for-vaccinations-by-may-1-puts-the-nation-on-a-path-to-get-closer-to-normal-by-july-4th/](#)

¹⁰ “COVID-19 Information,” Rhode Island, Department of Health, accessed March 4, 2021, <https://covid.ri.gov/vaccination>

¹¹ Elizabeth Redden, “Vaccines for Educators -- but Not All Educators,” *Inside Higher Ed*, February 15, 2021, <https://www.insidehighered.com/news/2021/02/15/evolving-patchwork-approaches-how-states-prioritize-educators-covid-vaccines-raises>

¹² Elizabeth Redden, “Higher Ed Workers Get in the COVID Vaccine Line,” *Inside Higher Ed*, January 13, 2021, <https://www.insidehighered.com/news/2021/01/13/first-faculty-and-staff-outside-health-care-fields-become-eligible-covid-vaccines>

¹³ Alabama Public Health, “COVID-19 vaccination eligibility expanded in Alabama to include persons ages 65 through 74 and others,” [press release], January 29, 2021, <https://www.alabamapublichealth.gov/news/2021/01/29.html>

States continue to make changes to their rollout plans. For example, on February 26, Maine Governor Janet Mills announced her state would shift to an age-based rollout plan.¹⁴ Arizona made a similar announcement on March 1.¹⁵ In some cases, these changes are causing friction with local jurisdictions, as when Massachusetts Governor Charlie Baker diverted some vaccine allocations from small towns to mass vaccination sites.¹⁶ Ultimately, however, these are decisions that are being made by local and state governments.

Lobbying for Change

Lobbying for changes to vaccine priority status has occurred at both the state and national level, with industry groups primarily targeting state governments or state health officials and having limited impact.¹⁷ The most significant change from the federal government was the January guidance from the Department of Health and Human Services to adjust the age cutoff for early prioritization from 75 to 65. Most groups lobbying the CDC represent the health care industry or health advocacy groups.

While states continue to adjust their rollout plans, as indicated above, the CDC has not released an updated industry map of essential workers since January.

¹⁴Gabrielle Mannino, “Maine adopts age-based COVID-19 vaccine strategy, those age 60+ eligible starting next week,” News Center Maine, February 27, 2021, <https://www.newscentermaine.com/article/news/health/coronavirus/vaccine/maine-adopts-age-based-covid-19-vaccine-strategy-those-age-60-and-older-eligible-starting-next-week/97-21c10f19-52a5-4736-9123-9288f0a9b759>

¹⁵ Danielle Woodward, Grace Palmieri and Alison Steinbach, “Arizona just changed who can get the COVID-19 vaccine. We help answer your questions,” AZCentral, March 2, 2021, <https://www.azcentral.com/story/news/local/arizona-health/2021/03/02/arizona-changed-who-can-get-covid-19-vaccine-we-answer-your-questions/6821350002/>

¹⁶Beth Teitell, “Is it COVID... or just ‘coronaphobia’? In a pandemic, it’s easy to convince yourself you’re sick,” *The Boston Globe*, February 22, 2021, <https://www.bostonglobe.com/2021/02/22/metro/we-dont-have-any-good-answers-local-leaders-frustrated-with-bakers-decision-stop-sending-doses-local-vaccination-sites/>

