Greetings, government law librarians! Welcome to our GLL News issue for winter of 2021.

The GLL-SIS Board and all of our GLL-SIS committees have been very busy. First, I want to thank Sara Pic, our editor, for assembling the previous GLL News issue – and to express my gratitude to all who contributed to that publication, which was dedicated to the topics of racial equality and social justice. The combination of personal stories of members, research sources on anti-racism, and relevant book reviews was both powerful and instructive.

Thanks also to those who contributed to our holiday fundraiser. We collected $670.00 for the George A. Strait Minority Scholarship & Fellowship, which will help fund paid fellowships in a law library with additional benefits such as mentorship, an AALL annual membership, and registration for an AALL Annual Conference. I appreciate that some of you were able to contribute, despite a year characterized by strained budgets at work and at home.

Based on a suggestion from Emily Feltren, AALL Director of Government Relations, a GLL-SIS planning committee convened to organize a webinar called “Government Law Library Funding: Advocacy Training for Law Libraries.” A panel of three provided commentary on funding at county, state, and federal law libraries: Jean L. Willis from Sacramento County Public Law Library, Miriam D. Childs from the Law Library of Louisiana, and Suzanne B. Corriell from the U.S. Court...
View from the Chair (continued)

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

of Appeals Library for the Fourth Circuit. A recording of the webinar soon will be available on AALLnet.org.

AALL’s Inclusion, Diversity, Equity, and Awareness (IDEA) Special Committee has taken first steps toward meaningful change by distributing a membership survey, which asked respondents about their own experiences in the workplace and in organizations. Three GLL-SIS members are serving on the Committee: Jenny R.F.F. Silbiger, Jocelyn Stilwell-Tong, and Liz Reppe. I’m looking forward to the recommendations that result from the survey, and to rallying our section to participate in the various initiatives.

I hope that you will join us for an upcoming GLL-SIS webinar, suggested and organized by Jenny R.F.F. Silbiger. “Systemic Racism, Implicit Bias, & Privilege: Cultivating Change in Our Workspaces and Communities” will be held on Thursday, April 8, from 3:00 – 4:30 p.m. EDT. The speaker will be Toussaint C. Romain, Deputy General Counsel for Appalachian State University. Register here.

A new edition of The GLL-SIS Handbook is now available on our Committees webpage. The Handbook provides a timeline and/or procedures for each GLL-SIS committee and officer position. The sections have been authored and edited by the respective committee chairs and members. This is the second edition of the Handbook, which originally was compiled by Maryruth Storer, who served as the SCCLL-SIS (GLL-SIS) Chair from 2014 – 2015. The new Handbook provides continuity to our organization and allows future members to benefit from the experiences of those who served previously. Thanks to all who deliberated, authored, and edited during the creation of this new edition.

I know that our GLL-SIS committees are abuzz with activity. Please stay tuned because new programming and publications are on their way. If you have any ideas or comments regarding GLL-SIS projects and activities, 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

“In the depth of winter, I finally learned there was in me an invincible summer.” - Albert Camus

Hello, GLL friends!

As I write this column, Texas is enduring unprecedented difficulties. But this past year has been for most of us, entirely unprecedented. We are all facing challenges the likes of which we have never encountered, both personal and professional. I know I have found comfort and solace in knowing we are not alone in our struggles together—and though we will not meet in-person again this summer, we have within us our collective “invincible summer.” We will meet again!

And before we do—we can connect with each other in so many other ways, like through GLL News. My favorite part of being GLL News editor is learning about all the amazing things GLL members and government law libraries generally are doing across the world. In this issue, learn how GLL member Donna Bausch helped fund GLL’s future as she begins a new phase of her professional life. Learn more about Robert W. Hainsworth, the pioneering attorney whom the Harris County Law Library recently honored in its renaming. A GLL student member wrote an in-depth dive on how law libraries in New York are part of the access to justice movement. GLL’s Membership and Mentoring Committee is on a roll, with articles about the law librarianship pipeline, books reviews, and webinar reviews. And GLL’s Publicity and Public Relations Committee has a new Marketing Maven to help inspire you!

Last, but definitely not least, please take a moment to review the bios and statements submitted by the candidates for our upcoming GLL Election.

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.
AALL Announcements

APPLY FOR AN AALL SCHOLARSHIP OR ENCOURAGE A FRIEND OR COLLEAGUE TO APPLY

AALL is committed to providing opportunities for your professional growth. Each year, the Association awards thousands of dollars in scholarships to law school and library school students as well as to AALL members. The following scholarships are now open for applications:

- Library School Scholarships (for those with or without JDs)
- Law School Scholarships (for those with MLS/MLIS and those seeking dual JD/MLIS)
- Scholarships for Library School Graduates Seeking a Non-Law Degree
- LexisNexis John R. Johnson Memorial Scholarship
- George A. Strait Minority Scholarship & Fellowship
- Marcia J. Koslov Scholarship for members to attend continuing education programs for state, court, or county law librarians

The deadline for applications is May 1, 2021. For additional questions, please contact AALL at scholarships@aall.org.

APPLY FOR AN AALL LEXISNEXIS RESEARCH GRANT BY MAY 1

The AALL LexisNexis Research Grant Jury is accepting applications through May 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.

APPLY FOR AN AALL/BLOOMBERG LAW CONTINUING EDUCATION GRANT BY MAY 13

Does your chapter, special interest section, committee, or caucus have an educational event that needs funding? If so, consider applying for an AALL/Bloomberg Law Continuing Education Grant. Grant requests are accepted at various times throughout the year. The next deadline for grant applications is May 13, 2021.
Member News

News from Harris County Law Library

- Sabrina A. Davis joined the world of government in November 2020 after stints in academic and firm law libraries. She is now the Digital Outreach Law Librarian at the Harris County Law Library.

- Heather Holmes, Assistant Law Librarian at the Harris County Law Library, co-presented a program called “Marketing with a Purpose: Hits, Misses, and Lessons Learned” at the Houston Area Law Librarians (HALL) monthly meeting on Jan. 13, 2021.

- The Harris County Law Library is pleased to announce that the recording is now available for "Votes for Texas Women: 19th Amendment Centennial Symposium," hosted by the Harris County Law Library on August 18, 2020. This program is accredited by the State Bar of Texas for 2.0 hours of CLE and 1.0 hour of ethics through September 22, 2021.

