Greetings, government law librarians!

Welcome to our GLL Newsletter issue for fall of 2020. Our Newsletter editor, Newsletter Committee, and the GLL-SIS Board have decided to dedicate this issue to the topics of racial equality and social justice. Sara Pic, our Newsletter editor, posted an open invitation on “My Communities” for members to submit articles relating to these topics, and to share their personal stories. She even provided the opportunity for members to submit comments and articles anonymously, if desired.

Inside, you’ll find a list of print and online resources for educating yourself and others on related topics; relevant book reviews; articles from Jenny Silbiger (Immediate Past Chair) and Miriam Childs (Vice Chair / Chair Elect); as well as comments from AALL leaders on projects to increase awareness, to heighten access, and to promote actions that move us forward. As always, Sara has included our standard features, such as GLL-SIS Board meeting minutes and the updated GLL-SIS committee roster for 2020 – 2021.

During these challenging times, I think it’s especially important for our organization to provide support and encouragement to our members. I hope that this special issue is only the first of several projects that can provide members a chance to speak their truths, to increase awareness, and to find opportunities to make meaningful change in their libraries and in their communities. Our committee chairs already are discussing ideas such as educational webinars and library guides.

James Durham, GLL-SIS Chair, holds the poi pounder that serves as our organization’s gavel. After a slightly circuitous route, the poi pounder arrived safely in Maryland from Hawaii in July, immediately after the virtual GLL Annual Business Meeting.
View from the Chair (continued)

James Durham, GLL-SIS Chair, Thurgood Marshall State Law Library

for the upcoming months. Also, our AALL leadership is organizing several projects that will begin bearing fruit soon. I’m so grateful to be part of an organization and a membership that cares.

If you have any ideas or comments, please share them with any member of our GLL-SIS Board or with a GLL-SIS committee chair. We’re open and we’re listening!

From the Editor’s Desk

Sara Pic, GLL-SIS Newsletter Editor, Law Library of Louisiana

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.” - Maya Angelou

Hello, GLL friends!

I am writing to you for the first time as sole editor of GLL News—Christine Morton, GLL News co-editor with me for the last two years, is now leading the Grants Committee. She was fantastic to work with and I am positive I will never write an editor’s column as eloquent as hers. Thank you and it was a pleasure working with you, Christine!

As James mentioned in his chair’s column, this is a special issue, dedicated to amplifying diverse voices and elevating understanding around racial equity and diversity. I am so grateful to those who answered the call for submissions but for those who could not do so in time for this issue or weren’t sure about whether they wanted to—please don’t hesitate to submit your story (with your name or anonymously) at any time! The importance of highlighting stories of racial equity and diversity does not end with this newsletter issue and can be included in any future issues as well. As discussed in the book reviews by the Membership and Mentoring Committee—this critically important work does not begin and end with people of color. It is essential that white allies step forward and speak up as well, and use their privilege to raise the voices of those whose voices have been historically suppressed or marginalized.

It’s never too early to think about the next issue of the newsletter so if you have any ideas that are percolating or you need a little encouragement, please don’t hesitate to reach out to me at svpic@lasc.org.
APPLY FOR AN AALL LEXISNEXIS RESEARCH GRANT BY DECEMBER 1

The AALL LexisNexis Research Grant Jury is accepting applications through December 1 for grants from the AALL Research Fund (An Endowment Established by LexisNexis). The jury may allocate $5,000 between one or more applicants seeking funding for research that advances AALL’s Research Agenda, which seeks to stimulate “a diverse range of scholarship related to and supportive of the profession of law librarianship.”

Established in July 2000, the grant funds research projects that create, disseminate, or use legal and library-related information. For inspiration, review the list of topics awarded grants in past years and explore the 16 broad research topics outlined in AALL’s Research Agenda.

If you have a research project that may benefit from this grant, review the complete guidelines and apply. As the guidelines state, the research should be completed within one year and the final product published. Grants will be awarded and announced by the end of December.

SUBMIT A PROGRAM PROPOSAL FOR THE 2021 AALL CONFERENCE / DEADLINE: NOVEMBER 30

AALL seeks your expertise and encourages you to submit a program or workshop proposal for the 2021 AALL Annual Meeting & Conference. As of right now, AALL 2021 is scheduled to take place as planned. Any changes will be shared with you promptly. The call for proposals includes a question about whether presenters will be available to deliver the program in person, virtually, or both.

Check out the quick guide for getting started, explore additional resources for program proposers (including the must-have program topics identified by AALL members), and use the online Program and Workshop Proposal Collection site to develop your proposal. AALL remains committed to ensuring a dynamic and diverse lineup of programs designed to meet your needs.

Executive Board Meeting Minutes

Wednesday, May 27, 2020

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Wednesday, May 27, 2020- 8am HST/1pm CST

Executive Board Meeting Minutes (continued)

Wednesday, May 27, 2020 (continued)

Absent: Sara Pic

Meeting Leader: Jenny Silbiger

Scribe: Karen Westwood

Date of Next Meeting: June 24, 2020

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

- Agenda Rob moved to approve agenda, Joe seconded. Passed unanimously.
- Meeting began at 1:03 p.m.
- Minutes – Motion to approve by Joan, seconded by Liz. Passed unanimously.
- Treasurer’s Report – No report this time.

Other Business:

- COVID-19 Update – Jenny – facing big budget cuts. May be furloughed, but might happen next year instead. Grateful to have jobs, but next year looks grim.
- Miriam – partially reopened May 18, but not to public. Five in person, but four are working from home. Staggered schedules. Lots of mail has come in and has been opened and sorted. Prisoner mail – Miriam will take that over for the time being. Continuing ref via phone and email (and now with people in-library can pull and send). The entire building is still closed to the public. No date yet to re-open.
- Rob Mead – similar to Miriam. One librarian is in the library. In the next 2 or 3 weeks will go to a 4 ten schedule. Half of staff come in for four days, then stay home for ten days while the other team comes in. Trying to anticipate the size of next year’s budget cut. Goal is to protect staff at all costs. The court is doing nightly deep clean of high-touch surfaces.
- James Durham – remote reference via email M-F. No phones. Running at about 75 – 80% of normal traffic. June 8 Md judiciary will begin to incrementally reopen. Anticipates a few staff going in to work at a time – at least through mid-July. Gov has announced budget crunch, but doesn’t know what that will mean for 2021.
- Joan Bellistri – Perhaps library will be used for grand jury purposes, or waiting room for witnesses. This would be if the library doesn’t open as soon as others. Health assessment and staff will need to wear masks. One of her staff is redeployed. So far no furloughs. Did first lawyer in the library using Skype today.
- Liz Reppe – reopening on June 15 to the public. Have been working staggered – never more than three or four staff in the library at the same time. Reference by email, now
Executive Board Meeting Minutes (continued)

Wednesday, May 27, 2020 (continued)

answering phones using softphone. Appeals clinics by phone, working pretty well. Mailing court forms out at no cost – throughout the state (Liz contacted all court administrators throughout the state). Appointment only for patrons to start with – just five people per time slot. Will clean between appointments – have assigned spots for people to work. A special time will be allotted for court only times.

- Christine (New York) – In a worst hit area – courthouse is in one of the clusters. They will probably be kept home longer. Tentative reopening of the court after summer. Looking at mid-July or early August to possibly reopen. Email and phone service now. Hunkered down there – different sense than other places...

- Amy – Email and phone reference. Was going well, but Texas court system got hit with a ransomware attack and affected computers and phones. Restricted access to email only – about halfway back up now, even website is only about halfway back up. Anticipates reopening fairly soon – Texas is gung ho. Probably June 15 opening for appointment only and curbside pickup. One Supreme Court justice there is COVID positive – so that may impact court reopening.

- Joe – County exec opposes governor’s desire to reopen quickly. So the staff remains uncertain. Stay at home order is in place until June 10 (county order). Won’t be going back until at least June 10th. Appointment only service, would seem to serve the people who are already using the email/phone reference. Joe proposes a large screen outside the library and have “contactless” reference – share a screen and then print to a printer in the lobby. They had been hoping to do something similar in public libraries throughout the county, but will now kick it off in the lobby. Can scan and send to the printer. Hopefully the pages will drop directly into a basket – keeping it contactless. Same staffing configurations – four tens? Three and three? Again, no crossover of staff. They had just gotten a fee increase through – two days before they were sent home. Still doing programs – was doing a program for graduating students from a local law school, about law library services. Installing plexiglass, masks for folks at law library, have face shields as well.

- Committee Reports – Christine, newsletter report. Usually summer issue comes out right before AALL. This issue is just about ready to be printed, but maybe Christine will not be able to get it out until the regular time after all.

- Committee 2020-2021 Ideas

- AALL 2020 Events
  - Virtual Conference – July 14, 15, 16
  - GLL Business Virtual Meeting – we can use AALL’s free GoToWebinar, Jenny suggests we use this for our next meeting so we can practice. So we need to
Executive Board Meeting Minutes (continued)

Wednesday, May 27, 2020 (continued)

- set a date that doesn’t conflict with AALL. July 8 or 9

- Move to use GoToWebinar – seconded by James? 3 p.m. central, 4 p.m. eastern (July 8 or 9)

- Karen to work with Jean Willis to get pictures of all the award winners for the presentations at the summer meeting. Will the Ochal winners want to speak? Also check with Susan about pictures of grant recipients.