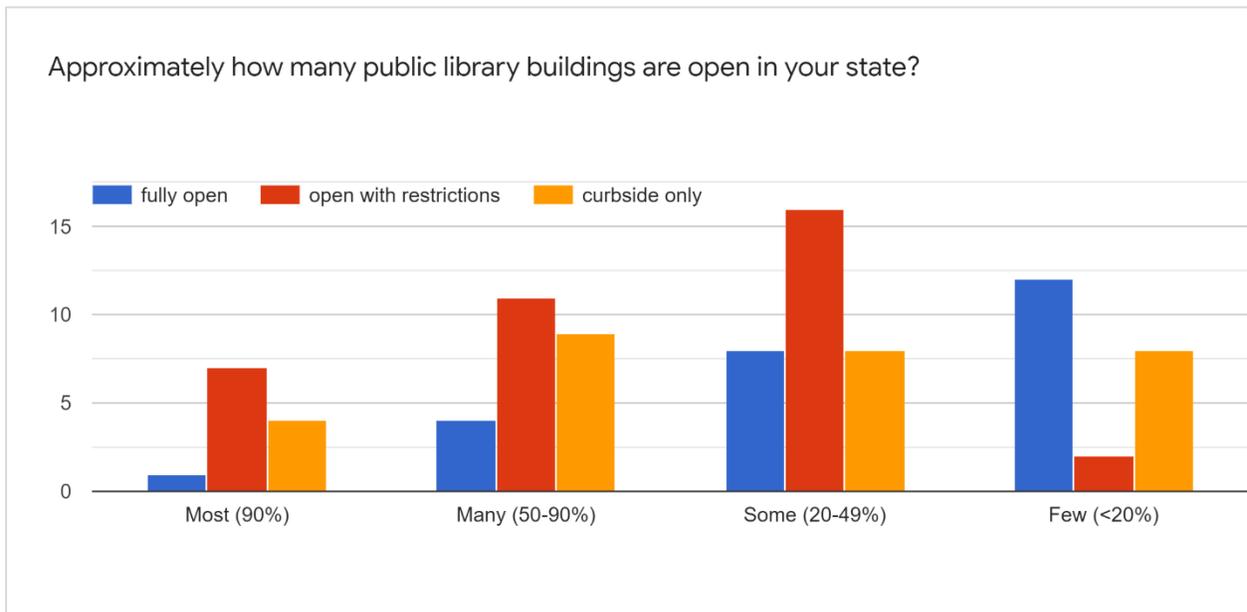
¹⁷ Elaine S. Povich, “Interest Groups Lobby to Get Ahead in Vaccine Line,” PEW Stateline, January 14, 2021, <https://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2021/01/14/interest-groups-lobby-to-get-ahead-in-vaccine-line>

Survey of State Associations

The Vaccine Working Group distributed a survey to all 50 states and the District of Columbia via the ALA chapters, receiving 41 responses. It is important to note that these survey responses reflect a snapshot in time (responses were collected February 8-March 2) and that some responses might change over time. Highlights of the findings are shared here. You can view the full survey and anonymized responses [here](#).

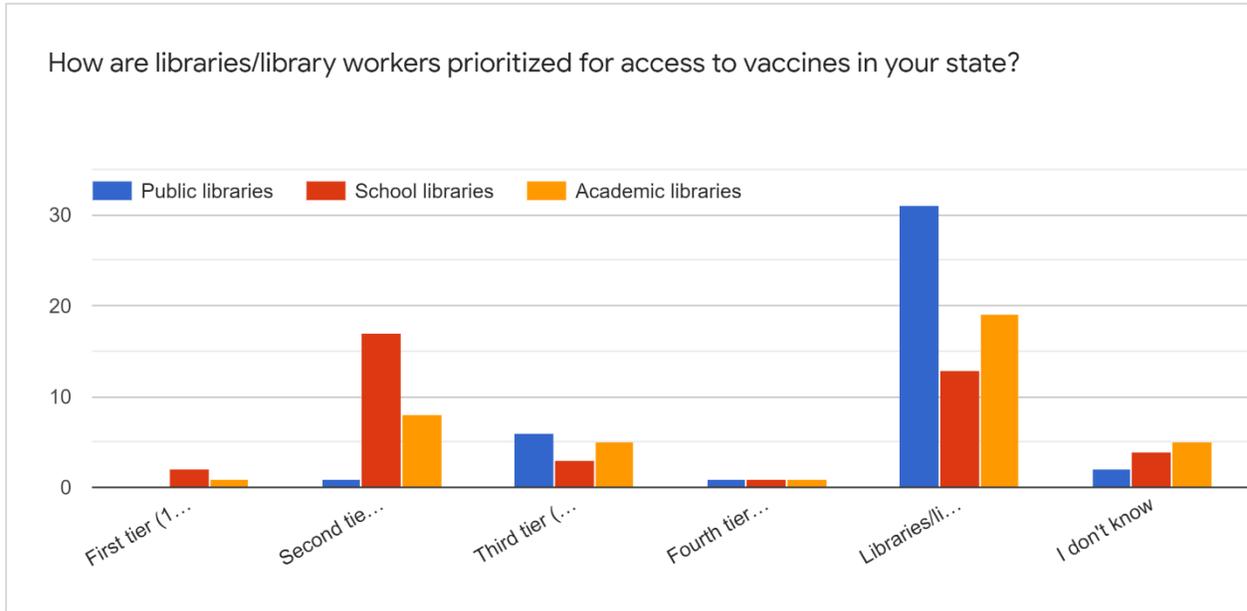
Only two out of 41 respondents said that "most" (>90%) public library buildings are fully open, with the majority of states indicating that library buildings are open with restrictions or for curbside service.