- Harris County Law Library Deputy Director Joe Lawson's article, “Talking Tech: Teaching Legal Tech is Not Optional,” appears in the January/February 2021 edition of the AALL Spectrum. Joe's article, the first of two parts, looks at the need for tech training as a means of promoting access to justice.


- Harris County Law Library Deputy Director Joe Lawson contributed his insight to an article published in the most recent issue of Houstonia Magazine, entitled, “Why Haven’t You Heard of CES Openshaw?” The article stemmed from a digital exhibit on the Harris County Law Library’s website about a pioneering attorney, who, in the 1930s, became the first woman to serve on the Law Library’s board and represented a member of Bonnie & Clyde’s gang in a high-profile appeal.

- To help celebrate the 150th Anniversary of the Houston Bar Association (HBA), librarians Lori-Ann Craig and Heather Holmes of the Harris County Law Library created a Bibliography of Books By and About Houston’s Legal Community that appeared in the November/December 2020 issue of The Houston Lawyer, a publication of the HBA. Titles in the bibliography ranged from memoirs and biographies to works of fiction, all capturing the storied history of Houston’s legal community.
Executive Board Meeting Minutes

Wednesday, October 21, 2020

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Wednesday, October 21, 2020 @ 9:00 a.m. HST / 3:00 p.m. EST 2:02 p.m.

In Attendance: J. Durham, J. Silbiger, M. Childs, K. Westwood, J. Lawson, A. Small, S. Pic

Meeting Leader: J. Durham

Scribe: K. Westwood

Date of Next Meeting: Wednesday, December 16, 2020 @ 3:00 p.m. Eastern

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

- Approve agenda Jenny moved, Miriam seconded
- Approve minutes Amy moved, Joe seconded
- Secretary / Treasurer’s report

Other Business:

- Committee updates: James – No updates from nominations (still early); Education Committee active on GLL My Communities gathering ideas for Annual Meeting. Jenny – Bylaws met and are standing by waiting for us to alert them to look into anything, Newsletter (reported by Sara) – working on newsletter now, special issue amplifying diversity issues; also regular features. Miriam – Technology hasn’t met, but Brandi updated their section of the handbook; Membership committee is hopping! They hope to submit an article about the library school student experiences and something on AALL Webinars; and have been talking about refreshing inventory skills postings and using AALL MyCommunities. Karen – Awards will kick into gear later; Grants has a motion/request that we’ll get to later this meeting. Joe - Publicity and Public Relations is restarting marketing mavens on website, new guides, publicity for AALL conference whether virtual or in-person; Standards committee – Rob Mead updated timeline for the handbook. Liz – Best A2J Practices committee reports lots of emails but doesn’t know more. Amy – Advocacy hasn’t met yet but has sent out emails about conferences, etc. and will follow up after that; Strategic Planning hasn’t reported anything other than that last year’s committee had given some direction on how to proceed with a general course of action (developing a survey to submit to members).

- GLL Handbook revision – James has updates from all committees except two. One of those will submit by early Nov. – hopes to have all submissions in and have it edited by Thanksgiving. He’ll have it placed on the GLL website (so it doesn’t get lost…).

- Budget motion from GLL Grants Committee. Read and moved by Karen. Will change
Executive Board Meeting Minutes (continued)

Wednesday, October 21, 2020 (continued)

the final parenthetical to read “subject to change based on possible covid-related circumstances” Seconded by Jenny. Motion passes unanimously. [Original motion attached to these minutes.]

- Secretary / Treasurer motion to amend record-keeping procedures. Karen moved, Joe seconded. Text of motion: “I move that any actions of the Government Law Libraries’ Special Interest Section of the American Association of Law Libraries that are taken outside of a regular business meeting (for instance, via email) will be memorialized by the SIS Secretary and appended to the minutes from the prior meeting, will be titled “Interim Board Actions,” and will appear as part of the regular minutes when published in the SIS newsletter. Interim Board Actions will be retained with the SIS minutes as part of the SIS Secretary’s records.” James moved to table the discussion for Jenny to take to Bylaws Committee for review. Amy Seconded. Motion passes.

- Recommendation from GLL Membership & Mentoring Committee regarding “Member Libraries” listing on GLL website – James said this came up because Steve Anderson and Holly Riccio asked about this list and whether it was a good one to use for reaching libraries to be involved in a project. Issue: List is outdated and no one seems to know where it came from or who updates it. Membership and Mentoring committee recommends taking it down and using the AALL Directory instead. Discussion – Joe will refer the question along to Publicity and PR and perhaps discuss with Best A2J Practices Committee and maybe LISP. Miriam will report to Malinda (Membership) that this will go in an A2J direction.

- Possible December fundraiser – James suggests possible for the Strait Scholarship or Minority Leadership Development Award. He will continue to investigate which of these is most suitable. Miriam will send info regarding Active Steps to Increase Diversity. A fundraiser could tie into this perfectly. James will take this suggestion to Headquarters to test the waters there.

- Jenny – has been in touch with a PD out of Charlotte – inspiring speaker. Can GLL sponsor him as a speaker? Take the info to Sarah Larsen and Education Committee for an offering for our membership (and open it up to AALL generally).

- 4:16 adjournment – Miriam moved and Jenny seconded. James adjourned the meeting.

<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:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday December 16 at 2:00 p.m. Eastern (9 a.m. Hawai‘i)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MEMO

DATE: September 11, 2020

TO: GLL Executive Board

FROM: Christine Morton, Grants Committee Chair

RE: Budget Motion

Motions for the Adoption of the 2020-2021 GLL Grants Committee Grant Budget

I, Christine Morton, as Chair of the Grants Committee, hereby move for the adoption of the following GLL Grants Committee grant budget for 2020-2021:

$1,500 for one grant to attend the AALL Management Institute, Spring 2021, Illinois.

$1,500 for one grant to attend the Equal Justice Conference, May 6-8, 2021, Dallas, Texas.

Approximately $600 for two grants (approximately $300 each) to attend the virtual Self Represented Litigation Network Conference in 2021. (The final cost of the registration fee has not yet been set for this conference. The amount of the grant may need to be increased once the conference has been finalized.)

