

AMERICAN LIBRARY ASSOCIATION
2020 MIDWINTER MEETING
PHILADELPHIA, PENNSYLVANIA

FRIDAY, JANUARY 24, 2020
11:00 A.M. - 3:00 P.M.
DEAF CULTURE FORUM

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Welcomes

>> MOLLY RAPHAEL: Good morning. I think I need to sit. My name is Molly Raphael and I am honored to be here to be the moderator for this program where I hope we will all learn new things and share ideas with each other. This is going to be such a learning opportunity for so many who come from very different kinds of backgrounds and different work, but it is the kind of group that has an opportunity to seed ideas for people who are here who had never thought about doing something in a different way.

So, I look forward to learning with you, and I encourage that we look and think about how we can do things at the local and state level as well as the national level. This event is sponsored by national organizations. So. it's sponsored by ALA/ASGCLA, I hope you know what that stands for (Association of Specialized, Government and Cooperative Library Agencies). And also by the Friends of Libraries for Deaf Action. But there is much work that can be done at the state and local level and many or all of you are engaged in some of that right now.

I want to start by thanking Jeannette Smithee who sits to my left who is the interim Executive Director of ASGCLA. And

also Nina Moore who has been assisting here, and Nina is at the table in the back. She registered you when you came in. And Nina has at the back of the table two cards, get well cards for two people who can't be with us today, two very important people to this forum, Alice Hagemeyer, who is the person who is most responsible for launching an interest in how do we serve people who are deaf and our deaf communities better from Public Libraries. I worked with her back in the 1970s when that launch happened, and she and I persuaded the executive board and the president of the American Library Association to pay attention to this issue. So, her work is long and intense in this area, and she is only not here today because sadly she fell a few days ago and broke her leg.

So, she has had successful surgery, and but is very, very sorry not to be here. The other person that we are missing who is key to this is Alec McFarland. If of you know him because he has worked so closely with Alice. He is not a librarian. He doesn't work in libraries, but he is that voice that is so important for us in libraries because he is, he is a consumer of services of the library. So, he has been a partner with Alice through the last ten or fifteen years in this effort, and achieved some great successes.

Unfortunately, Alec fell ill a day ago. We got an email from him saying that he wouldn't be here, but we hope we can do presentations for both of the missing people that will at least make you feel their presence.

I want just a couple of logistic kinds of things, if you need rest rooms, out the doors to the right. This is a very tight schedule. We have a lot to cover during the four hours that we have, so all of the speakers have been given multiple encouragement to keep their remarks within the time frames that we have had, but I will be a little bit of a task master for them if they go a little long. We will follow up with having much of this or all of it available on the web after the program is over in a couple of weeks. So, if we have to cut someone off, you will have an opportunity to go back and visit what they were presenting.

The discussion segments that we have you see on the agenda are segments that we are going to start by asking the overall group, do you have any questions or comments about what you have heard in the last presentations. But we may break into small group discussion at tables, and fortunately ALA has been very generous in providing us with a wealth of interpreters here. So we will have interpreters at the tables and we certainly encourage you to sit at a table that's mixed, that you don't have all hearing people or all deaf people at the table because the opportunities for us to learn will be greater if that's the

case. So, if you feel the urge to move at some point because you think it would be good to diversify the table next to you or whatever, please feel free to do that.

So with that, I'd like to invite Sherry Machones, did I say that close to right?

>> SHERRY MACHONES: Yes.

>> MOLLY RAPHAEL: Who is the current president of ASGCLA to give opening remarks.

>> SHERRY MACHONES: Good morning, I am Sherry Machones, the president of ASGCLA. Thank you, Molly for reiterating what ASGCLA stands for. On behalf of ASGCLA's Board of Directors, I welcome everyone to the Deaf Culture Forum bringing together individuals from various parts of the library community and from various organizations and experiences in the deaf community.

For those who are not familiar with ALA and its divisions, ASGCLA members represent several areas of responsibility that fall outside of the typically recognized library organizations, such as Public Libraries, Academic Libraries, and School Libraries. ASGCLA represent State Library agencies that provide support to libraries in their state. Libraries that provide specialized services to underserved populations including but not limited to the people with sensory, physical, health, developmental, learning, attention, or behavioral conditions, and people who are incarcerated or detained.