Figure 1-Public Library Building Status



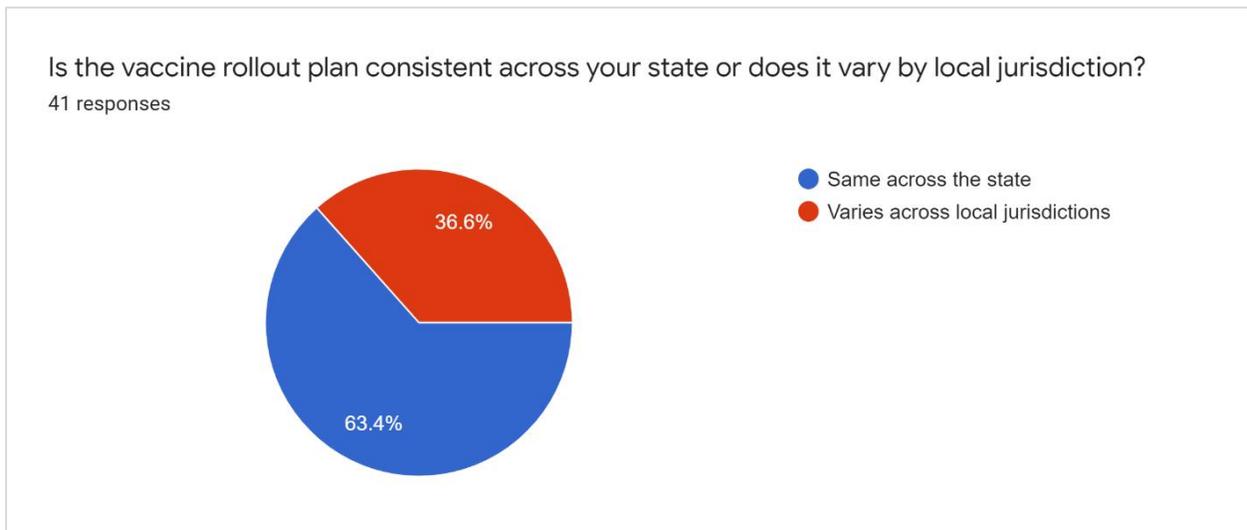
Three quarters of states responded that libraries/library workers are not specified in state vaccine rollout plans.