$6,000 for four grants ($1,500 each) to attend the AALL Annual Meeting, July 17-20, Cleveland, Ohio. Two grants designated for librarians with less than five years of experience, and two grants designated for librarians with more than five years of experience.

TOTAL GRANT Budget- $9,600 (subject to change based upon the SRLN conference registration fee)

Respectfully submitted,

Christine Morton
Grants Committee Chair, 2020-2021
Executive Board Meeting Minutes (continued)

Wednesday, December 16, 2020

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Wednesday, December 16, 2020 @ 9:00 a.m. HST / 2:00 p.m. EST

In Attendance: J. Durham, J. Silbiger, M. Childs, K. Westwood, J. Lawson, L. Reppe, A. Small, S. Pic

Meeting Leader: J. Durham

Scribe: K. Westwood

Date of Next Meeting: Wednesday, February 17, 2021 @ 9:00 a.m. HST / 2:00 p.m. EST

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

Meeting called to order at 1:09 p.m.

- Joe Lawson moved to approve agenda, Miriam Childs seconded. Passed unanimously.
- Jenny Silbiger moved to approve minutes, Amy Small seconded. Passed unanimously.
- Secretary / Treasurer’s report – No treasurer’s report this meeting.

Other Business:

Committee updates

Education - Jenny’s program with Toussaint Romain April 8 2:00 Central Time, AALL Webinar “Systemic Racism...” 90-minute webinar/training. Registration link is up now. Fundraising advocacy webinar for gov. law libraries – Thursday Feb. 11 at 11:00 a.m. Central Time. Education committee chose 2 programs to send to AMPC – Miriam Childs proposed both and they were both chosen.

Nominations – They’ve selected 3 of the 4 candidates – so are close to having a slate ready.

Bylaws - Reviewed motion re: memorializing minutes. Gave a thoughtful response.

Newsletter – latest issue was really well-received; had great submissions. Next issue set for beginning of February and the date will be driven by when nominations are ready.

Technology - working with Chris Siwa to make edits to GLL webpage. Laurel Moran updated the awards applications forms.

Membership and Mentoring – Malinda Muller 20-year pin duties, management best practices and support, committee published two book reviews in GLL newsletter (“Stamped from the Beginning” and “So You Want to Talk About Race”), posted skills inventory
Executive Board Meeting Minutes (continued)

Wednesday, December 16, 2020 (continued)

highlights to the GLL listserv, began review of skills inventory topics for adding/deleting/updating. Renaming “Skills Inventory” but haven’t chosen the new name yet.

Awards – questions the viability of offering a VIP award this year, given that the annual meeting will likely be virtual again (see later discussion). Announcements re: awards nominations coming soon.

Grants – will be making announcements re: grant availability in the new year.

Standards - working on standards review.

Publicity and PR – working on marketing mavens, made revisions to handbook.

A2J - has two projects 1) update repository of collection development policies and 2) directory of services and resources for self-help.

Advocacy - focused on training and education for themselves (attended AALL virtual leg/adv training in Sept.); working with Education Committee for the training on funding.

Strategic Planning - developed the survey to get input on strategic directions. Survey is live – take it if haven’t done so yet.

Newsletter – nothing more to add.

- *GLL Handbook* revision – James had to reach out for a couple of still outstanding revisions, but they’re all in and he just has to incorporate those changes.

- Transitioning Best A2J Practices Committee from special to regular status – Research was unable to unearth evidence that this committee had ever been changed from being a special committee to an ongoing committee. Liz Reppe moved to convert officially the Best A2J Practices Committee from special to regular status. Joe Lawson seconded. Passed unanimously.

- Secretary / Treasurer (updated) motion to amend record-keeping procedures. Karen Westwood moved, and Jenny Silbiger seconded the following motion: "I move that any actions of the Executive Committee of the Government Law Libraries Special Interest Section of the American Association of Law Libraries that are taken outside of a regularly scheduled meeting of the Executive Committee (for example, by email) shall be memorialized by the GLL-SIS Secretary as "Interim Executive Committee Actions" and included in the minutes of the next Executive Committee meeting. Interim Executive Committee Actions will be retained with the Executive Committee Minutes as part of the GLL-SIS Secretary's records."

Passed unanimously

- Recommendation from Awards Committee re: VIP for 2021 conference. Jean Willis (Awards Chair) predicts that the 2021 Annual Meeting will also be held virtually and
questions the value of inviting a VIP speaker to the meeting. Group agrees with Jean – don’t want a longer meeting, hard to find keynote speaker, speaker won’t have the benefit of seeing law librarians “in action.” Karen Westwood (board liaison) will convey this to Jean.

- “Member Libraries” listing on GLL website. James Durham will give more complete update next meeting.

- December fundraiser for Strait Scholarship & Fellowship fund. James Durham will reach out to AALL Headquarters in January to see what the response has been. He will send out a reminder to the GLL-SIS Community soon.

- Other business
  - Jenny Silbiger proposes $1500 honorarium to Toussaint Romain (see Education report, above). Joe Lawson spoke in favor of spending that amount. James Durham moved that we set aside an honorarium of up to $1500 (depending on possible contribution from AALL) for Mr. Romain. Miriam Childs seconded. Passed unanimously.
  - Joe Lawson reported on his work to create a model to illustrate role of law libraries and justice gap using census, Pew, LSC and other data to represent these ideas. Joe would like to work with a GLL-SIS committee on this. He was directed to the Advocacy Committee.

- Upcoming Events: TBD

2021 GLL-SIS Grants

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

There are two upcoming virtual conferences to which the GLL-SIS is making grants available. The GLL-SIS Executive Committee has approved three (3) $395 grants to attend the virtual Equal Justice Conference on May 3-7, 2021. There will also be grants available to attend the virtual AALL Annual Meeting on July 17-20, 2021. The grants for the Annual Meeting will be designated for librarians with less than five years of experience, and for librarians with more than five years of experience. Once AALL releases its finalized plans and registration fee for the virtual Annual Meeting, GLL-SIS and the Grants Committee will update the grants offerings. Please watch for announcements on the GLL-SIS listserv and the GLL-SIS webpage for updated information on the number of Annual Meeting grants.