- Joe will work with Jenny on using GoToWebinar functions in preparation for the meeting.

- LexisNexis Sponsored GLL Event – $5000 sponsorship was not able to be transferred to next year. Julia (chair of education committee) – has booked a professor of Virology and his public health colleagues to present a webinar on June 23 1:00-2:00 “Reopening in a Time of COVID”; so this would cost $2000 instead. Vani at AALL needs to confirm with Lexis that this will be ok.

- Have board liaisons ask committee chairs to send a picture – so we can recognize them that way (in a powerpoint?). Still unclear whether there will be a speaker. Once the meeting date is set, the VIP speaker will be contacted re: availability.

Motion to adjourn – Liz, seconded by Joe. Passed unanimously.

<table>
<thead>
<tr>
<th>Action Items From This Meeting:</th>
<th>Assigned To:</th>
<th>Date Due:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Next Meeting: Meeting schedule</td>
<td></td>
<td></td>
</tr>
<tr>
<td>June 24, 2020 (Wednesday) @ 8:00am HST/1:00pm CST</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Executive Board Meeting Minutes

Wednesday, June 24, 2020

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Wednesday, June 24, 2020 - 8am HST/1pm CST


Absent: L. Reppe, S. Pic
Meeting Leader: Jenny Silbiger
Scribe: Karen Westwood
Date of Next Meeting: July 8, 2020 (GLL-SIS Business Meeting)

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

- **Agenda** – Rob moved to approve agenda, Amy seconded. Passed unanimously
- **Minutes** – Joe moved to approve minutes, Rob seconded. Pass unanimously
- **Treasurer’s Report** – No treasurer’s report was given, as AALL has not sent out any additional statements since the last meeting.

Other Business:

- **Annual Committee Reports** – James moved, and Rob seconded to approve the committee reports that have come in. Karen will forward them to Laurel Moran who will see that they are posted on the GLL website. A few reports are still anticipated – executive board members are asked to approve them by email and they will also be posted.

- **Virtual GLL Business Meeting – 7/8/2020**
  - **Agenda**
  - **Silent Auction/Match Donation Drive** – Gail Warren proposes a virtual donation drive rather than a silent auction this year. She has received commitments from a number of folks which will create a matching grant (up to $3,000). Gail will make a pitch for this at the GLL annual meeting and then will send a series of email messages to the membership over the next couple of weeks.
  - **LexisNexis Sponsor** – Paige Hren will make brief remarks at the GLL annual meeting. She receives this time as a form of thanks for the money Lexis provided to pay the honoraria for the speakers for the “Reopening is Hard to Do” webinar.
  - **Oath of Office** – It seems unlikely that the Judge who received the advocacy award will be able to administer the oath at the annual meeting. Marianne Sears, who has worked with the judge, has agreed to fill in to administer the oath.
  - **Registration Link** – Jenny has sent a link for the board to use to practice/prepare for the annual meeting. The practice is set for 7/2/2020

- **AALL 2020 Current Events Discussion Update**
Executive Board Meeting Minutes (continued)

Wednesday, June 24, 2020 (continued)

◊ Virtual Conference 2020 – Miriam’s program was selected to become a recorded webinar, available later in the summer.

◊ Lively conversation around AALL declining to make a statement with regard to racial injustice in America. Miriam has attended a cross-caucus meeting and Jenny has been in touch with folks regarding preparation of a resolution to present to AALL regarding what the association can do for its members in this regard. Some brainstorming about steps the GLL-SIS can take to support BIPOC members, and keeping this issue in front of the SIS in the coming year.

- COVID-Check in – Board members described the different phases their libraries are in with regard to covid and reopening. These range from remaining completely closed to having skeletal staff only, to opening to the public on an appointment basis.

- James moved to adjourn the meeting, Miriam seconded. Motion passed unanimously

<table>
<thead>
<tr>
<th>Action Items From This Meeting:</th>
<th>Assigned To:</th>
<th>Date Due:</th>
</tr>
</thead>
<tbody>
<tr>
<td>GLL-SIS Annual Business Meeting</td>
<td>Everyone!</td>
<td>July 8, 2020</td>
</tr>
<tr>
<td>Next Meeting: July 10, 2020</td>
<td>Meeting with New Board Members</td>
<td>July 10, 2020</td>
</tr>
</tbody>
</table>

Executive Board Meeting Minutes

Wednesday, July 10, 2020

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Friday, July 10, 2020 @ 9:00 a.m. HST / 3:00 p.m. EST


Meeting Leader: James Durham

Scribe: Karen Westwood

Date of Next Meeting: August 19, 2020 (3 p.m. Eastern)

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:
Executive Board Meeting Minutes (continued)

Wednesday, July 10, 2020 (continued)

- Approve agenda – Moved by Jenny, seconded by Miriam.
- Approve minutes – minutes were emailed out after the meeting and members approved via email vote (vote completed by end of business July 10, 2020)
- Secretary / Treasurer’s report – no new financials received from AALL. Checks for the AALL scholarship fundraiser have begun to arrive.

Other Business:

- Summary of GLL Annual Meeting (Jenny) – Many congratulations and heartfelt appreciation to members and Jenny (and Joe as tech support) for a successful first-ever online annual meeting.
- GLL Virtual Happy Hour – Saturday, August 1 (Jenny) Jenny will promote this to GLL membership.
- Status of GLL Annual Report for 2019 - 2020 (Jenny) Jenny has submitted the GLL SIS annual report to AALL and it is viewable on AALLnet.org. All committee reports that have been received are on AALLnet.org on the GLL-SIS Committees section (thank-you to Laurel Moran, chair of the Technology Committee for help getting those posted)
- Summary of recent roundtable meeting – Miriam Childs reported on a roundtable of the Black Law Librarians and other affinity caucuses. This was well-attended, and the group broke into several sections: Covid Disparate Impact, Mentorship, Institutional Policies (tenure, etc.), Toxic Spaces (how to identify them and what to do). There is a proposal for a similar roundtable in the future, but to invite SIS constituents.
- Update on assembling GLL committees for 2020 – 2021 – James has some ideas for assembling GLL committees and plans to work on this before the next board meeting. He welcomes suggestions you might have.
- Discussion of GLL priorities for 2020 – 2021
  ◇ GLL Handbook Project – goal to finish by mid-October
  ◇ Strategic Planning – Amy Small says last year’s group laid out some direction
  ◇ Equity and Bias projects that AALL is developing – GLL commits to getting on board with those right away
  ◇ Continue as a Covid-response support group
  ◇ Library Guide Series – let’s jump start that project this year.
- Selection of GLL Board meeting schedule for 2020 – 2021 – third Wednesday, every other month, beginning in August
- Board members reported on current status of their libraries in relation to Covid-19
Executive Board Meeting Minutes (continued)

Wednesday, July 10, 2020 (continued)

New Business
Resolution regarding race equity and social justice was sent around by email. Board voted by email for the GLL Board to sign on to this document. Approved 7/1/2020 via email after the close of the meeting. Signed by James Durham and the GLL-SIS Executive Board.

The Board bid a fond farewell and expressed thanks to Joanie Bellistri, Rob Mead, and Christine Morton, who are all leaving the board

Rob Mead moved to adjourn; Jenny seconded. Meeting adjourned at 3:03 p.m.

Executive Board Meeting Minutes

Wednesday, August 19, 2020

Government Law Libraries – Special Interest Section
Executive Board – Meeting Minutes

Date and Time: **Wednesday, August 19, 2020, 3:00 p.m. EDT**


Meeting Leader: J. Durham

Scribe: K. Westwood

Date of Next Meeting: Wednesday, October 21, 2020 3:00 p.m. EDT

Preliminary Items:
- Commencement of Meeting – J. Durham opened the meeting at 2:05 p.m. (CDT)
- Approve agenda – J. Silbiger moved, L. Reppe seconded. Passed unanimously
- Approve minutes of previous meeting – J. Lawson moved, J. Silbiger seconded. Passed unanimously
- Secretary / Treasurer’s report – K. Westwood reported that according to the AALL FY year-to-date financial statement, the SIS has an ending balance of $39,702.17. However, she is looking into a possible error in a “Royalties” entry of $4,506.04. The statement does not include a grants payment of $1500 for an SRLN attendee, nor the $5380 received in this year’s fundraising events. K. Westwood will keep the board apprised of corrections and updated statements via email.