Figure 2-State Vaccine Prioritization



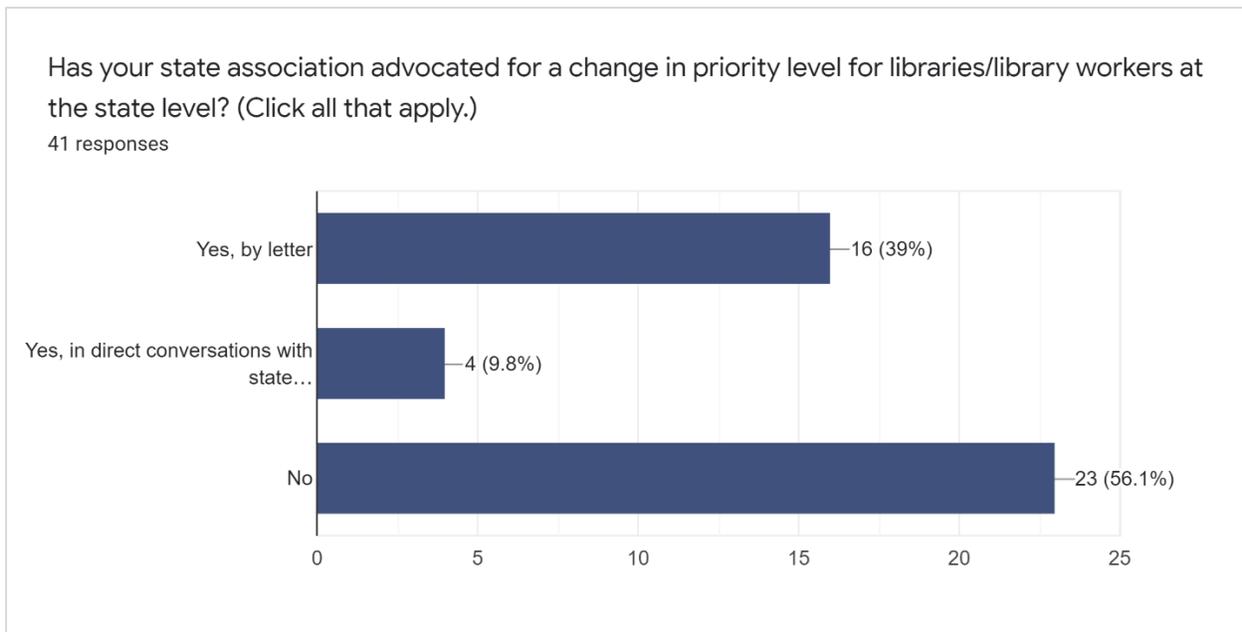
In addition, 37% of respondents indicated that vaccine rollout plans varied across jurisdictions in their states.

Figure 3-Vaccine Prioritization Consistency



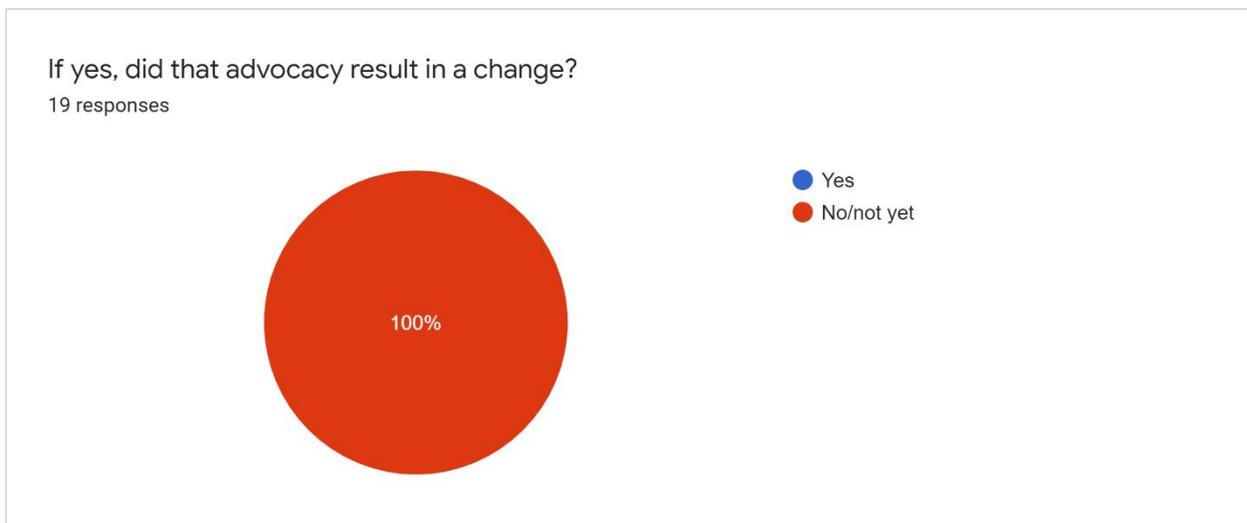
Fewer than half of responding state associations have advocated for a change in priority level for libraries/library workers. Of the 19 states that did advocate for a change in priority level, four (10%) did so through direct conversation with state officials. One of those four states reported: “We have been working with the Governor’s Office and the Department of Health by participating in one of their weekly Vaccine Team Meetings. The state is taking a scientific approach to distributing our extremely limited number of vaccines by focusing on medical workers, seniors where we have the most deaths and now K-12 employees so that schools can reopen. While the Governor has not decided who will be in group 1c yet, that is the group where we are advocating for public library employees.”