*The availability of any and all grants are subject to change based on possible COVID-related circumstances. Any changes in award amounts will be reported in the GLL-SIS News, website, and listserv.*

GLL-SIS Management Institute Grant Recipient

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

The Grants Committee is pleased to announce that Jocelyn Stilwell-Tong is the recipient of this year’s $500 grant to attend the virtual 2021 AALL Management Institute on March 23-24, 2021. Jocelyn has been a law librarian at the California Court of Appeal, 6th District, for the past six years. Jocelyn is a member of the court’s management team, has been influential in moving the court forward, helped with emergency response planning during the pandemic, and participates in the court’s day-to-day operations. Jocelyn believes the Management Institute will enhance her management skill set and provide her with the confidence to take on additional management duties within her organization. Congratulations to Jocelyn!
Donation to GLL-SIS in Honor of Donna Bausch

Cathy Lemann, Law Library of Louisiana (retired)

The GLL Grants fund is $1,975 larger due to a donation from the Norfolk & Portsmouth Bar Association in honor of Donna Bausch.

Donna served as Director of the Norfolk (VA) Law Library and Executive Director of the Bar for 30 years. In early 2020, the Bar Association scheduled a reception/gala in honor of Donna’s retirement. Initially, it was rescheduled but finally cancelled due to COVID.

When the decision to cancel was made, Donna was asked about making a donation of the funds collected for the party. As she notes:

“(It’s) an infinitely better use of donations from the local bar and law firms than a party in a pandemic! An investment in the future of the profession that has been such a source of inspiration and support to me since I joined in the early 1980s, while still in library school.

My hope is that AALL, and specifically GLL, can mean as much to the next generation of law librarians as it always has to me. Practical advice, positive role models and lifelong friendships were provided through active involvement in my professional association. Though it’s a new era, connections and collaboration will always have a central place in law librarianship. The more we share, the greater the benefits to our customers and clients.

Having served on the GLL-SIS Grants Committee for some years, and realizing the challenges that GLL members face more than ever in obtaining funding for professional development, it’s a pleasure to chip in and invest in the future. Reading grant applications always reminds me what an incredibly talented and dedicated cadre of colleagues work in the profession of which I will always be proud to have been a member.”

While GLL won’t be gathering in person again until 2022, there continue to be ways for GLL members to get professional development. This contribution to the Grant fund will help our members take advantage of opportunities they might not otherwise be able to afford.

GLL members thank Donna for paying it forward!
Harris County Law Library Renamed in Honor of Robert W. Hainsworth

Joseph D. Lawson, Harris County Law Library

On February 9, 2021, Harris County Commissioners Court adopted a resolution, introduced by Harris County Commissioner Rodney Ellis and led by Harris County Attorney Christian D. Menefee, to rename the Harris County Law Library in honor of Robert W. Hainsworth.

In 1951, Mr. Hainsworth filed a lawsuit challenging the “one-table rule,” which was a Law Library rule requiring African-American attorneys to use a single, designated table while working in the library. While the courts denied his call for equality, it is only fitting that the Law Library be rededicated to acknowledge the victory of his vision. Today’s Law Library is a place where everyone has a seat at any table.

“Mr. Hainsworth’s determination in the fight for equality is an inspiration for us all, especially those attorneys and self-represented litigants who so often use the Law Library,” County Attorney Menefee said. “He was a trailblazer. His work on this case and in later founding the Houston Lawyers Association shows that he was relentless.”

“I am very proud to support renaming the Harris County Law Library after Robert W. Hainsworth, especially during Black History Month,” said County Commissioner Ellis. “Hainsworth’s fight to desegregate the courthouse and law library paved the way for generations after him. It is only fitting that we would name our law library, which helps to make the legal system more accessible to all, in his honor.”

“We are planning projects with community partners to create a permanent exhibit in the library and to offer educational programs to raise awareness about Robert W. Hainsworth and his work for equality in Harris County,” said Law Library Director Mariann Sears.

Today’s Law Library rededication was widely supported by local leaders and legal organizations at Commissioners Court, including the Houston Lawyers Association (HLA), the Houston Young Lawyers Association, the Houston Area Law Librarians, the Houston Bar Association (HBA), HLA president R.J. Blue, HBA president Bill Kroger, and several former HLA leaders.
Overview of Access to Justice via Public Law Libraries in New York State

Lise Hamilton Hall, MLIS student, University of Buffalo

Even during the early 1800s New York public law libraries were accessible to all, regardless of gender, race, or citizenship. Available for physical use, however, does not mean welcoming or meaningful use. Around the dawning of the 21st century, New York’s judiciary took control of ensuring access to justice for the public for the state. To achieve universal access to justice, New York should establish additional collaborations between legal providers and libraries. Additional public law library-based services would further eradicate the justice gap, helping to ensure equal access and use of the legal system for the benefit of everyone.

Introduction and Definition

To examine if New York State (NYS) has provided its people with access to justice through its public law libraries, one must first understand the meaning of what is being given. Similar to a “public library”, the term “access to justice” lacks an accepted legal definition since it can be applied in multiple ways. Notably “access to justice” is a broader concept than the constitutional right to access the courts because it concerns a person’s ability to have equal right to and use of the law to address non-criminal cases (Sheppard, 2012). Yet, basic definition of “access to justice” fails to convey the current significance of the phrase. Beginning in the 1840s, the phrase was “access to the courts of justice,” which most often concerned one’s ability to enter and use the judicial process (Galanter, 2010). Court access implies a narrower concern compared to a movement of providing legal aid and ensuring the right to have non-discriminatory use and application of our laws. Under President Obama, the Department of Justice created the Office for Access to Justice to “address the ... crisis in the criminal and civil justice system” and “...deliver outcomes that are fair and accessible to all, irrespective of wealth and status.” There, access to justice was guided by “Promoting Accessibility – eliminating barriers that prevent people from understanding and exercising their rights. Ensuring Fairness ... Increasing Efficiency – delivering fair and just outcomes effectively...”. Furthermore, the American Association of Law Libraries, in the 2014 white paper, Law Libraries and Access to Justice, said

The primary goal of the “Access to Justice” movement is to improve the quality of participation in the justice system by all. It also envisions an even “...playing field for the disadvantaged by removing barriers to access, such as income, literacy, mobility and language, for those individuals with civil legal needs. The movement is a multifaceted one, consisting of a variety of institutions ... seek[ing] to discern unmet legal needs, devise and implement services to address them...