We also include Federal and Armed Forces libraries that support federal and or allied forces agencies for research development as well as providing libraries for armed personnel and families in bases all over the world. We also cover library consortia and cooperative agencies and those engaged in consulting with libraries we thank you all for being here.

I want to thank the many presenters who have developed the presentations you are going to see today. A lot of hard work over many months have been put into all of the information. And our goal is to learn about the cultures and points of view and about organizations and services where the library and the deaf community can connect.

And I want to thank our cosponsor Alice Hagemeyer, president of the Friends of Libraries for Deaf Action. As you heard, she couldn't be here, along with Alec, and we are so sad that they couldn't be here in person to share their wealth of knowledge, but I do think everyone who has stepped up to bring their messages to the group today, and I thank them for making today a reality.

>> MOLLY RAPHAEL: Thank you, Sherry Machones. One of the items that I neglected to do at the beginning was to ask the

people who, you have in your packet information about the participants as well as the speakers, so we are not going to take a lot of time to go over people's backgrounds obviously save time on that, but could I ask the people who were involved in this planning effort, would you just stand up so that you can be recognized for this great work that you have done in putting this together?

(Applause).

Thank you. Stepping in for Alice and giving her welcoming remarks and Alice was foresighted, she would have done this anyway, but she wrote out her remarks so it's a little easier, but none of us can replace Alice in her work, but Jeannette has offered to step in and read her welcome remarks, so, Jeannette.

>> JEANNETTE SMITHEE: I will say Alice's words, but for those of you who know her, she would have much more emphasis because she has lived these thoughts for a long period of time. She says, welcome on behalf of library friends from all parts of the United States who are already engaged in verifying the integrity of library values for the deaf in all walks of life.

Alice sends her heartfelt thanks to all of you for participating in this first ever Deaf Culture Forum. FOLDA is very grateful for the opportunity to work with ALA/ASGCLA. Alice also extends a big thank you to all of the speakers for giving a great learning opportunity and for all of us here for sharing their experiences.

Alice shares the story of her beginning involvement in ALA. She says, as I look back to 1957, 63 years ago when I was a Gallaudet student for a Bachelor's Degree in library science, I got a clerical job at the main library of the District of Columbia. Lucille Pendell, then a Gallaudet librarian and teacher encouraged me to join the American Library Association.

At that time I laughed, and I said, no way, ALA is for the hearing. Later in 1972 at Lucille Pendell's retirement party, she again asked me if I would join ALA. This time I did not laugh. I had changed and in 1976 I joined the American Library Association. Alice continues that since my involvement in ALA, I have dealt with Deaf culture shock, though we as librarians and library workers continue the challenges of working to accommodate aspects of shared interest in the deaf.

Some of you might wonder what I mean by Deaf culture shock. Here are a few examples. In my years at ALA Conventions, I have often run into hearing librarians and library workers who have never met deaf adults or lack knowledge of Deaf culture. Those who did work with the deaf said that they had no problems with the deaf because unlike the blind, the Deaf have eyes and can

read and can read lips. However, they miss the other needs of deaf patrons.

Another example of shock was when I tried to get local organizations that serve the deaf to work with libraries. They were resistant to the idea of working with libraries. In part because of their own bad experiences, ranged from ignorant librarians or a disregard of books and reading. Many had a belief that technology would replace libraries. Some deaf agencies also provide services similar to what is available in Public Libraries and put a strain on their willingness to work with libraries. These are just a few examples of culture shock that I encountered in my first years as an ALA member. Alice concludes, in all of my years as an ALA member, I have been trying to strive for deaf excellence in the library profession. I work to maintain and enhance my own knowledge and skills. I encourage professional development of deaf and hearing co-workers and foster aspirations for potential members of the library profession.

In conclusion, Alice says FOLDA wishes you success in the Deaf Culture Forum today. And as Molly said, Alice has had surgery for a broken leg, and she has sent us a direct message for us today.