Figure 4-State Advocacy



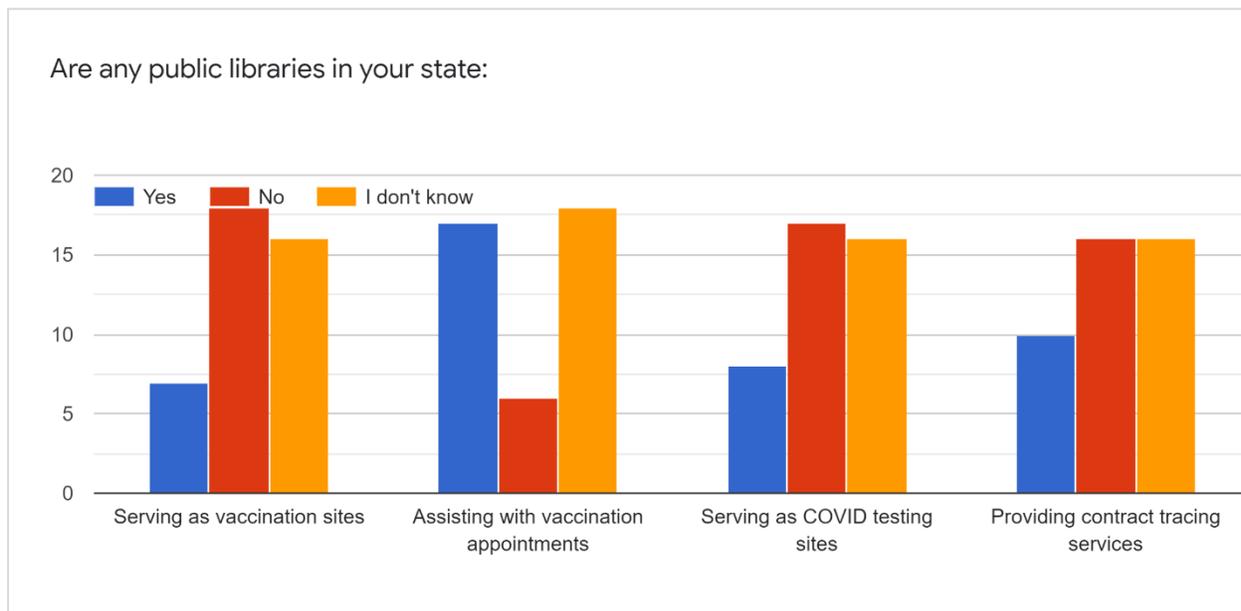
Of those that responded affirmatively, none report a change in prioritization category at the state level at the time of their response.