Items For This Meeting:
### Executive Board Meeting Minutes (continued)

**Wednesday, August 19, 2020 (continued)**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>GLL committee rosters / GLL Board Liaison assignments. J. Durham distributed to the Board. No objections were raised to the assignments. Liz Reppe is liaison to only one committee and has offered to take on another one if needed.</td>
</tr>
<tr>
<td>2.</td>
<td>GLL Handbook update – new deadline for submissions. J. Durham reported that six committees (Education, Membership &amp; Mentoring, Technology, Advocacy, Awards and Bylaws) have submitted updates. Best A2J Practices, Grants, Newsletter, Nominations, Publicity &amp; Public Relations, Standards, and Strategic Planning committees still need to respond. J. Durham will send out an email reminder and cc: the Board liaison on the reminder. October 14, 2020 has been established as a deadline.</td>
</tr>
<tr>
<td>3.</td>
<td>AMPC / Ideascale / annual program proposal process. M. Childs submitted three ideas to Ideascale – 1) Legal Aid Deserts; 2) Geo-Warrants (using Google to find who was physically near a crime, and problems with using this type of warrant) and 3) Implicit Bias Training Deep dive. J. Lawson submitted “Implicit Bias in Legal Research.” J. Durham has a meeting scheduled with Education Comm. Chair Sarah Larsen and will discuss these and other ideas. The schedule for program proposals is available on AALLnet.</td>
</tr>
<tr>
<td>4.</td>
<td>GLL webinar on implicit bias / AALL BNA CPE Grant. M. Childs suggests that GLL seek a BNA grant to offer a webinar on Implicit Bias. J. Lawson and K. Westwood expressed interest in working with M. Childs on this idea.</td>
</tr>
<tr>
<td>5.</td>
<td>Theme of next <em>GLL Newsletter</em> issue – safe space for sharing stories. S. Pic remains on maternity leave and was not able to join the meeting. There is time before the deadline to create the vision and execution of this. In the meantime, J. Silbiger and M. Childs have committed to working with Sara to create a request for contributions that is clear, authentic and ensures confidentiality.</td>
</tr>
<tr>
<td>7.</td>
<td>New business. J. Lawson requested clarification that the Board is ok with Publicity Committee using the dedicated “Resource Guide” funds to create videos rather than print handouts as the guides. J. Durham affirmed this and also suggested that the Best A2J Practices Committee work together with Publicity on this project. J. Lawson and L. Reppe are the Board liaisons for those two committees and will promote this collaboration.</td>
</tr>
<tr>
<td>8.</td>
<td>Announcements – No Announcements</td>
</tr>
<tr>
<td>9.</td>
<td>Motions to adjourn – M. Childs moved, J. Lawson seconded. Passed unanimously. Meeting adjourned at 2:42 p.m. (CDT)</td>
</tr>
</tbody>
</table>
2019 GLL-SIS Annual Business Meeting Minutes

Sunday, July 14, 2019

Business Meeting
112th AALL Annual Conference & Meeting – Washington, D.C.
Marriott Marquis Ballroom Salons 1 & 2
Sunday, July 14, 2019, at 7:35 a.m.

Minutes recorded and submitted by James Durham, Secretary – Treasurer

Joan Bellistri (Chair) called the meeting to order at 7:35 a.m.

The agenda for the business meeting was approved unanimously, with a motion from Larry Meyer, seconded by Robert Mead.

The GLL business meeting minutes from 2018 were approved unanimously with a motion from Larry Meyer, seconded by Robert Mead. The approval included a date amendment within the text of the minutes, submitted by Larry Meyer.

Gail Warren encouraged members to participate in the silent auction or to submit donations to the GLL travel grants fund, which is administered by the GLL Grants Committee.

Jean Willis introduced the GLL VIP and keynote speaker, Martha Bergmark of Voices for Civil Justice, who provided an address to the membership about access to justice efforts.

James Durham presented the annual Treasurer’s Report. As of May 31, 2019, the total fund balance was $35,968.58. The Restricted Funds (Resource Guides) totaled $11,360.58. The Unrestricted Funds were $24,608.00. James thanked the GLL Grants Committee and Gail Warren for their fundraising efforts. The Treasurer’s Report was approved unanimously, with a motion from Larry Meyer, seconded by Robert Mead.

Joan Bellistri recognized the 2018 – 2019 committee chairs:

- Advocacy: Anna Russell
- Awards: Jean Willis
- Best A2J Practices: Miriam Childs
- Bylaws: Maryruth Storer
- Education: Julia Viets
- Grants: Susan Falk (Silent Auction: Gail Warren)
- Membership & Mentoring: Malinda Muller
- Newsletter: Sara Pic & Christine Morton (co-editors)
- Nominations: Coral Henning
- Publicity & Public Relations: Marcia Hannon
- Standards: Larry Meyer
2019 GLL-SIS Annual Business Meeting Minutes (continued)

Sunday, July 14, 2019

Strategic Planning: Dan Cordova

Technology: Mary Jo Lazun


Jean Willis announced GLL awards, which were distributed by Chi Song.

Bethany J. Ochal Award for Distinguished Service to the Profession: Coral Henning (in memoriam / accepted by Judge Rene Roman), Carol Ebbinghouse, Terry Long, and Mariann Sears.


Dr. Joel Fishman Professional Publication Award: Harris County Law Library staff for Pro Se Litigant Handbook and Manual para Litigantes Pro Se.

Annual meeting VIPs: Martha Bergmark (Executive Director of Voices for Justice) and Steven Schultze (attorney, Hogan Lovells).

Susan Falk announced GLL grant recipients.

AALL Management Institute: Emily Bergfeld
AALL Annual Meeting: Leslie Greenwood, Francis Norton, and Stephen Parks

Judge Rene Roman (CA) administered the oath of office to the 2019 – 2020 GLL-SIS Board:

Jenny Silbiger, Chair
James Durham, Vice Chair / Chair-Elect
Joan Bellistri, Immediate Past Chair
Karen Westwood, Secretary / Treasurer
Robert Mead, Board Member
Joseph Lawson, Board Member
Liz Reppe, Board Member
Sara Pic, Newsletter Co-Editor
Christine Morton, Newsletter Co-Editor (in absentia)
2019 GLL-SIS Annual Business Meeting Minutes (continued)

Sunday, July 14, 2019

Gail Warren announced the end of the silent auction.

Joan Bellistri distributed thank you gifts to committee chairs and board members.

Jenny Silbiger presented Joan Bellistri with a thank you gift for her service as GLL-SIS Chair.

Joan Bellistri adjourned the meeting at 8:45 a.m.


Beginning Balance (January 1, 2020)

<table>
<thead>
<tr>
<th>Restricted Funds (Resource Guides)</th>
<th>$11,360.58</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted Funds</td>
<td>$21,824.05</td>
</tr>
<tr>
<td>Total Fund Balance (@ 1/01/2019)</td>
<td>$33,184.63</td>
</tr>
</tbody>
</table>

Income (October 1, 2019 – March 31, 2020)

| Dues                             | $620.00    |

Expected Income (March 2020 – September 2020)

| Dues                             | TBD        |
| GLL Online Fundraiser 2020       | TBD        |
| Lexis Grant to Support “Reopening is Hard to Do” Program | $2,000.00 |

Expenditures (October 1, 2019 – March 31, 2020)

| Misc. Expense (transfer to TS-SIS)| $200.00 |

Expected Expenses (March 2020 – September 2020)

| SRLN Meeting Grant               | $1,500.00 |
| AALL Leadership Academy Grant    | $395.00   |
| Awards Committee Expenses (estimate) | $750.00 |
| Speaker Honoraria “Reopening is Hard to Do” | $2000.00 |
| Publicity Expenses (estimate)    | $400.00   |
| Survey Monkey Subscription       | $288.00   |

Balance (March 31, 2020)

| Restricted Funds (Resource Guides) | $11,360.58 |
| Unrestricted Funds                | $22,244.05 |
| Total Fund Balance (@ 3/31/2020)  | $33,604.63 |

Respectfully submitted,

Karen E. Westwood, Secretary/Treasurer
GLL-SIS Fundraising Campaign Results

Christine Morton, GLL-SIS Grants Committee, U.S. Courts Library for the Second Circuit

The Silent Auction is one of the highlights of the GLL-SIS Business Meeting and Breakfast. The Auction commences online prior to the AALL Annual Meeting and final bids take place during the Business Meeting. The Silent Auction always offers a treasure trove of interesting and unique, sometimes handcrafted, items upon which to bid. All funds raised through the Silent Auction are then utilized to sponsor grants for GLL members to attend educational and professional conferences. Unfortunately, this year the COVID-19 pandemic created a need to change the format of the Annual Meeting and the GLL-SIS Business Meeting. However, Gail Warren, Silent Auction Chair, was not going to permit the change in meeting format to stop funds being raised to support our grants. Instead, Gail quickly adapted to this change and cleverly created the “Grants Challenge!” The Challenge encouraged GLL-SIS members to make a monetary donation to the grant fund. Perhaps the finest part of the Grants Challenge! was that a group of “sustaining” GLL members stepped up and offered to match the contributions raised, up to a total of $3,000.

I am very pleased to report that 37 GLL-SIS members enthusiastically accepted the challenge, and a total of $5,455 was raised for the GLL-SIS grant fund. This total is over $1,200 more than that raised through last year’s Fundraising Campaign and Silent Auction! It is wonderful to know even in this difficult time GLL-SIS members are willing to come together and support the pursuit of educational and professional endeavors.