Access to justice includes affordable legal services; readily available legal information and forms; the ability to bring a case to trial without hiring an attorney; the unbundling of legal services; fair treatment and equality in the justice system regardless of social standing; and confidence that the outcome will be fair and just. It is all these things and more.
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

Pursuant to the AALL’s definition, access to justice is a broader concept than legal aid, which requires that the focus be on providing access to the poor and not the general public (Houseman & Pearle, 2018). Herein, access to justice concerns programs designed to alleviate discriminatory barriers impeding the public’s use of civil laws.

National Access to Justice, Development

The creation of law libraries is a precursor to using them to further a social action like access to justice. However, before there can be library collections devoted to the law, the law needs to be established and printed. Fortunately, in the first session of the first Congress of the United States, a House of Representatives member proposed having the laws and proceedings of Congress printed (Kerr, 1881). Since the start of our government, providing public access to information has been a central value (Pettinato, 2007). Although federal publishing requirements were established by 1813, the Government Printing Office (GPO) was not operational until 1861. Currently, the GPO is responsible for preparing, publishing, and preserving official federal government information products. In 1895, the same year the Buffalo and Erie County Public Library gained the “selective depository library” designation, the GPO established the Federal Depository Library Program (FDLP) to distribute a copy of federal documents to 420 specific libraries. As technology evolved, the GPO’s publication mediums grew to include digital resources (Schonfeld & Housewright, 2009, p. 3). Each receiving library makes the depository materials freely available to the public. Government published resource dissemination continued to grow, so by July 2020 there were 1,115 FLDP libraries, FDLP.gov had 147,449 user sessions, and the 150 FDLP LibGuides had more than 41,264 views.

By developing and ensuring reliable, authentic, free, open print and electronic publication of the federal government’s laws and information resources, GPO paved the way to modern law libraries to support access to justice by providing resources that keep Americans informed and more able to participate in their communities. As we have progressed into a more digital world, the public with access to the internet prefers to gather legal information from digital resources over searching through the print materials. Yet if the amassed legal information did not come from trustworthy sources, unrepresented litigants would be in a more precarious position in terms of asserting and defending their rights. Fortunately, the GPO ensures the authenticity and veracity of its’ managed legal resources is secure. Having the GPO as a base, AALL successfully advocated for legislation imposing uniform standards on the states concerning electronic publication of their legal resources, with 20 states having adopted the laws by early 2020. Thus, those law librarians effectively supported access to justice “...by ensuring that there is a ‘place’ on the Internet where citizens could find accurate and trustworthy representations of state law” (Endter, 2012).
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

A substantial step to providing access to justice occurred with formation of the Legal Services Corporation (LSC) in 1975 (Houseman & Pearle, 2018). LSC continues to lead the charge to condense the justice gap in the United States. As a national leader in providing civil legal services for the poor, LSC supports more than securing counsel for a lawsuit; it assists the public with providing access to the whole of civil law, including preventative and pre-litigation matters (Sandman, 2019). It does not, however, provide information services for litigants’ family or support systems.

In 2000, LSC established the Technology Initiative Grants (TIG) program. In 2012 and 2013, LSC held a Summit on the Use of Technology to Expand Access to Justice to focus on methods “...to provide all Americans some form of effective assistance with essential civil legal needs.” The 2013 Summit report detailed five elements necessary to create “A Vision of an Integrated Service-Delivery System,” namely:

1. Creating in each state a unified “legal portal” which, by an automated triage process, directs persons needing legal assistance to the most appropriate form of assistance and guides self-represented litigants through the entire legal process

2. Deploying sophisticated document assembly applications to support the creation of legal documents by service providers and by litigants themselves and linking the document creation process to the delivery of legal information and limited scope legal representation

3. Taking advantage of mobile technologies to reach more persons more effectively

4. Applying business process/analysis to all access-to-justice activities to make them as efficient as practicable

5. Developing “expert systems” to assist lawyers and other services providers.

To fulfill its’ mandate, LSC pairs with entities in many states, including New York, to both establish and promote national standards for the delivery of legal services and to implement innovative services and programs (Sandman, 2019). For example, leading up to the ability to provide interactive court forms on LawHelp.org, the LSC technology summit had set a primary focus on document assembly, establishing a process to help the self-represented complete legal forms (Houseman & Pearle, 2018, p. 49). Consequently, LSC supported Illinois’ A2J Author project, which was designed to create guided interviews to help the self-represented complete legal forms. LSC also promotes New York courts’ Access to Justice Program and the Document Assembly Programs Best Practices Guide. The Guide serves as a resource for other states to develop document assembly programs as the New York courts document assembly initiative has become a national leader for service delivery and use by the public.

LSC’s investment in technology to aid with providing access to justice also led to the
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

development of www.LawHelp.org. LawHelp.org is an open access website hosted by Pro Bono Net that provides a website library with free legal information and forms. LawHelp.org includes LawHelp Interactive, the document assembly function to assist unrepresented parties complete online legal forms. In 2016, LSC, Pro Bono Net and Microsoft partnered to improve access to justice and reduce the justice gap nationwide by developing state-specific legal portals that direct the public to the appropriate civil legal information and resources. LawHelp.org is, collectively, an electronic public law library; it provides the public with a wide array of civil legal information and resources, that includes state-specific self-help information on housing, family, immigration, and other matters, as well as providing interactive, fillable court forms, attorney referrals, and live help through a chat feature.

Libraries, Librarians, and Access to Justice; NYS Libraries Focus

Libraries themselves, as an internet and digital information portal, a print collection, or a mixture of both, are vital to the public’s ability to access justice by guiding individuals to necessary resources to resolve civil legal matters (Bellistri & Galligan, 2019). A public library not only provides users with the ability to freely access the internet, and thus a significant volume of legal materials, it also may house print resources on a variety of subjects, offer community programs on a legal topic, be part of a neutral location for meeting with legal or intake professionals, and, most importantly, has librarians (Self-Represented Litigation Network). Significantly, librarians are trained to work with a range of people, helping them find sources to satisfy their information needs. As such, librarians can often provide guidance to find relevant resources that help patrons when they are under- or un-represented by counsel.