Figure 5-State Advocacy Impact



Many libraries have worked closely with local health agencies throughout the pandemic, with 41% reporting that some libraries offer vaccine registration assistance, and about one quarter reporting that some libraries have assisted with contract tracing services.

Figure 6-Libraries and COVID Assistance



Library Contexts

In addition to the state survey, the working group reviewed news stories and spoke with individual librarians as well as some state leaders. With responses reflecting diverse approaches to vaccine rollout support and advocacy, these individual stories reinforced the wide-ranging feedback received from the surveys. Some states and specific libraries have concentrated advocacy efforts on ensuring that libraries are included in early vaccine eligibility tiers. Many libraries and states have emphasized leveraging the trusted role of libraries in providing communities with accurate information about the vaccine, as well as information about how to sign up. Some states and locations have done both.

State efforts

Illinois

In Illinois, rollout plans are released phase by phase; to date, detail about eligibility is only released through phase 1b. School libraries are included with K-12 educators. Academic institutions and public libraries are not included. Illinois Library Association submitted a request to the Illinois Department of Public Health to include libraries in phase 1b, without response, and it encouraged libraries to reach out

to county health departments, providing a template letter and noting that "individual counties are handling eligibility for librarians differently."¹⁸

As of February 26, library workers are eligible for the vaccine in phase 1b in six counties (Douglas, Edgar, Franklin-Williamson, Piatt, Rock Island, and Sangamon). Some libraries in these counties reported using the ILA template to contact local health department officials. Despite being singled out as critical to city operations, workers in Illinois largest system, Chicago Public Library, are not included in phase 1b; it is anticipated that they will be included in phase 1c.¹⁹

Service levels vary across the state. "We do want to be careful with the state-level advocacy, because if we as an association came out and said, 'Libraries are essential, and therefore we need the vaccine,' we run the risk of being told by the state that all libraries in the state must be fully open," ILA Executive Director Diane Foote told *Library Journal* in February—and not all libraries in Illinois are ready to open for in-person services now."²⁰

New Hampshire

New Hampshire's vaccine allocation plan, published on January 16, 2021, is primarily age-based with two exceptions: first responders are in phase 1a and K-12 teachers are in phase 2a.²¹ This last phase allocation for teachers is different from CDC recommendations, which places K-12 teachers in phase 1b. NEA-NH lobbied unsuccessfully to have teachers moved from phase 2 to phase 1. Library workers are not mentioned specifically in the state's vaccination allocation plan.

New Hampshire Library Association voted on February 9, 2021 not to send a letter to the Governor or Department of Health and Human Services asking for library workers to be specifically mentioned in any

¹⁸ Gaby Galvin, "As States Prioritize Who Gets COVID-19 Vaccines, Essential Worker Groups, Businesses Make Their Case," Morning Consult, December 9, 2020, <https://morningconsult.com/2020/12/09/covid-19-vaccines-states-distribution-prioritization/> <https://morningconsult.com/2020/12/09/covid-19-vaccines-states-distribution-prioritization/>

¹⁹ Justin Laurence, "Aldermen push for librarians to be vaccinated soon, but city's top doc says that'd slow rollout for seniors," Block Club Chicago, February 9, 2021, <https://blockclubchicago.org/2021/02/09/aldermen-push-for-librarians-to-be-vaccinated-soon-but-citys-top-doc-says-thatd-slow-rollout-for-seniors/>

²⁰ Lisa Peet, "Library Associations, Agencies, Workers Advocate for Early Vaccination Priority," *Library Journal*, February 9, 2021, <https://www.libraryjournal.com/?detailStory=library-associations-agencies-workers-advocate-for-early-vaccination-priority>

²¹ New Hampshire COVID-19 Vaccination Allocation Plan Summary," NH Division of Public Health Services, Bureau of Infectious Disease Control, January 16, 2021, <https://www.dhhs.nh.gov/dphs/cdcs/covid19/documents/covid19-vaccine-allocation-plan-summary.pdf>

phase of the state's vaccination plan. A member survey that discussed this vote and asked for feedback found that a majority of survey respondents agreed with the Association's executive board decision. One librarian wrote, "Library workers who fall into the categories of priority by age or a qualifying condition should receive the vaccine. Others should not. Many (though not all) library employees did not work outside their homes for a period of months while the Stay-at-Home Orders were in effect. I think that those who did and continue to work on the front lines of service and care throughout all phases of the pandemic should receive vaccine priority before librarians."