A sincere and heartfelt thank you to those members who participated in the “Grants Challenge!” The Grants Committee would like to acknowledge the following members for their monetary contributions this year:

Donna Bausch
Joan Bellistri
Anne Bernardo
Janet Camillo
Kathleen Carlson
Geraldine Cepeda
Miriam Childs
Linda Corbelli
Suzanne Corriell
Luci Curci-Gonzalez
James Durham
Esther Eastman
Ann Fessenden
Barbara Fritschel
Sarah Galligan
Mary Jenkins
Joe Lawson
Catherine Lemann

Elizabeth Terry Long
Sue Ludington
Sandra Marz
Mary Matuszak
Christine Morton
Malinda Muller
Patricia Petroccione
Mariann Sears
Jenny Silbiger
Amy Small
Brendan Starkey
Jocelyn Stillwell-Tong
Mary Ruth Storer
Jessica Van Buren
Lee Van Duzer
Gail Warren
Karen Westwood
Jean Willis
Cornell Winston
GLL-SIS Education Committee: Ready to Help You Submit Your Best Proposal

Sarah Larsen, GLL-SIS Education Committee, Minnesota State Law Library

Fall has arrived: the leaves are changing colors, kids are back to school, and of course, it’s time to submit your proposals for the 2021 AALL Annual Meeting! Each SIS has the opportunity to submit two proposals to the Annual Meeting Program Committee (AMPC) to be endorsed as an “Independently Produced SIS Education Program.” We are guaranteed that one of the proposals will be produced as the official GLL Program in Cleveland. GLL members have been responsible for excellent programming over the years, and the Education Committee wants to help our membership continue that tradition.

If you are thinking about submitting a proposal, we encourage you to contact the Education Committee for assistance before submitting your proposal to the AMPC. The Education Committee will review your proposal looking at the Proposal Evaluation Criteria and offer suggestions to refine and improve your proposal’s form, content, and presentation. We’re ready to help whether you have a fully-formed proposal or need help developing an idea (like one of the must-have program topics). Even if your proposal is not chosen to be one of the GLL programs, we will keep working with you up to the submission deadline to make sure your proposal has the greatest chance of being picked up by the AMPC.

As of now, AALL is still planning to hold the 2021 Annual Meeting in person in Cleveland. It’s hard to predict where we will be in a month, let alone by next July, so you will notice the proposal form asks you to note whether your program could be presented in person, virtually, or both. The Education Committee can help you evaluate these options.

This year’s deadline to submit program proposals is **November 30, 2020**. To ensure that the Education Committee has enough time to fully review your proposal, we are asking that you submit your proposal or idea to Sarah.Larsen@courts.state.mn.us by **November 16, 2020**.

2020/2021 GLL Education Committee:

Sarah Larsen, chair
Thomas Baer
Jen Fell
Sarah Mauldin
Catherine McGuire
Caroline Nevin
Manda Smith-Collins
James Durham, Board Liaison
My First Microaggression

Miriam Childs, Law Library of Louisiana

Merriam-Webster defines a microaggression as “a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.” Back in 1996, that term didn’t exist, or I hadn’t heard it before.

I was working in my first professional job in the LSU-crazed city of Baton Rouge, Louisiana, where I was born and raised. The office was somewhat diverse, at least not any more or less diverse than I had already experienced. I was walking down the hall behind someone, headed back to my desk. She turned slightly, then turned more fully, and said, “Oh, I thought you were ‘Jane,’ but I didn’t see the tan.” She laughed – nervously, I thought – and I laughed. She didn’t mean anything by that, right?

I mentioned it to my husband that evening. He thought it was an odd thing to say, and I agreed. What did she mean by “I didn’t see the tan”? He figured it was due to so-called benign racism, but I certainly couldn’t do anything about it. Just let it go, she doesn’t know any better.

It wasn’t until many years later that I learned about microaggressions, and I realized I had experienced them my entire life. I could finally put a word to those awkward moments when kids said things that were tinged by racism but not outright “racist.” I thought back to the office encounter, and how I squirmed inside when she said that. As if the color of my skin was the main characteristic that makes it impossible for me to be someone else. Not my temperament, my religious beliefs, my tastes in food and music. How silly of me, she was saying, to mistake you for a white person! I can’t believe I would do something so utterly ridiculous!

Would I react differently now? Honestly, I don’t know. Nothing like that ever happened again between us. And I hope that the current climate of awareness and support for racial sensitivity training means that microaggressions will become a thing of the past.
Open Letter: Sharing my Journey and Experience with Race and Racism ❤️

Jenny Silbiger, Hawai‘i Supreme Court Law Library

Dear GLL Family,

Thank you for making space to share our personal racial experiences in the newsletter. I’m taking the plunge and hope sharing my story can contribute to creating a safe space and a tiny bit more inclusive world for our colleagues, friends, and families to share your experiences too.

I grew up in what these days is termed as ‘racial isolation,’ when I was adopted from Korea into a white family living in southern Indiana in the early 70s. (Yes, I’m dating myself, lol.) I was a light brown Asian baby in a sea of white folks, as far as the eye could see. My mother, when pushing me around in grocery store aisles, was asked questions like: How will she learn English? How did you get her? And...What if she grows up and marries her brother?

Over 200,000 Korean infants and children have been sent across the world, like seeds on a breeze, for generations after the Korean War. (An even larger number of Chinese children and infants have been sent around the world as well, with about 1/3 landing in the U.S.) Attitudes and responses to international and transracial adoption vary in ways too complicated and nuanced to cover in depth here—from saving poor orphans in need of homes to bypassing the trauma of separating infants and young children from their birth mothers, families, and culture, from politicizing adoption as an alternative to abortion to fulfilling religious and personal beliefs about family planning—an often unacknowledged complex context surrounding the common narrative that adoption is only about providing needy children with homes to give them a better life.

Do I love my adoptive parents (now deceased) and family with all my heart? Yes. Do I also recognize that racial isolation and grappling with race identity have deeply affected how I’ve walked in the world—in my home, school, and workplaces across the nation? Also yes.

My family didn’t see race, because in our western US world, they were products of the same white supremacist structure that my classmates, teachers, and neighbors were (as am I). Why see race when day after day they saw their own white faces in the mirror—reflecting the long accepted standard for “normal”? (Please see White Fragility. This is not about the blame game of good or bad people; racist and gender norm structures were in place long before we arrived on this earth.) Therefore, I was brought up as if I did not have a color in a color-blind family. I was taught that wondering about my birth family was okay, but that my birth mother loved me so much she gave me up for a better life in America. (An accepted adoption justification that deserves a careful and nuanced analysis and examination. An essay for another day.)

Around second grade, we moved to Michigan, following my mom’s amazing job for Kellogg company as their industrial hygienist and later as their environmental engineer (Hurray,
Open Letter: Sharing my Journey and Experience with Race and Racism ❤ (continued)

Jenny Silbiger, Hawai‘i Supreme Court Law Library

women in science!!) Growing up as the only Asian kid in my class through 7th grade, the chink comments arose around 4th/5th/6th grade, but I once wrote that my fellow classmates were not evil nor cruel. It was almost like they were experimenting with insults and chink went along with the usual rounds of fat, ugly, or just plain weird. I, in my racial isolation, understood that this was something that was supposed to hurt my feelings, but I was being raised by white people, which had effectively erased much of my racial identity, so it weirdly bounced as a slur but not a slur.

In middle school, my predominantly white elementary school merged with many others across the city, and our junior high became more of a 50/50 Black and white world. Our school was desegregated, but I was one Asian kid with three other Asians—a brother/sister team, and the third, a Korean adoptee like myself. We drifted among our peers and did not coalesce ourselves around race. Rather we moved in and out of our different friend groups that might serendipitously collide here and there, like leaves in a swirling current around familiar rapids and boulders.

While our school was an ocean of Black and white, our neighborhoods were segregated, with my best friend, who is Black, once riding her bike for miles to rendezvous with our third BFF, a white gay male living with his staunch Catholic family. (We may have joked that we were the United Colors of Benetton among our friends.) Once our third BFF received his driver’s license, we were no longer bound by bikes or walking or the bus. We carried on with our inside jokes and silliness and teenage seriousness and struggles—some race based, some not—with each other and with our friends we’d made all over the city.

We carried on in our thespian life, forensic teams, drama club, school musicals and plays. I earned my varsity letter from the springboard diving team. Perhaps people didn’t recognize race in me because of my white family, except when it was funny. I remember performing at our high school comedy/performance follies as a kind of karate kid, lip synching like I was a badly dubbed Jackie Chan movie. The crowd roared. And, I felt like I belonged.

So it wasn’t until I went away to college that I slowly awakened to race identity. Suddenly there were Asian Americans all around me, but I quickly learned that I wasn’t Asian enough for the Asian Americans. (I also learned that “no one says ‘oriental,’” because that’s a rug,” a tidbit from a fellow Asian American freshman at orientation that strangely sticks to this day.) My attempts to join Asian American clubs or hanging out with Asians I met socially in the world were often met with varying responses, from a cool up-and-down appraisal to a-giggling-amongst-themselves-mean-girls type of reaction. My circle did expand racially to include other Asians, however, because Ann Arbor was a bit more diverse than my hometown.