The role a librarian actively plays in providing access to justice varies depending on the type of library being accessed and the complexity of the user’s need. All librarians help provide access to justice when they connect patrons with legal resources (Lawson, 2013). Most public access law libraries provide the public with guidance with reference questions, research materials, online access to legal forms, including instructions for completion, and may provide referrals or specialized legal guides (Bellistri & Galligan, 2019). Furthermore, law librarians can mediate legal resources, making the legal process more comprehensible to the public. Nonetheless, a law librarian providing reference services to a non-legal professional needs to be aware of the legal stricture against performing “unauthorized practice of law” (UPL) as the consequences of such practices can promote distrust of the library and librarians, misunderstood legal principles that harm the patron and resolution of their legal matter, and even generate lawsuits (Mills, 1979). UPL was such a strong concern that in the 1970s, law librarians were urged to avoid and even deny reference services to such “secondary users” (Mills, 1979). Fortunately, with the rise of awareness of the need for access to justice, many states, including New York, have eased enforcement
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

of the prohibitions surrounding UPL (Report to the Chief Judge, 2016).

Regardless, many unrepresented library patrons need librarian mediation to complete legal research and determine what information will help them resolve their matter. Effective librarian mediated access to justice services often involve identifying one or more legal issues on the patron’s behalf, then guiding the patron to apply the appropriate resources to obtain a resolution of their concern. Additionally, while understanding that patrons employ varied language and technological proficiencies, which impacts the volume of assistance needed, librarians providing access to justice still must avoid UPL even if the patron becomes frustrated and rejects the proffered resources while demanding “the answer” amid accusations of a refusal to “help” or deliberate withholding of information (Jones, 2018).

New York’s public libraries, on the whole, are regulated and managed by the University of the State of New York, also known as the Board of Regents, primarily under NY’s Education Laws (Folts, 1996). Also, public libraries are subject to New York’s Civil Rights Law and must provide “…full and equal accommodations, ...and privileges ...subject only to the conditions and limitations established by law and applicable alike to all persons” (Civil Rights Law § 40). Although the education laws concerning libraries provide standards for the types of research and medical non-fiction resources maintained by public libraries, there is no requirement that resources be comprehensible to the public. Notably, the compilation “Public Library Law in New York State” by R. Carter, does not mention or allude to the collection or provision of legal materials or the establishment of law libraries. Importantly for collection development and access to justice services, libraries established and operated by New York’s Unified Court System (UCS) are not regulated by the Education Laws.

When the New York State Library (State Library) was established for the benefit of the legislature and the courts, it was with the following clause “[p]rovided, however, ... that no book, map or other publication shall be at any time taken out of the library for any purpose whatever.” (Roseberry, 1970, p. 5). At that time the library, having 669 volumes and nine maps, was only open during sessions of the legislature and the courts. By 1825, legislators had permission to borrow library books. The funds spent on early acquisitions were primarily for legal materials, although the library received donations of a breadth of works. In 1932, the State Library hours increased to daily, year-round, Sundays excepted, to improve the public’s benefit from the library. The 1932 reasoning confirms the library was open and available to more than the “Legislature and the courts”. Furthermore, there was no change in the laws authorizing the State Library differentiating the use or operation of the legal resources when law focused works of the State Library were separated out and housed on the opposite side of the building from the “miscellaneous” works of the
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

collection. Moreover, in 1844, approximately when the Regents of the University of the State of New York took over the management and operation of the State Library, the State Librarian was no longer personally responsible for the lost resources “so long as the books were on open shelves and the library open to all comers (Roseberry, 1970, p. 17).” In addition, when the NY judiciary moved their Chancellor’s Law Library to Rochester to be the Appellate Division library, the 4th Department Appellate Division Library had free, public access to those resources (Rosbrook, 1937).

Overall, the histories of the various public law libraries of New York provide no evidence that the general public was either encouraged to, or discouraged from, using the public law libraries in New York in the 19th and 20th centuries. It is notable that during the dawn of the 21st century, while electronic libraries developed and became increasingly available to legal professionals and the public alike, concerns about providing all people with meaningful access to the legal system also continued to grow. Now, in the first quarter of the 21st century, New Yorkers with the requisite tools and training to use electronic libraries can access and take advantage of the extensive legal information resources at publicly funded websites like NYCourtHelp.gov, LawNY.org and LawHelpNY.org.


In NY, the Unified Court System (UCS) manages the state’s access to justice policies and programs. The UCS emerged as a mandated, separate judiciary article of the NYS constitution in 1962 and it was tasked with developing and implementing a non-parochial, effective court management system (Bloustein, 1985/1987). By 1978, the UCS gained the “Unified Court Budget Act” providing state funds for the legal systems’ administration instead of each locality having a separate tax structure for “their” justice system (Bloustein, 1985/1987). Then in 1986, the UCS was further consolidated and streamlined by merging all trial courts into the state’s Supreme Court. Further efficiencies and consolidations were implemented throughout the remainder of the century.

Among the UCS’ various refinements concerning the judiciary, before 2001, UCS began to study and track the particular needs of and programs and services offered to unrepresented parties. Following multiple surveys, informational hearings, and reports, the UCS created the Task Force to Expand Access to Civil Legal Services in New York in 2010. The Task Force became the Permanent Commission on Access to Justice in 2015.

The primary goal of UCS’ promotion of access to justice is to “expand access to civil legal services and the improvement of access to justice generally.” Through its sole permanent commission, UCS provides the NYS funds for access to justice agencies for their NYS operations. UCS’ responsibilities include oversight of the legal profession and system in New York, through which they set the standards for the delivery of legal services supporting access to justice in New York.
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

With the establishment of the Permanent Commission on Access to Justice, the UCS continues to hold annual public hearings on the status of NY access to justice programs and services. By 2011 the Permanent Commission was pushing forward their initiative to “standardize and simplify all forms and procedures to improve predictability and uniformity for litigants.” Concurrently, they were beginning the process to improve New York court websites by collaborating between agencies, court offices and jurisdictions to improve uniformity of the information presented on the internet including standardizing website formats to improve navigability. The 2012 Report to the Chief Judge included both the intention to develop more standardized guides to civil legal processes and the establishment of the Access to Justice Help Center in the Rochester Hall of Justice [court complex]. The Rochester Help Center, located in the Seventh Judicial District Law Library, on the 5th floor of the Hall of Justice, provides: assistance with completing forms, using computer kiosks with internet access, and legal information resources to unrepresented litigants. By 2014 UCS had, by statute and in courts, established a right to counsel for the indigent with select civil legal matters. The courts were, among additional initiatives, continuing their work on simplifying and standardizing legal forms and, to limit the jeopardy of unauthorized practice of law allowing circumstances for limited scope representation and “unbundled” assistance with portions of a legal matter.