(video: Alice Hagemeyer video greeting)

>> Hello, I miss you all, but I know that you will all do fine without me. 45 years ago, the National Association of the Deaf, CEO said, and I quote, Deaf people can do everything except hear. In 1988, the president of Gallaudet, I. King Jordan also said, Deaf people can do everything except hear, but I want to inform you that I don't support that quote. Really, I prefer to say that both Deaf and their hearing families have full access to Public Libraries. And that is not because they cannot hear. So, I am hoping that in 2020 people will finally see the solution. Then they can say, Deaf people can do everything if they and their hearing families have access to Public Libraries.

>> MOLLY RAPHAEL: For those of you who have never met Alice, I we hope that gives you a sense of her enthusiasm. This was the day after she had the surgery and to be so alive and engaged and not in pain and not so drugged up she couldn't sign and get a message across, it's a real gift for us that we were able to have that with us today.

Introductions

So the next part of the program involves all of you. We thought it would be helpful to have people introduce themselves, so we are going to pass this microphone around the room for people who need it or the interpreter at a table will have, we have interpreters at the tables. Pass the microphone around as you introduce yourself and then pass it onto the next table and what we would like to do given that there are so many of us and we do have a tight schedule, I would like to model the behavior because while it would be wonderful to hear a lot of people about their life stories or their interesting ways they got involved or those kinds of things, if we can do name, organization or institution that you come from or represent, why you are here basically, and the third thing is what do you hope to learn today.

I think that will be very informative for the people who are speakers to keep thinking about that even though they have already prepared remarks. So, I will start, and then I will turn it over to Jeannette, and then we will start around the room. So, my name is Molly Raphael. I am a retired Public Librarian, Past President of the American Library Association, and I hope to learn so much from all of you who are continuing to work in this area because I am retired now and I have lost a sense of what's going on. So, Jeannette.

>> JEANNETTE SMITHEE: I'm Jeannette Smithee. Currently I am the interim Executive Director of ASGCLA, a sponsor of today's program, and in, ASGCLA, we recently changed that name to add the armed forces and government agency librarians. I am hoping to learn and listen to all of the things I have had the privilege of seeing the preview of the remarks and the slides that our presenters have had, but our presenters and all of you who are here to interact, I am hoping that we all have a learning experience.

>> SHERRY MACHONES: I'm Sherry Machones who you have already met. At home I'm the director of the Northern Waters Library System, and I hope to get out of today a way to bring local, state and national ways so we can serve the deaf community better because I think we can do better.

>> My name is Pat Herndon assistant State Librarian in Georgia and I serve as director of GLASS, which is a talking book and Braille library. I hope to learn more about library services to people with hearing impairment and hope to bring back ideas that can inspire the Public Libraries in Georgia.

>> I'm Michael Golrick, I'm a Past President of ASGCLA and at home I'm at the State Library of Louisiana where I'm a head of the reference department and library consultant. I work in a

building where we have the talking books and Braille library, but I feel like the deaf community is the one we don't serve very well. And so we need to do better. So that's what I'm hoping to come away with.

>> I'm Rhonda Gould, also ASGCLA Past President, I am Executive Director at the Walla Walla, Washington Rural Library District, and I am hoping to learn a lot from all of you because if my library district provides very little in terms of services and programming and things that would be applicable to the hearing impaired community.

>> This is actually a good transition, my name is Carrie Banks. I am the President Elect for the Association of Specialized Government and Cooperative Library Agencies. In my day job I run inclusive services at the Brooklyn Public Library and those are services for children and teens with disabilities. I am here to learn more, and my first conference, actually, my second conference at ALA in 2000 I believe was here in Philadelphia and that's where I met Alice, who at a meeting for librarians serving people who are deaf, and that's where I realized I needed to learn more, and so here I am. Thank you.

>> Hi, I'm Renee Pokorny, I'm the branch manager at the South Philadelphia library here in Philadelphia, and I am here to learn. And hopefully to learn how to do better.