After graduating from Michigan, I decided to embark in earnest to learn about my birth country—hoping to travel to Korea. This was the time of fax machines, the internet then a
slow dial up accompanied by the bing-ing tri-tone connection sounds that those who remember can laugh about. So by fax in the Career Counseling office, I connected with a school looking for native English speakers and secured a contract to teach English as a Second Language for a year. The fall after graduation, I found myself on a plane headed halfway across the world.

Being in Korea was like coming home—the sea of faces, especially the children's, who mirrored mine, the amazing food, the beautiful country-side. I loved living and working in a world where I was no longer the minority. This was also pre-international K-pop, although it was definitely in the making, and finding a pair of glasses that actually fit my Asian face was an amazing accomplishment. I was honestly shy. In fact I didn’t earnestly start learning to speak Korean until about four months in, and also, as a result of King Sejong who was so dedicated to make his country literate (one of the amazing things I learned about my birth country), I was able to write the Korean alphabet in a heartbeat and keep journals in my native tongue.

At the same time, I met a similar barrier—the same understanding as I came to know in college as an Asian face among Asians. To Korea, I was simply not Korean enough, because of being American; my western upbringing so much a part of me that ironically it was viewed like a second skin. And in America, being a non-white is sometimes summed up as being American but also with a caveat, not American enough.

I also learned that by no means is my birth country a perfect country, and while we can respect and be in awe of Korea’s rich historical culture dating back to ancient times and the Three Kingdoms era at the turn of the CE, today, it is also one that stigmatizes single mothers and out-of-wedlock births. The outflux of infants honestly began with the “social welfare crisis” of mixed-race babies born during the Korean war, and both Korea and the U.S. collaborated to ease Korea’s “nation-building” burden by instituting intercountry adoption—the effects that linger into the present. I do fully accept that my life as a middle-class American opened up opportunities that most likely wouldn’t have been available to me had I been a socio-economically ostracized baby girl growing up in the Land of the Morning Calm—this makes me both sorrowful and thankful at the same time.

As an international transracial adoptee—sometimes we walk with a privileged adjacency with our white families, but the moment we’re in the world alone, our brown skin is what people see first and what invites all sorts of responses. From microaggressions—where are you from? No, really, where are you really from? To fetishistic observations—I only date Asians. To outright bigotry—I have all the empathy for my Korean adoptee BFF who was accused of spreading COVID-19 by a customer at her workplace nestled in a white upper class neighborhood. Or when traveling in Australia, I was told I could speak English very well, all things considered. (That lady in the grocery store from when I was a baby and this
Open Letter: Sharing my Journey and Experience with Race and Racism ❤️ (continued)

Jenny Silbiger, Hawai‘i Supreme Court Law Library

Australian dude who commented on my English were worlds away physically, twenty something years apart, but shared similar sentiments.)

Hindsight tells me that all of these experiences had everything to do with how I ended up in my amazing home of Hawaii. When my Korean contract was up all those years ago, I seriously considered returning to Korea as a college professor. I loved living in my birth country so much, I longed for belonging, even if that belonging came with a caveat. This plan also meant I’d have to earn a graduate degree in English. After traveling a bit and returning to the U.S., I applied to graduate schools in California and Hawaii—a sort of halfway point between my adoptive family and my birth country. Hawaii generously offered me free tuition. I felt it was destiny—and 23 years later, I’m still here.

In Hawaii, I’m raising my kids in a world of faces that look like them, with Asian Americans outnumbering all others. I’m grateful my daughters are growing up here, where I doubt they’ve heard the word chink or Chinese-virus leveled at them. I’m also constantly aware that I live as a guest on lands that are not my own. That the very real pain of displacement and colonization echoes from long ago into today, and it’s my responsibility to be respectful, to expand my awareness, to never stop learning. When I have the privilege to walk in the back of my neighborhood, it’s important that I recognize the protected lands of Papahana Kualoa, to step gently with deference to the sacred customs protected and practiced there and to be respectful of the space that is my home but not my home.

People view Hawaii as a melting pot, because so many different groups of Asian Americans, along with our bi-racial and multi-ethnic families, are reflected in our communities—we have the highest population of persons who identify as multiracial (1 in 4) in the country. It is truly a beautiful, loving place, but this melting-pot narrative is also challenged by how the plantation labor/lifestyle that was brought to the islands in the early 1800s laid the groundwork for the development of structural racism as well as the continued marginalization of native Hawaiians. Primary sources tell us that the sugar plantations were modeled after the pre-Civil War U.S. plantations in the South and that racial segregation was part of that development. (To learn more, please see Pau Hana by Ronald Takaki.) This historical fact strikes a dissonant chord of unfairness and racial bias that quietly and overtly challenges that melting-pot theory—something that deserves acknowledgement and attention in our complicated world of today, and something I grapple with in my heart.

I think part of being anti-racist and inclusive is to honor and make space for our difficult history and to be inclusive of what we think is “the other,” even if that means it’s uncomfortable for us. My biochemist friend (Chinese American, since we’re talking about race) says that discomfort is the bodily reaction of taking in hard information and assimilating it into your system. Waking up to structural racism is hard; it can’t be easy,
Open Letter: Sharing my Journey and Experience with Race and Racism ❤️ (continued)

Jenny Silbiger, Hawai‘i Supreme Court Law Library

because it challenges our systems of belief. If it were easy, we wouldn’t need to create safe spaces to share and listen to our diverse stories.

Also, being okay with being unsettled and uncomfortable doesn’t mean we’re open to disrespect or crudeness (also things I’ve experienced). I think it means I promise to hold you with respect and trust you can hold my experiences with respect. Maybe we don’t always have to agree but as fellow humans on a very tumultuous earth, I recognize your experiences are valid and are your truth. I hope you’re okay recognizing my experiences and (imperfect) telling of my truth, too. We can keep on learning, because anti-racism is an ultra-marathon, not a sprint (even though I feel like I’ve been sprinting for a very long time) in a race that I never meant to enter, and maybe you feel that way too.

If you made it this far—thank you so much for listening.

Sharing my story from the heart,

Jenny

Criminal Fees and Law Library Funding

Sara Galligan, Ramsey County Law Library

In Ramsey County, MN, officials observed that criminal fees and fines were disproportionately impacting the poor and people of color. In 2019, Ramsey County, MN and two other counties in the U.S. (Dallas, TX and Nashville, TN) were selected for participation in a study of criminal fees and fines. The study conducted by Public Financial Management (PFM) and its Center for Justice & Safety Finance (CJSF) sought to assist the county governments with ways to overcome one of the biggest barriers to reforming criminal fines and fees in the United States: local governments’ reliance on fines and fees as a source of revenue.

In Minnesota, many county law libraries receive criminal fee income. A big dilemma for law librarians is how to advocate for these funds in the face of a national movement to reduce inequities that accompany criminal fees and fines as a funding source. At the same time, government law libraries use these funds to assist low-income and diverse library patrons. Even more challenging is how to sustain funding and/or find alternative funding if criminal revenues decline or disappear.

While the PFM study focused on three counties, the theme and national movement to reduce criminal justice debt has origins with Ferguson, MO where the impact of fees that were spiraling out of control came to light after the killing of Michael Brown. In Ferguson,
Black people were egregiously impacted by law enforcement actions that were driven by revenue raising rather than public safety needs. Nationally, another issue with fees is the perception that a judge’s assignment of fees is non-neutral by virtue of the judge’s awareness that the court or county relies on the income to fund services. Understandably, this source of revenue has garnered a good deal of scrutinization and political play. It also received judicial review in 2019 with *Timbs v. Indiana* (139 S.Ct 682, 2019), when the U.S. Supreme Court unanimously decided that the Eighth Amendment protects citizens against excessive fees and fines, (see [https://www.supremecourt.gov/opinions/18pdf/17-1091_5536.pdf](https://www.supremecourt.gov/opinions/18pdf/17-1091_5536.pdf)).

The impact on those law libraries that rely on criminal fee income can be mild to severe, depending upon how much of the library’s revenue is derived from criminal fees. A 2015 grid compiled by the Self-Represented Litigation Network, Law Librarians Working Group provides data regarding funding sources for all fifty states and D.C. Entitled “*County and State Law Libraries. Funding and Governance,*” the report indicates that twelve law libraries were funded by filing fees but didn’t specify what kind, eight law libraries indicated funding by civil filing fees, and three law libraries were funded by criminal fees. Other law libraries indicated sources of income such as: legislative appropriation, state appropriation, state general fund, judicial branch appropriation, county fund, and department of libraries funding.

Minnesota’s county law library reliance on court fees goes back to 1949 with the original county law library state statute. For many of Minnesota’s 87 county law libraries, the library’s criminal fee revenue comprises the largest source of income, especially for those law libraries in the metro area. Funding for metro area county law libraries supports professional staffing, collections, pro bono clinics, and resources for attorneys, court staff, and self-represented litigants. The average criminal fee among Minnesota county law libraries is just under $10 per case. In the case of the Ramsey County Law Library, criminal fees are the largest portion of its income. Their elimination would mean law library services would be drastically reduced or even cease to exist without an alternative source of funding.