The Report to the Chief Judge in 2015 stated “[p]ublic libraries play a valuable role in providing direct services to the public, serving as ‘an information hub for the community.’ The public routinely turns to local libraries for assistance with legal questions.” The UCS and LawHelpNY collaboratively developed a training program for public library staff focused on guiding the public to online and print resources. The UCS also developed a set of portfolios for the public librarians in most of New York’s judicial districts containing an overview of the NY legal system, courts and available legal resources for the public titled Opening the Courthouse Doors: Librarians’ Portfolio … Judicial District. In 2017 the annual report to the Chief Judge recommended further expansion of the training program for public librarians to enable them to connect the public with information about “…the courts, the legal system and available resources.”

The 2019 Report to the Chief Judge included information detailing a collaboration of multiple legal service providers and both the Middle Country Library System and the Brentwood Public Library. The pilot program has an on-site attorney once a week for limited representation services and full time a program coordinator to “triage” calls and direct the public to appropriate services and programs. They are also developing a method to, eventually, allow litigants to prepare and file court documents from such libraries. Furthermore, the UCS’ website has a dedicated Public Librarians’ Program page which provides online access to the different judicial districts legal reference information.

In addition to providing the state’s public librarians with information to guide the public in
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

furtherance of access to justice, UCS also operates public law libraries. The UCS have established a comprehensive electronic law library, Court Help. Court Help provides the user with information about going to court, problems with money, name change, when someone dies, criminal, families and children, safety & violence, homes & evictions, guardianship, small claims and after the case is over; a court locator; quick links, referral links, “Ask a Law Librarian” link; and links to both “Public Access Law Library” and “Court Help Center.” Within the “Quick Links” is a link titled “LawHelp” which takes the user to the LSC enabled website LawHelpNY.org. Embedded in the Quick Links is “DIY Forms” which links users to a listing of available forms that the user can peruse in English or Spanish and complete with computer program assistance to incorporate the user’s information, which they can then print and bring to court. These forms are not yet e-fileable. The UCS also provides NY residents with the Court Self-Help Centers, and the Supreme Court and Appellate Division law libraries located throughout the state.

Finally, to enrich the UCS law librarian’s ability to support the access to justice programs, in 2020 the UCS implemented it’s “Ask a Law Librarian” program. This program allows the public to email legal information questions to law librarians and receive a response within a day or two. The law librarians do not provide legal advice; they provide legal information and advice about legal resources. The program proved to be fortuitously timed as it began just before the state was burdened with the issues of the Covid pandemic. However, although the UCS, and thus NYS, appeared to have learned that meaningful access to justice requires more than the mere ability to enter and use a law library, a July 2020 report from the USC’s Access to Justice office failed to mention any library services, collections, mediation, or collaborations with respect to the pandemic’s impact or with moving forward with providing social justice.

Considerations Now and for the Future

Simply allowing people to enter and use, if they are knowing and able, legal resources in a law library does not provide actual access to justice. Nonetheless, providing legal counsel to the indigent for in process civil cases is not the only meaningful method to provide the public with access to justice. Law libraries and law librarians can have a significant beneficial impact with providing access to justice. However, first, it seems that some New York public law libraries need to refocus their expectation away from existing to provide the judiciary and licensed attorneys with legal reference services and instead expand their mission to include a mandate to make legal information services functionally available to the public.

By aiding the public with finding appropriate, helpful legal resources, law librarians enable patrons to resolve the pre- and post-litigation civil legal concerns. Moreover, the use of law libraries and legal resources to resolve legal information needs helps more than the
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

indigent public since a large section of the nation’s population cannot afford to hire an attorney to resolve all their legal needs. (Bellistri & Galligan, 2019). Yet, “...while many libraries provide legal information services to the public, few access to justice programs have the support and benefit of a comprehensive program that includes self-help technologies, librarian assistance, and cooperation with the courts and local attorneys (Jones, 2018, p. 16).” Accordingly, in 2019 AALL found the U.S. had only seven law libraries providing advanced access to justice services to the public (Bellistri & Galligan, 2019, Level of Service to Self-Represented Litigants).

AALL, through Bellistri & Galligan’s work, noted

...[L]aw libraries surveyed [in 2019, by AALL] were categorized into levels of service...

law libraries are basic level and fit all/most of the following criteria:

- Publicly Accessible Space
- Professional Law Librarian
- Reference, Research Assistance and Instruction, and Referrals
- Basic Legal Collection (Non-lawyer resources, Print/Online, Westlaw/Lexis)
- Court Forms
- Public Computers
- Internet Access
- Public Fax, Copier, Scanner, Phone

... law libraries are intermediate level and fit all/most of the following criteria:

- Basic levels
- Guides and Pathfinders
- Law Library Website
- Email (AskLawLibrarian)
- Interpreter Services
- Referral Systems/Triage
- E-Filing
- Limited English Language Resources
- More Court Forms (Online forms with document assembly and guided interviews)
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

- Public Librarian Partnerships (training opportunities for public librarians)
- Partnerships with Others in the Legal Community
- Self-Help Center in the Law Library or Lawyer in the Library Program
- Support for External Self-Help Centers as Available

... law libraries are advanced level and fit all/most of the following criteria:

- Basic and intermediate levels
- The self-help center more comprehensively integrated into the law library program
- Attorney(s) (not a law librarian with a dual degree—library science and law—or a librarian with a law degree acting as a reference librarian) employed by the law library

Notably none of the law libraries offering “advance” services to self-represented litigants are in New York State.