>> I am Ron Friedrich, I am Alice Hagemeyer's pastor. And her shoulders is sore from the fall she took, my shoulder is sore from her twisting it to be here and speak on behalf of the needs of deaf people in prison.

>> Hi, my name is Clarence Taylor, the third. Hi, again, my name is Clarence Taylor, III, I'm here with pastor Ron, and I work with folks who are in prison and helping them to learn about the resources and the library and getting that access to the deaf community in our area. And I'm here to learn more and just see what everyone has to offer.

>> Hi, my name is Anquinette Kimble-Stafford. I'm a former board member of the National Black Deaf Advocates. And I'm here today to learn as well, and to develop relationships and collaborate.

>> Hello, everyone. My name is Noah Beckman. I'm one of the Instructional and Reference librarians from Gallaudet University. I myself am a deaf gentleman. What I hope to learn here today is to share my story, my background with you, each one of you from the deaf perspective. I'd like to meet all of you today, in the time that we will be here together.

>> Hello, my name is Joshua Beckman, and I work at Pennsylvania School for the Deaf. I'm in charge of the visual media. So, what I would like to see is an improvement in the ASL English translations of visual media.

>> Hello, everyone, my name is Penny Starr-Ashton, and I'm the librarian manager of Pennsylvania School for the Deaf. I hope to meet each and every one of you and other people who manage other libraries at other schools for the deaf. I can't wait to meet all of you people that are here today whether that is through early intervention all the way up to age 21.

>> Hello, I'm Elizabeth, I'm one of the librarians from Gallaudet University. I'm excited to be here and to join in the discussion and the panel today. I look forward to hearing all of your stories and meet each one of you. Will.

>> Hello. I'm Melissa Draganac-Hawk, and I'm the National Association of the Deaf president and thank you for inviting me to the panel. One thing that I really would like to look forward to learning today is how to facilitate from the national level down to the state level to share our resources and how to become an expert in the culture of a library and Deaf culture. I look forward to interacting with all of you later this afternoon.

>> Hello. I'm Amy Malm, and I'm the new dean at Gallaudet University Library. And the reason that I come here is first to meet everyone, and connect with you and collaborate and see all of the different services that are available for the deaf community. I look forward to spending this time together.

>> My name is Alfred Sonnenstrahl.

Don't blame me. Blame my father. He is the one that gave me that name. It's all his fault. I'm really looking forward. I am the president of the Deaf Senior of America. DSA. And I'm really looking forward to developing relationships today between everyone who is here, the librarians, and the deaf seniors across the United States.

>> Hi, my name is Sarah Walsh. I'm the librarian for the Barnesville School of Arts and Sciences in rural Maryland, and what I'm hoping to learn today is how to advocate and encourage a small school that currently doesn't have any deaf students to increase the access to learning ASL and to increase our partnership with Maryland School for the Deaf which we have a relationship with in sports, but not a lot else as far as I can tell. So that's why I'm here. I want to increase the access to ASL education for our students and hopefully other independent and public schools throughout Maryland.

>> Hi, my name is Jennifer Chang. I'm the chief librarian of the Parkway Central Library of the Free Library of Philadelphia. Welcome, everybody, to Philadelphia. We are very thrilled that the Midwinter is happening, and in my jurisdiction I also have library for the blind and physically handicapped, the old name that's under me and I'm here to learn. I learn a lot since I became the chief librarian two years ago. There is a lot to improve for us to serve this population. Thank you.

>> Hi, actually it would be hard for me with the microphone, but I'm learning ASL. That's why I hoped to introduce myself, but my skills are limited. My name is Don Ciccone, outreach coordinator for the Carnegie library for the blind and physically handicapped. We will be changing our name to library for accessible media for Pennsylvanians which will give us a better idea of what we do and hope to do. The reason I'm here is my best friend is deaf and she has been teaching me ASL, and having worked with people who interact with the world in so many different ways for so many years, my eyes were opened to the fact that there were a lot of deaf people around me that I never knew were there and we need to serve them better. There is no reason deaf people can't be using all of the libraries in this country, except they haven't been welcomed and that's our goal to be able to make that happen better in Pittsburgh. Thank you.