The Ramsey County PFM study recommended that the county phase out the use of fines and fees and look for other ways to raise alternative revenue and/or cut costs. For the law library, the PFM study concluded that the law library’s criminal fee, which is a $10.00 surcharge per case, could be eliminated and recommended that the Ramsey County Law Library consolidate with the Minnesota State Law Library (MSLL), located about a mile away from the Ramsey County Courthouse. Problems identified with the consolidation scenario include:

- There’s only about 60% overlap in collections as Ramsey County Law Library has many unique titles for district court matters and trial procedure
Criminal Fees and Law Library Funding (continued)

Sara Galligan, Ramsey County Law Library

- Consolidation would eliminate a place in the courthouse for e-filing, copying, fax, and other user technology needs
- The loss of the courthouse library would also result in greatly reduced services to Ramsey County inmates
- The loss of the library would eliminate the law library’s pro bono clinics for self-represented litigants going through district court

Other states have grappled with ways to control fee debt. In Louisiana, the New Orleans City Council recently proposed the elimination of criminal fee and fine funding altogether. They would seek other sources of funding and drastically reduce the city court’s funding as well; see https://www.law360.com/articles/1305163/new-orleans-threatens-to-defund-court-over-fines-and-fees. This loss of revenue wouldn’t impact the Law Library of Louisiana, located in New Orleans and funded by the state supreme court.

In Minnesota, many services now rely on these fees for funding, including court and criminal justice services, and recent legislative attempts to rein in excessive fees have not progressed thus far. One bill proposed in 2018 would have allowed judges to waive or reduce mandatory surcharges on traffic and criminal violations in cases of financial hardship. More recently, hearings before Minnesota’s House Judiciary Committee have addressed reforms to fines and fees. Concerns with criminal fees focus on the impact of surcharges that can increase the cost of a traffic ticket to over $100, and unpaid tickets can snowball into the suspension of a person’s driver’s license.

The Ramsey County Law Library, by virtue of its existence as a Ramsey County entity, is the only Minnesota county (yet) that’s received official scrutiny regarding its funding, and its survival remains to be seen. With the outbreak of COVID and county and state shutdowns in March 2020, the county’s efforts were quickly diverted to urgent protocols for county services, county employees, and the public at large. However, the level of support among county officials for reducing library criminal fees continues to be troubling. Notably, the law library reopened in June 2020 and is one of the few public places people can come to do legal research, get referrals to pro bono phone clinics, and do onsite remote court hearings. The library hopes that its ongoing value to its attorney, court and pro se users will ensure continued funding and support.

Resources


Anonymous Submission

Telling our stories is great. But we also need action. We all need to take the steps we can to make this happen. We have all been there: a supervisor told you one thing and then she did the complete opposite; you worked hard on a project and then it was randomly taken away from you; you expressed yourself and show yourself vulnerable and you didn’t get a kind reaction; you don't get the appreciation you deserve; you get zero nourishment and learning but lots of recriminations and blaming. These scenarios are all too common and with higher levels of toxicity and consistency for people of color, for women of color. We must learn from those traumatic and painful experiences inflicted upon us as a reminder on what NOT to do. Because there will always be a next time. You will be confronted with another similar situation and perhaps this time around YOU ARE the supervisor or the boss. Use those triggers inside of you to remind yourself what NOT to do. There is never a way out of acting on fear, insecurities, hate and revenge. Payback or revenge hurts other people and eats you up slowly and deeply. Instead allow yourself to be that person that you never had, but always knew you wanted to have. Become the mentors you always wanted to meet, the teammates you always wanted to have, the leaders you wanted to follow. The radical change begins there at that simple moment. It starts and ends with each one of us.
AALL Leadership on the Struggle for Racial Equity

Emily Florio, AALL President, Hogan Lovells

Ronald Wheeler, Jr., AALL Inclusion, Diversity, and Equity Awareness Special Committee, Fineman and Pappas Law Libraries, Boston University School of Law

Thank you for the opportunity to share a few updates from the AALL Executive Board. Even though one of AALL’s core values is a commitment to diversity and inclusion, and we have an existing Diversity and Inclusion Committee, we recognize that the board and AALL can do more to address diversity, equity and inclusion within our organization and in law librarianship. I worked with Ron Wheeler, chair of the recently appointed Inclusion, Diversity, and Equity Awareness (IDEA) special committee, on their official charge, which includes creating a roadmap for AALL to commit to diversity, inclusion and equity initiatives for the future. I look forward to hearing about their progress and their final recommendations. Based on members’ feedback, the 2021 State of the Profession Survey will include race/ethnicity, gender and disability questions.

We’re also continually updating the Anti-Racism, Diversity, Equity & Inclusion Updates & Resources page.

Please continue to share your comments and suggestions on this topic or any others by emailing me at Emily.florio@hoganlovells.com or leadership@aall.org.

*****

Inclusion, Diversity, and Equity Awareness Special Committee (IDEA)

Ron Wheeler, Chair

Member list: https://www.aallnet.org/members_only/committee/CommitteeForm/view?id=3CE180000009E

Purpose: The IDEA Special Committee shall review diversity, inclusion & equity efforts within AALL and law librarianship and report the findings to the board.

Members will serve a term of one year and the working charge includes: creating a roadmap for AALL to commit to IDEA initiatives for the future, including evaluation, soliciting feedback from AALL members on IDEA, and potentially working with the AALL Headquarters, Executive Director, and interfacing with the Diversity & Inclusion Committee on these challenges and opportunities to create a more inclusive organization, among ideas discussed so far. For the full listing of the IDEA Special Committee purpose and charge, please see https://www.aallnet.org/about-us/who-we-are/committees-juries/idea/.

The Committee currently meets weekly and members have shared their ideas and hopes on having a positive, meaningful impact on our profession, with special awareness and sensitivity to inviting and encouraging AALL members to provide feedback on what they’d like to see moving forward (coming soon).
Resources on Anti-Racism and Racial Diversity, Equity and Inclusion

Miriam Childs, Law Library of Louisiana
Sara Pic, Law Library of Louisiana

Racial Justice Libguide
Created by Karen Wallace, Drake University Law Library.

Law Enforcement and Racial Justice
Created by Vicente Garces for the University of Minnesota Law School.

Diversity, Equity, Inclusion & Justice (DEIJ) Resources: DEIJ at Moritz College of Law
This guide gathers materials and resources on the topic of DEIJ in law schools. Created by Ohio State University - Moritz Law Library.

Antiracism Resources
Created by Malikah Hall, Lisa Goodman, Cynthia Burress, Kristen Rowlett, & Jamie Madison of Texas A&M University, Dee J. Kelly Law Library. This guide helps users learn more about antiracism and how to become antiracism allies and accomplices. It also includes support and self-care resources for Black, Indigenous, and People of Color (BIPOC).

Anti-Racist Action's Resource Guide
The Duke Law Coalition for Anti-Racist Action's resource guide, which includes articles, podcasts, social media accounts, and more.

Race, Oppression, and Social Change Resource Guide
This guide from Duke Law Library highlights resources on race, oppression, and social change that are available digitally in the library collection.

Civil and Human Rights Law Portal - Global
Created by LLMC, a nonprofit consortium of law libraries, which launched the RIGHTS! Portal, sponsored by the Vincent C. Immel Law Library at Saint Louis University School of Law. The goal is to provide a centralized hub where someone can start their research in order to protect their rights or the rights of others. The RIGHTS! portal is an open access service, so anyone anywhere in the world will have access at no charge. The RIGHTS! portal is a response to the injustices facing people of color and other marginalized parties.

Civil Rights Legal Materials & News
Thomson Reuters (free of charge) legal and news resources.

Racial Equity in the Justice System
Central clearinghouse of American Bar Association-related information and resources for attorneys, the legal profession and the public on a wealth of issues addressing bias, racism and prejudice in the justice system and society.
Resources on Anti-Racism and Racial Diversity, Equity and Inclusion (continued)

Miriam Childs, Law Library of Louisiana
Sara Pic, Law Library of Louisiana

Libraries Respond: Black Lives Matter
American Libraries Association-created resource. Many people are feeling helpless, but there are many ways we can center the voices and experiences of Black library workers, the Black community, support the broader Black Lives Matter movement, fight against police violence, and help the cause of racial justice.

Resources for Anti-racist Work
Compiled by Progressive Librarians Guild. The list includes statements from individual Black colleagues and LIS organizations. The list also includes resources for anti-racist work and focus on protesters’ demands for the defunding and reform of police forces and prison abolition.

Resources for Race, Equity, Anti-Racism, and Inclusion
Created by We Need Diverse Books, compiled resources from members of the community on Race, Equity Anti-Racism, and Inclusion. Categories of information include: Organizations, Book Recommendations, Black-owned bookstores from many of the US States and some cities across the globe, and additional articles or publication reading resources.

Resources to Counter White Nationalism in Libraries
Compiled by members of Library Workers Against Racism (LWAR). Including websites, digital security, articles, periodicals, podcasts, & books.

Understanding Race, Equity & Inclusion
The librarians at the Richland Library (South Carolina) curated a selection of resources about Race, Equity and Inclusion to help prompt honest conversations. Richland Library was awarded the National Medal in 2017 by the Institute of Museum and Library Services.