Local efforts

Alaska: Juneau Public Library

Neither the Alaska Library Association nor the Juneau Public Library has advocated for a change in prioritization for library workers.

Juneau Public Library Director Robert Barr leads the city and borough's vaccine planning and operational efforts, including mass vaccination clinics, which are a partnership between the library, state public health department, and local hospital. Based on state eligibility guidelines, the library assists with local allocation of vaccines and provides interpretation when the state eligibility guidance needs it. The library has been very successful at getting the vaccines into people's arms quickly, while sticking within the state's eligibility tiers.

Most frontline library staff in Alaska became eligible during the week of February 22 when the state determined that people who work in systems that provide services to people who live in congregate settings (e.g. shelters) are themselves eligible. Those library staff who regularly provide direct public service are included in this designation.

Nebraska: University of Nebraska-Lincoln

In Nebraska, the University of Nebraska-Lincoln (UNL) developed a partnership with the Lincoln-Lancaster County Health Department (LLCHD), making a COVID vaccination registry available for UNL employees living or working in Lancaster County. All UNL employees including library student employees will be vaccinated in phase 1b as part of the education sector.²²

²² "Covid vaccine registry," University of New Hampshire - Lincoln, Office of the Chancellor, February 16, 2021, <https://www.unl.edu/chancellor/covid-vaccination-registry>

Findings

Responses to the survey, and states' approaches to vaccines for library workers, are varied. While one state indicated that they "appreciate the language in the resolution, advocating for phase 1b vaccination for library staff who work in buildings that the public are also using," another responded that the state association determined "that a template for library workers to advocate for themselves to their local health department/elected official would be more effective than a letter from the [state] association." Another state that opted not to advocate for 1b prioritization noted, "Our members have discussed how if we are really about science and evidence-based practices, then why wouldn't we respect the data from the state's eligibility and ethics committees?"

More than one state emphasized the desire to leave facility reopening decisions in the hands of local libraries. Some felt that lobbying for designation as an "essential frontline industry (1b)," rather than an "other essential industry (1c)," would force some libraries to fully reopen their facilities before the staff and trustees were prepared to do so.

Inaccurate information, magnified on social media and in the press,²³ about CDC's prioritization schedule for essential workers has added to the confusion for many state associations and individual library workers, exacerbated by a lack of clear and consistent vaccine implementation strategy across national, state, and local levels. CDC includes libraries in its priority phase 1c industry map. Still, CISA recognizes that the industry mapping would need to be paired with analysis at the local jurisdiction: "Although workers' status as essential under the CISA guidance is most readily determined by the industry in which they work, their exposure risk may be largely determined by their occupation. Because the most efficient vaccination allocation strategy will take both essentiality and risk into account, jurisdictions should, where feasible, make efforts to prioritize workers in occupations characterized by the inability to work remotely and the need to work in close proximity to others within the below industries." This working group reasserts ALA's recommendation that "library workers who are at heightened risk for exposure to COVID-19, such as those providing in-person services, be prioritized for access to vaccinations." Based on information gathered by this working group, that determination cannot be made for libraries uniformly.