>> Hi, my name is Satarsh, from Syracuse, New York, I work at a small Public Library for a small urban community and I'm completely new to Deaf culture and I want to learn as much as I can from all of you and how I can serve my community better through our Public Library. Thanks.

>> I'm Mark Lee, director of the Carnegie Library in Pittsburgh, LBPH. I work with Don, I work with Jenny Chang across the state, and I'm here to learn as well, and be able to improve how I serve and our library serves the deaf community, and how we advocate for them, especially for us, we have a lot of people who are deaf blind.

>> Hi, I'm Carol Finkle, some of you know me. I have been a parent advocate and ally for hearing parents specifically for the past 35, 40 years. Once I understood that I had been a victim of audism for you who don't know, do not make that a T, I'm not talking about autism. You need to find out what that is before you leave here today. I would suggest making a documentary called exposing Audism from the perspective of hearing parents.

What I would like to see the result of this kind and all of this type of forum to be is to live long enough, I'm age 77 now, I would like to stay healthy for many years, but one of them is to see the DCDL, the Deaf culture digital library, which has been Alice's dream for 40 years to be past officially by the American Library Association. Everything that we saw at the major library conference in DC last June which I had the honor to participate in with Alec and Alice, every sign we saw said digitize now. Digitize now. Do not we live in the digital age? So, all of the deaf authors and all of the information about every nuance of what you are curious about from any perspective here today should be easily findable and locatable in the

national ALA database now. Not in the 22nd century, but now, because it's so overdue.

>> MOLLY RAPHAEL: Can I ask that you wrap it up, because we still have several people to get to.

>> Yes, wrapping it up will be asking people never from this time forward to use the term hearing impaired, but to use the terms of which the community are here to learn about is proud deaf identity with an upper case D, and that is Deaf and if you want to add Deaf and hard of hearing, that's fine. No more hearing impaired. Thanks for listening.

>> Hello, my name is Reed Strege, director of library services at Braille institute in Los Angeles. I'm here to learn ways that we can improve our service to people who are deaf and we also serve a substantial number of look lovers who are deaf blind and I'm here to learn.

>> Rebecca Crawford, branch manager at the Mary Jacobs library. It's a branch of the Somerset library system of New Jersey. I'm here to basically bring some information back to my system and come up with some ideas on how we can reach out and build a relationship with our deaf community in our area.

>> Hi, my name is Michelle Zaogus, librarian at the South Philadelphia library, and in my experience, I haven't worked with many folks from the Deaf community, and it's likely a result of not having an inclusive environment for them, so learning how to do better.

>> Hi, good morning. I'm Shelley Quezada, Massachusetts Board of Library Commissioners, which is the State Library Agency. For more than 20 years we have had an active program using federal money to support libraries reaching out and providing service for people with disabilities. I have also been for 30 years an instructor at Simmons University where I teach a course called literacy and services to underserved populations and in that capacity I have brought my students in contact with wonderful services, including a State Commission for the Deaf and Hard of Hearing, and also I take them to the Perkins School for the Blind which has a very strong component of services to the deaf blind. I'm hoping that the resources here today I can bring back to my students. Thanks.

>> Good morning, I'm Lauren Keho, I'm from New York University, I'm the liaison for persons with disabilities in the library. I'm here to learn from everybody in the room and bring that back to my institution and support the students at NYU. Will.

>> Good morning, everyone. I'm Irene Padilla, I'm the Maryland State Librarian and proud to be one of the people involved with establishing the Maryland DCDL. We are here with my fellow members here, we are here to learn more about what you

are doing, and also offer you an opportunity to hear about what we are doing and maybe learn from some of the things that we have done along the way.

>> I will stand where people can see me. Hi, good morning. My name is Ricardo Lopez, and I'm a librarian, and I work at the model secondary School for the Deaf and Gallaudet University in Washington, D.C. Today I am chairperson for the Maryland Deaf Cultural Digital Library Advisory Board. What I would like to do today is have great discussions and see how important it is to partner with core communities with libraries. Working together, if you don't do that, libraries can't really serve the people they need to. Thank you.