Inclusive Workplaces Begin With You
Webinar from Dysart Jones that explores what we can do as individuals to create and grow inclusive working relationships.

BLM Recommended Reading List
Compiled by the California Judicial Center Library. Includes books and multimedia for all ages.

Anti-Racism Resources for All Ages
Compiled by Dr. Nicole A. Cooke at the University of South Carolina College of Information and Communications. Compiled resources for understanding implicit biases, effective anti-racist actions, and more.
Resources on Anti-Racism and Racial Diversity, Equity and Inclusion (continued)

Miriam Childs, Law Library of Louisiana
Sara Pic, Law Library of Louisiana

A Brief History of Civil Rights in the United States
Compiled by Howard University School of Law Library. Curated resources for learning more about civil rights for Blacks, women, LGBTQIA+, the disabled, and immigrants and refugees.

Civil Rights
Compiled by North Carolina Central University School of Law Library. Includes civil rights resources, secondary resources, online sources, and the McKissick Collection.

Diversity & Inclusion Resource Guide
Compiled by AALL Diversity & Inclusion Committee. This guide presents information for law libraries who are developing or researching policy, programs, or initiatives relating to diversity and inclusion. Although many key resources are included, the guide is not an exhaustive list.

Police Violence
Compiled by University of Hawai‘i at Manoa Law Library. Includes a reading list, discussion resources, and list of relevant legal and social justice organizations.

Race and Diversity in America
Compiled by Montague Law Library, Penn State University. Features instructional resources and toolkits, films, podcasts, and government materials.

Racial Justice Resources
Compiled by Ross-Blakley Law Library, Arizona State University. Includes national and local information, resources for protestors, recommended databases and journals, and federal reports.

Fist by Chris Kerr from the Noun Project.
Book Reviews on Anti-Racism, Diversity, Equity and Inclusion

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library
Adriana Mark, GLL-SIS Membership and Mentoring Committee, U.S. Courts for the Second Circuit


*So You Want to Talk About Race*, first published in 2018, and *How to Be an Antiracist*, published in 2019, have each appeared on various antiracist reading lists this year. Lauren Michele Jackson, an Assistant Professor of English at Northwestern University, describes these books as contemporary titles that invite readers who “admittedly don’t know anything about race, or think they don’t know anything about race” and are looking for “something to guide them in a conversation that they have never felt the need to be invested in before.”¹ This is to say that reading these books are important for understanding racism but one must go beyond awareness of racism to antiracist action: actively contributing to the formation of a just and equitable society.

Ijeoma Oluo is a writer and speaker whose work focuses primarily on issues of race and identity, feminism, social and mental health, and social justice. Her first book, *So You Want to Talk About Race*, is a comprehensive guide for understanding, and discussing, issues of race and racism. Using personal experience and extensive research, Oluo covers such topics as police brutality, affirmative action, the school-to-prison pipeline, cultural appropriation, microaggressions, the model minority myth, and what to do if you are called a racist. The book is conversational but also frank, and according to Oluo, is meant to be a tool that people can “hold in their hands and turn back to, time and time again, as different issues regarding race [come] up in their lives.”² With the goal to make conversations about race “safer for people of color and more productive for everyone.”³ Each chapter opens with a personal story from Oluo’s life as a Black woman in America. Most chapters include a list of actions readers can take to create change in everyday life. For example, Oluo describes several factors, bolstered by statistics and citations, that contribute to the school-to-prison pipeline: racial bias of school administrators and teachers, lack of cultural sensitivity for black and brown children, the pathologizing of black children, zero-tolerance policies and increase police presence in schools. So how to address and confront this issue in conversation? Oluo suggests

¹ The Limitations of an Anti-Racist Reading List, NPR Pop Culture Happy Hour, June 10, 2020: https://www.npr.org/2020/06/09/872788889/the-limitations-of-an-anti-racist-reading-list
³ Id. at xvi.
Book Reviews on Anti-Racism, Diversity, Equity and Inclusion (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library
Adriana Mark, GLL-SIS Membership and Mentoring Committee, U.S. Courts for the Second Circuit

including this topic in broader discussions of racial inequality and oppression, talking to schools and school boards about disciplinary procedures, and finding out the rate of expulsion for black and brown students and what the racial “achievement gap,” or rather, the “opportunity gap” is for their school and what they plan to do about it. Oluo also suggests challenging both the language that stereotypes black and brown kids and the legitimacy of white-centered education by asking for a truly diverse and inclusive education for all.

So You Want to Talk About Race provides a set of guidelines for white people who want to discuss and understand race and it also provides a set of boundaries for Black and people of color to set for themselves in these conversations. White readers specifically are reminded that believing in justice and equality means believing in it all the time, for all people, and that ending systemic racism and dismantling White Supremacy is the goal.

In How to Be an Antiracist, Ibram X. Kendi deconstructs how racist ideas manipulate individuals into seeing racial groups as the problem rather than seeing the real problem: racist policies. Kendi is the Andrew W. Mellon Professor in the Humanities and the Founding Director of the Boston University Center for Antiracist Research and How to Be an Antiracist is his third book. He describes at the outset that the opposite of “racist” isn’t “not racist” because “not racist” signifies neutrality: “I am not a racist, but neither am I aggressively against racism.” The opposite of racist is antiracist and one of the core principles of antiracism is to consistently identify and describe racism and dismantle it. Therefore, claiming to be "not racist," or the adjacent concept, “color blind,” is racist passivity, i.e. racist. Kendi explains that being racist and antiracist are not fixed identities and that the movement from racist to antiracist is an ongoing process that requires understanding and rejecting racism based on biology, ethnicities, body, culture, behavior, color, space, and class.

Kendi examines each of these topics through the lens of his own experiences as a Black man in America, from being raised in the

4. Kendi, How to Be an Antiracist, pg. 9.
5. Id. at 10.
Book Reviews on Anti-Racism, Diversity, Equity and Inclusion (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library
Adriana Mark, GLL-SIS Membership and Mentoring Committee, U.S. Courts for the Second Circuit

Reagan-era Black middle class in the 1980’s through his treatment for stage IV colon cancer in 2018. In each chapter, Kendi examines events in his life in from the viewpoint of racist ideas, including his own. He connects these ideas to racist policies on his journey to antiracism. Each topic is thoroughly supported with research that includes case law, presidential papers and speeches, statistics, books, social, medical, and demographic studies, and news articles. While So You Want to Talk About Race is a conversation manual, How to Be an Antiracist is a manual of racial ethics, focused on changing power and policy instead of people and groups. In the last chapter, called “Survival,” Kendi describes his cancer diagnosis and treatment for colon cancer and his wife’s earlier cancer diagnosis and treatment (for stage 2 breast cancer). He analogizes fighting racism to fighting cancer. He compares racist policies to tumors and writes that excising these policies will leave behind the “healthy cells of equity.”6 He ends on hope, both for himself and for the possibility of an antiracist world.

How to be an Antiracist now has a guided journal, Be Antiracist: A Journal for Awareness, Reflection, and Action. The purpose of this journal is for readers to self-reflect while documenting their racial journey, much like Kendi documents his own racial journey in How to Be an Antiracist. The journal has writing prompts such as “Why is facing facts and accepting new knowledge essential to being antiracist” and “What privileges to poor White people typically have when compared to poor Black people?” The journal has definitions and quotes from the book throughout. It is a useful companion to the book but reading the book is not a prerequisite. The journal would be useful for anyone reading about, and then doing the work, to end racial inequality and systemic racism.

STAMPED FROM THE BEGINNING: The Definitive History of Racist Ideas in America, by IBRAM X. KENDI, APRIL 12, 2016

WINNER OF THE 2016 NATIONAL BOOK AWARD FOR NONFICTION

While possibly a more quiet entrance on the publishing scene than Kendi’s more recent publication, How to Be an Antiracist, published in 2019, Stamped From the Beginning is its precursor. Kendi, a professor of history and international relations at American University, Washington DC, subtitles his book “the definitive history of racist ideas” and structures his book around five historical “tour guides,” starting with 17th-century Puritan minister Cotton Mather, founding father Thomas Jefferson, 19th-century abolitionist

6. Id at 238.
Book Reviews on Anti-Racism, Diversity, Equity and Inclusion (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library
Adriana Mark, GLL-SIS Membership and Mentoring Committee, U.S. Courts for the Second Circuit

William Lloyd Garrison, author and activist WEB Du Bois and 1960s radical Angela Davis.

Kendi’s intention is an exploration of the racial disparities and inequities that have been, and are still, seemingly systemic in American life. Kendi identifies these two camps as “segregationists,” those who have “blamed Black people themselves for the racial disparities;” and “assimilationists,” those who have argued that “Black people and racial discrimination were to blame.”

Part One focuses on the early colonial period in America but also flashes back to the birth of racist thought in Antiquity and the start of the African slave trade in the Middle Ages. Kendi also explains how many racial stereotypes were born and perpetuated in America’s early days.

Part Two introduces more assimilationist thoughts and Enlightenment Era ideas about race. The assimilationist ideology promoted the idea that Black people could be “improved” by adopting white culture. This is the main idea behind the tactic of uplift suasion in which Black people are required to demonstrate their “capability for equality.” Kendi stresses that the idea is racist that one group should have to prove their equality or should adopt the cultural traditions of the dominant group.