ALA's federal [advocacy priorities](#) are reviewed and approved annually by the Committee on Legislation (COL), and shared with the Committee on Library Advocacy (COLA), Chapter Relations Committee (CRC), and ALA Council. It is imperative that ALA advocacy efforts be focused on issues where library representation is necessary, such as federal funding for libraries, broadband, copyright and government

²³ For example, in a Newsweek op-Ed, the author wrote "the CDC failed to name librarians and library workers specifically in their vaccine guidance." This is incorrect: the CDC mapped industries, not workers, and includes libraries in priority category 1c. John Chrastka, "Libraries Are an Essential Service. Give Librarians the Vaccine Now," Newsweek, February 26, 2021, <https://www.newsweek.com/libraries-are-essential-service-give-librarians-vaccine-now-opinion-1572082>

information. These are library-centered issues that involve federal action, where ALA must lead and where federal advocacy can make a difference. This has been an exceptional year and PPA staff and COL are in frequent communication about focusing limited resources in a way that is most effective for ALA members and for libraries of all types, across the country.

Strong working relationships with state and local elected officials are critical, and ALA is committed to honoring and supporting those strong relationships that state associations have cultivated.

Conclusion

The Vaccine Working Group members strongly support the importance of library workers being vaccinated. The working group believes that an ALA statement asking the CDC to include library workers in vaccine phase 1b will have unintentional and potentially adverse consequences on state and local advocacy efforts in the future. It is the choice of the state chapter whether to invoke the existing federal phase 1c designation and/or pursue a change in state/local vaccination priorities given their specific knowledge about those vaccination plans, phases, and the local political climate.

It is clear from the chapter survey results that the desire and ability to prioritize library workers for the vaccine varies dramatically not just by state, but by locality within states. Given this advocacy environment, a local/state approach is best, and fits within the protocol created by ALA leadership in 2008 to provide assistance only with the permission of and in coordination with the state chapter.

Last, the legislative priorities approved by the Committee on Legislation, which directs the activities and allocation of resources of the ALA Public Policy & Advocacy office, reflect the current top advocacy priorities for our profession. It is not only good practice, but sound management, to continue to be responsive to issues as they arise and in a manner that takes into account the effective allocation of resources to promote ongoing development of key relationships in federal agencies, as well as Congress, in support of current designated legislative priorities.

Respectfully submitted: March 12, 2021
by the ALA Vaccine Working Group

ALA Vaccine Working Group Members

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Brianna Hoffman

Michael Dowling, Staff Liaison

On behalf of the Committee on Legislation

Joseph Thompson, Chair

Lori Fisher

Carrie Russell, Staff Liaison

On behalf of the Committee on Library Advocacy

Justin de la Cruz, Chair

Cindy Bhatti

Megan Cusick, Staff Liaison



Who we are

Since its founding in 1905, VLA has grown in number; expanded the scope of its organization; engaged legislatively at the state and federal level; provided its members with newsletters, scholarly journals, and a website; and supported library education, training, and outreach.

The Virginia Library Association members include libraries, library staff, trustees, friends of libraries, and others united in improving the quality of library service and promoting the value of the contributions Virginia libraries provide throughout the Commonwealth. We are committed to respecting diversity and fostering inclusion in the broadest senses of those terms.

Vision

The Virginia Library Association supports and advocates for Virginia librarians and libraries.

Mission

The mission of the Virginia Library Association is to develop, promote, and improve library and information services, library staff, and the profession of librarianship in order to advance literacy and learning and to ensure access to information for all residents of the Commonwealth of Virginia.

Core Organizational Values

The Virginia Library Association is committed to:

- All types of libraries
- All library staff, Friends, trustees, and other individuals and groups working to improve library services
- Intellectual freedom
- Diversity, inclusion, equity, and accessibility in our profession and in library practice.
- Collaborative relationships among library staff and with the communities we serve
- Professionalism, integrity, and excellent service
- Inquiry and innovation

- Cooperation with the American Library Association (ALA), the Virginia Association of School Librarians (VAASL), Virginia Association of Law Libraries (VALL), and other related groups—including partners outside the education and library professions such as community groups and legislators

Virginia Library Association Strategic Priorities

1. Membership
2. Advocacy and visibility
3. Conferences and continuing education
4. Clear communication and organizational structure