>> Well, accessibility is best. Hello, everyone, my name is Susan Cohen. I'm the head of adult services and the coordinator for the Maryland Deaf Culture Digital Library. I work with Montgomery County, the Montgomery County Public Library for over 35 years and I'm very excited to bring our experience to you all and have you, and then also I want to hear about your experiences as well. And bring back all of the resources toward our new services. I'm very, very excited to see all of you here. Thank you.

>> Good morning. My name is Loida Garcia-Febo. This is all I know that my dad taught me.

Will Loida Garcia-Febo, I am an ALA Immediate Past President, and I'm very happy to join you all. I will share more a little bit later.

>> MOLLY RAPHAEL: Okay. Now, you have had a chance to see how generous ALA has been in providing us interpreters. So, could I ask each interpreter to stand up, tell us your name, if you speak or somebody will interpret for you. And just so that everybody here will have an appreciation for how well provided for we are.

>> Good morning, everyone, welcome to Philadelphia. I'm Rita Scarcela, and happy to be with everybody.

>> Hi, I'm Nancy Sullivan from Philadelphia. I extend my welcome as well.

>> I'm Rachel Owens from New Jersey.

>> Josh Steckle from Philadelphia, glad to be here.

>> And this is Jay W.R. Wechler from Philadelphia, welcome.

>> Casey Weber from New Jersey,

>> Susan Moyer better known as Jetta for this conference, long story later. I'm from Philadelphia.

>> MOLLY RAPHAEL: Thank you, and I want to say, you did a fabulous job. We are exactly on time. So, congratulations! So now is the part that you just have to imagine Alice not in, lying in a hospital bed, but standing in front of you and many of you know her, and will be able to imagine that. I'm going to

read what she wrote. It's a powerful talk -- oh, I'm sorry, I missed that little note to myself. We have a video that we wanted to end this with. It's very short, but please show it, Jeannette. Thank you. I'm sorry.

Video: "What Does Deaf Mean?"

Produced by National Deaf Center on Postsecondary Outcomes (NDC)

Funded by the U.S. Department of Education's Office of Special Education Programs (OSEP) and the Rehabilitation Services Administration (RSA)

<https://youtu.be/eBoIOr0HZUY>

>> Deafness is a spectrum. It's not just one definition. Someone like myself who is late-deafened. I am deaf in one ear and hearing in the other. Some people view me as a deaf person, some view me as hearing, but it's not one or the other.

>> I was born deaf, my father is deaf in one ear, so it's hereditary.

>> I'm the youngest of five siblings, the three youngest of deaf blind.

>> I switch between deaf and disabled because I'm a little person.

>> Being deaf is a big part of who I am but that's not my only identity. I'm a person of color, biracial, half black, half white and gay.

>> The condition I have is ushered syndrome. It's hearing and vision loss.

>> I grew up oral.

>> A lot of people consider me hard of hearing.

>> People do call me hearing impaired, but I'm not, I'm deaf.

>> People think being deaf is a bad thing, but I see it as a positive thing. The culture, language and history make me who I am today.

>> The deaf blind community, tactile ASL, the space, the culture all became a part of me.

>> I'm learning little by little about pro tactile and I can't wait to learn more. I am most comfortable with speaking English.

>> People with additional disabilities have to think about access, and what they want. Do they know what they need?

>> Throughout educational years, I used note takers. I didn't have interpreters because I didn't know sign language. I didn't know ASL until I was 14.

>> I used cued speech and was mainstreamed throughout high

school.

>> I went to a public school in the morning and then a deaf school in the afternoon. It was the best of both worlds. The instructors used ASL which I found to be more inclusive.

>> I was in both deaf and hearing classes. I wore that bilateral hearing aid cinched across my chest. Very unpleasant.

>> I got a cochlear implant when I was 15 and went through intensive speech therapy.

>> In high school I would sit to the far right since I can hear on my left side.

>> In large group discussions where there is dynamic conversation I use interpreter.

>> In my own experience captioning and interpreting together are the most effective.