While assimilationists may advocate emancipation, their philosophies are not truly antiracist. Part Two uses the hypocrisy of politician and slave owner Thomas Jefferson to demonstrate that slavery in America is less a moral question but a question of economic interest.

Part Three goes into further detail on emancipation as abolitionist movements gain ground in the nineteenth century. It takes readers through Abraham Lincoln’s early political career and the Civil War era with an emphasis on clarifying Lincoln’s true position on race and slavery. Kendi emphasises that Lincoln’s primary motivation was to keep the Union together by any means necessary, not to address the issue of slavery. The end of this section discusses how the post-Civil War Reconstruction period set policies in place which would keep emancipated Black people in positions of disempowerment and social inequity.

Part Four covers the long period of Jim Crow laws and segregation as well as the early days of the Civil Rights movement. Kendi discusses how racist ideologies have persisted and reinforced negative stereotypes about the Black population. He introduces the idea of
media suasion in which new forms of entertainment such as film were used “to persuade away racist ideas.” Kendi also addresses how early 20th century economics and politics ended up keeping the Black population in disenfranchised positions.

In Part Five, readers are taken through the key years of the Civil Rights movement and into the Black Power movement. Kendi emphasizes the importance of Black communities having power of their own local governance and of rediscovering their own culture, separate from the dominant white culture. Kendi also discusses the influence of more recent popular culture such as the films of Spike Lee and rap music. He addresses the human genome project which, in the 1990s, finally settled the question of racial difference by determining that, in genetic terms, humans are all the same. The later portion of his section discusses the Obama era and emphasizes that the election of a Black president does not mean that America is living in a post-racial society.

In the epilogue, Kendi discusses contemporary antiracist movements such as Black Lives Matter, and offers suggestions for how to undermine racial discrimination. He believes that “any effective solution to eradicating American racism must involve Americans committed to antiracist policies seizing and maintaining power over institutions, neighborhoods, counties, states, nations—the world.”

Ultimately, and explored here, contrary to popular conceptions, racist ideas did not arise from ignorance or hatred. Instead, they were devised and honed by some of the most brilliant minds of each era. These intellectuals used their brilliance to justify and rationalize deeply entrenched discriminatory policies and the nation’s racial disparities in everything from wealth to health. Kendi concludes with a call to elect anti-racists into positions of power and further maintains that having “principled anti-racists in power” is the only way to eliminate racism.
How can we learn from each other and grow into the leaders we are all destined to be while facing numerous unprecedented challenges? AALL’s Leadership Academy holds the key to the puzzle. Thanks to a generous grant from the GLL-SIS, I attended AALL’s first virtual Leadership Academy and I can confirm that it was a resounding success and the beginning of a rewarding journey.

At first, I had a lot of apprehension as to how the organizing committee could possibly translate a networking event requiring active participation from attendees and facilitators into a virtual setting. However, my doubts dissipated immediately. Through activities, chats, smaller groups and times to speak, we were actively engaged, prompted to fully participate and learn from each other in genuine and transformational ways. Prior to the Academy, the organizers matched me with an excellent mentor, Jason Sowards from the Nevada State Law Library. I’m incredibly grateful for the opportunity to network and learn from a fellow government law librarian.

During the workshops, I was able to network with smaller groups of law librarians from different organizations and throughout the country. The diversity of backgrounds and experiences is always a recipe for challenging conversations and learning opportunities. The growth of our profession as a welcoming and rewarding field depends on those conversations. However, there is also a need to do the hard work after those difficult conversations have taken place. The Leadership Academy provided the space to both have those conversations, and also to propel us into action.

These unprecedented times and the radical changes they bring to our profession require leaders that do not hesitate to communicate effectively and inspire others into action. Crises can be disorienting and destabilizing. However, they can also be an excellent opportunity to think boldly, create and take into action the desperate changes we all need and deserve. I’m convinced that the skills, techniques, strategies and networking acquired and learned in the Leadership Academy will be a stepping stone into becoming the meaningful leader I want to be.
Ongoing Skills Inventory
GLL-SIS Membership and Mentoring Committee

For Expert Advice Colleague to Colleague
Visit the GLL Skills Inventory!

Here you can connect with colleagues supporting 75 diverse areas of expertise including

- Leadership & marketing to library moves and space planning
- Collection management, development or downsizing
  - Reference services & outreach
  - A2J resources & community partner engagement
- Statistics, copyright and grants
- Matters related to specialized library type, including one person libraries
- Digitization, digital technologies, digital management
  - And more!

Visit and connect with colleagues offering one-to-one support
Visit and register to be a colleague offering one-to-one support

www.aallnet.org/gllsis/resources-publications/mentoring-skill-inventory/
Fall Photos from the Garden

James Durham, Thurgood Marshall State Law Library

Fall is in the air! Here are eight autumn photos from the garden of James Durham, our GLL-SIS Chair.
### GLL Officers & Board Members 2020-2021

**Chair**  
(2019-2022)  
James Durham  
(410) 260-1436  
james.durham@mdcourts.gov

**Vice-Chair/Chair-Elect**  
(2020-2023)  
Miriam Childs  
(504) 310-2403  
mchilds@lasc.org

**Past-Chair**  
(2018-2021)  
Jenny Silbiger  
(808) 539-4965  
jenny.r.silbiger@courts.hawaii.gov

**Secretary/Treasurer**  
(2019-2022)  
Karen Westwood  
(612) 348-7977  
karen.westwood@hennepin.us

**Board Member**  
(2018-2021)  
Joe Lawson  
(713) 755-5183  
joseph.lawson@cao.hctx.net

**Board Member**  
(2019-2022)  
Liz Reppe  
(651) 297-2089  
liz.reppe@courts.state.mn.us

**Board Member**  
(2020-2023)  
Amy Small  
(512) 463-1723  
amy.small@sll.texas.gov

**Board Member (ex-officio)**  
(2018-current)  
Sara Pic  
(504) 310-2412  
svpic@lasc.org

### Advocacy

- **Anna Russell** — Chair  
- **Angela Baldree**  
- **Sarah Sherman Walangitan**  
- **Gail Wechsler**  
- **Amy Small** — Board Liaison

### Awards

- **Jean Willis** — Chair  
- **Elizabeth Caulfield**  
- **Barb Fritschel**  
- **Cathy Lemann**  
- **Chi Song**  
- **Karen Westwood** — Board Liaison

### Best A2J Practices

- **Lori-Ann Craig** — Co-Chair  
- **Heather Holmes** — Co-Chair  
- **Maren Anderson**  
- **Sarah Bates**  
- **Sara Galligan**  
- **Lauren Morrison**  
- **Sara Pic**  
- **Liz Reppe** — Board Liaison

### Bylaws

- **Leslie Greenwood** — Chair  
- **Jennifer Dalglish**  
- **Maryruth Storer**  
- **Jenny Silbiger** — Board Liaison

### Education

- **Sarah Larsen** — Chair  
- **Thomas Baer**  
- **Jenn Fell**  
- **Sarah Mauldin**  
- **Catherine McGuire**  
- **Caroline Nevin**  
- **Manda Smith-Collins**  
- **James Durham** — Board Liaison

### Grants

- **Christine Morton** — Chair  
- **Donna Bausch**  
- **Sandy Marz**  
- **Marcelo Rodriguez**  
- **Gail Warren**  
- **Karen Westwood** — Board Liaison

### Membership & Mentoring

- **Malinda Muller** — Chair  
- **Tonya Baroudi**  
- **Kathy Carlson**  
- **Ann Hemmens**  
- **Adriana Mark**  
- **Miriam Childs** — Board Liaison

### Newsletter

- **Sara V. Pic** — Editor  
- **Christine Morton**  
- **Shanna Pritchett**  
- **Julia Viets**  
- **Jenny Silbiger** — Board Liaison

### Nominations

- **Joan Bellistri** — Chair  
- **Geraldine Cepeda**  
- **Linda Corbelli**  
- **Larry Meyer**  
- **Mariann Sears**  
- **James Durham** — Board Liaison

### Publicity & Public Relations

- **Sue Ludington** — Chair  
- **Jen Fell**  
- **Anahit Petrosyan**  
- **Rebecca Sherman**  
- **Suzi Stephenson**  
- **Joe Lawson** — Board Liaison

### Standards

- **Rob Mead** — Chair  
- **Cathryn Bowie**  
- **Barbara Engstrom**  
- **James Gernert**  
- **Mandy Haddin**  
- **Fran Norton**  
- **Jocelyn Stilwell-Tong**  
- **Victoria Williamson**  
- **Joe Lawson** — Board Liaison

### Strategic Planning

- **Holly Riccio** — Chair  
- **Steve Anderson**  
- **Lisa Foster**  
- **Patricia Petrocicione**  
- **Brendan Starkey**  
- **Gail Warren**  
- **Amy Small** — Board Liaison

### Technology

- **Brandy Robertson** — Chair  
- **Pauline Afuso**  
- **Laura Jakubowski**  
- **Laurel Moran**  
- **Miriam Childs** — Board Liaison