>> I want more of a designated interpreter, someone who knows me well, who knows my work.

>> As a black person, I want my interpreter's voice to match me. My culture can't be overlooked.

>> People automatically think deaf people are all the same, but that's not true. We have layers upon layers.

>> When you meet us, have an open mind and open heart.

Welcome by Wanda Brown, ALA President Introduction of Tracie Hall, new ALA Executive Director

>> MOLLY RAPHAEL: Thank you very much Joshua and Penny for that presentation. Before we break for lunch I know you can sort of smell the food, we are very honored to have the president of the American Library Association who has come today to bring greetings to this group and I will tell you as somebody who served in her position a few years ago, her schedule is booked solid so if you can get her to come bring greetings at something you are really fortunate and it also says a whole lot about what her priorities are and what she thinks is important for this association. And she is not only here, but we also have, we are thrilled that we have a new Executive Director designate for the American Library Association. So, I would like to invite Wanda Brown, the president to come up and Tracie come up too so people can get familiar with your face. Tracie Hall who worked for ALA and we were all saddened when she left for other things, but fortunately she got the library bug so badly that we got her back and she will be our new Executive Director starting very soon.

Let me say a couple of words about Wanda because the position of ALA president is a one year position so you build on

what's come before and you contribute to what's going forward and so for me, it's always interesting to see what ALA presidents select as areas they want to focus on. So I looked a little bit at Wanda's background, she is the director of library services in Winston Salem State University, and I will tell you if you have a day job at the same time you have an ALA presidency, more power to you. I didn't do that. I waited until I retired. But she wrote in a column early in her presidency that, quote, she wanted to promote the value of libraries in ALA through the lens of social justice and inclusion. And we just heard from Loida who talked about EDI and the importance of that initiative, I mean, that strategic focus within ALA. But what I particularly like about what I have seen that she has been doing is she has been doing a real focus called Finding your ALA.

And it really is looking at how many different ways ALA can contribute to who you are and what you can contribute to what this association is. So, I haven't stolen your thunder. You can talk about it, but I think it fits well with what the focus is of this. And Tracie actually was director of the diversity office when you were here, right? And she was an emerging leader and a first year spectrum scholar when ALA started supporting scholarships to bring underrepresented groups into the library profession. So, take it away.

>> WANDA BROWN: Thank you so much for inviting me to come. I want to just echo something that Molly said. I want to say this is that in all of my visits and finding ALA, I have discovered a true passion that lies in every specific community, and it has brought me such pleasure to go places and see the passionate people. And I heard the presentations as I sit back there, and I saw that same passion. I saw that same energy, that same commitment that says I value my community no matter what my community is or how it is this. I will do everything I can to make that community successful. I applaud you for those efforts and I thank you for opening my eyes to parts of librarianship that I have not necessarily had on the forefront. But I appreciate the opportunity, and I want to take a minute and just thank you for the work that you do.

I believe that collectively together we add much to our profession, and because of your efforts, be I am now aware of a different segment that I need to be mindful of in my day-to-day interactions. Our campus did undergo a recent effort, making sure that all of our websites were accessible, and so we did go through that project. It was something I never thought about but was glad that it was introduced to me and happy to be a part of it. So, I just want to welcome you, say thank you for all that you do, and invite you to join me for lunch.

>> MOLLY RAPHAEL: Tracie, would you like to say a few

words.

>> TRACIE HALL: Wanda is a very hard act to follow and so is Loida, but one of the things I want to say is that we have a long way to go in the fight for true diversity, equity, accessibility and inclusion. And I see that as a major priority for the association and for my own leadership. So I'm looking to learn from you, to be among you, and to ensure that as we move into the next two decades of the 21st century that we do as much as we can as Wanda said to make sure that there is no one in the communities that we are a part of and that we care about that are left behind. So I think there is a lot of innovation also that is happening in the space, and so that's one of the things I'm going to be listening for and learning from and hopefully incorporating into the larger work that we have to do as an association in general. So, thank you again for your work and your leadership and your vision.

>> MOLLY RAPHAEL: Thank you very much.

(Applause).