Nonetheless, before Covid-19 forced the closure of many NYS programs and services, each of New York’s 62 counties had at least one public access law library providing some, but not all, of the “intermediate” services. Yet, even pre-Covid-19, there were significant deficiencies with the individual websites, having conflicting program and resource information on the NYCourts.gov access to justice listings, providing at the library either interpreters or resources for those with limited English proficiency, having in library self-help centers or working partnerships with legal services providers. Accordingly, the pilot programs of having a lawyer in the library once a week, providing intake services at local libraries need to become statewide programs.

A reason for the extensive deficits remaining in the NY law libraries provision of comprehensive access to justice services could be the fact that none of the working or standing commissions for access to justice include a law library or law librarian. Thus, the process should be improved by including law libraries and librarians in the resource development undertaking. Then, benefit of New York’s public law libraries would flow to the public, allowing law librarians to further the state’s access to justice goals thereby benefitting individual patrons and all NY communities.

Another method law librarians could support for access to justice would be to have the MLIS students interested in law librarianship also participate in New York’s law school clinic programs or help legal service providers in their communities. The MLIS student participation could start with supporting the law students or local legal service providers with research and practice needs, later expanding into providing outreach services at public libraries. Such experiences could not only instill both sets of students with a stronger appreciation for the complexities and needs for providing access to justice services, prove
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

that librarians and lawyers can have effective, symbiotic partnerships, and provide high demand, high value services to the public.

Finally, for more rural or hard to access communities, consideration should be given to creating a traveling law librarian program. Funding a librarian to provide regularly scheduled, comprehensive legal information and reference services to populations where there is insufficient need for a full-time program could provide a significant and efficient boost to such communities’ access to justice. New York does not require judges in rural areas to be trained or certified legal professionals. Accordingly, it seems that such areas would be well served by having a legal information professional available to assist all participants in the justice system with reliable and relevant information on legal questions and procedures.

Conclusion

Although New York provided its public with the right to enter and physically use state-operated law libraries since the early 1800s, it did not devote attention or resources to ensure that such library resources provided the public with meaningful access to the law or New York’s legal system. Accordingly, when a member of the public visited a law library or public library, at least until the 21st century, the librarians were neither trained nor equipped with tailored resources to guide the patron toward a resolution or understanding of their legal information need.

During the third quarter of the 20th century, efforts to satisfy the needs and issues facing unrepresented litigants centered around providing attorney services to the indigent. The narrow conceptualization of the means to provide access to justice has expanded, as the 21st century dawned, with New York’s judiciary exhibiting a deeper understanding of the challenges and facets of the issues facing unrepresented litigants. Although the Unified Court System’s initial focus on the need to unify and streamline the court structure and case processes, secure representation for the indigent and creating a right to counsel for select civil matters revising forms into “plain language” and creating a right to counsel for select civil matters, the continuing totality of its’ actions indicate an understanding that access to justice is a broader concern.

Correspondingly, the judiciary indirectly acknowledged that more than the mere ability to physically enter a law library is needed to provide the public with access to justice as it annually explores the reach and effectiveness of existing access to justice programs while inquiring about what else would ease the justice gap. Accordingly, the UCS worked on making legal issues and procedures comprehensible to the public.

Nonetheless, even though there is episodic acknowledgement of the fact that libraries and librarians can play a critical role with easing the justice gap and providing access to justice for all New Yorkers, the state needs to strengthen and expand its public library-based
Overview of Access to Justice via Public Law Libraries in New York State (continued)

Lise Hamilton Hall, MLIS student, University of Buffalo

programs and services. It is incumbent on librarians, especially law librarians, to join the access to justice discussions, provide suggestions for effective, meaningful programs, and implement the same for the benefit of all New Yorkers with providing universal access to justice.

References and appendices, including a spreadsheet with details on the types of law libraries available to New Yorkers, were edited for length – a complete list of appendices, references, and works consulted may be obtained by contacting the author at lisehhall@outlook.com.


From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library

Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch

Jenna Pontious, Riverside County Law Library

Brandi Robertson, Homer M. Stark Law Library

As the exposure to the profession through traditional graduate program curriculum has declined over the last several years, discerning options and opportunities for the membership to participate in increasing and supporting the law librarianship pipeline has entered into the discussion both on the local and national level. As part of the member supported approach and within the SIS, the GLL Membership and Mentoring Committee has fostered educational and membership support programs through articles, mentoring newer law librarians, highlighting applicable management style book reviews, and through the peer to peer Skills Inventory, now the GLL Mentorship Program: Build Your Skills program, https://www.aallnet.org/gllsis/resources-publications/mentorship-program. This project is aimed at supporting all law librarians along all stages of experience and competencies, and is available for accessing, connecting and volunteering amongst multiple areas of job-related skills.

In 2020, at the annual AALL conference, this matter came up as a topic on one of the annual programs. The program, “Pathways to Success: Building the Law Librarian Pipeline,” consisted of a slate of panelists who explored academia and beyond for ways to foster awareness and interest in a law librarianship career pathway. The conference panelists, consisting of a law firm librarian, an education and outreach librarian, a recruiter from a library hiring and recruitment firm, a library school faculty member, and a law school career counselor, all spoke to the issue and offered commentary and input focusing, not on the larger executive level but, rather, providing a local member informed perspective for possible engagement and contribution to a sustainable law librarianship career path.

Finally, at the top, AALL as an organization has been exploring this matter. In 2019, the executive board approved a task force, the Law Librarianship As A Career Guidance Review Special Committee, to examine the shrinking trajectory of law librarianship courses in the academic learning environment and to explore options for increasing alternative opportunities for both exposure to and training in the specialty. At the AALL 2020 annual conference, the committee summarized its findings which were published in the July AALL Executive Board Report. The task force committee’s charge has since been extended through July, 2021. More
**From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline (continued)**

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library

Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch

Jenna Pontious, Riverside County Law Library

Brandi Robertson, Homer M. Stark Law Library

information on the task force and its work can be found here: [https://www.aallnet.org/about-us/who-we-are/committees-juries/lawlibrarianshipcareerguidancesc](https://www.aallnet.org/about-us/who-we-are/committees-juries/lawlibrarianshipcareerguidancesc).

This article, the first in a series of three, explores one aspect of the career path, namely, how and what drives newer librarians to the law librarianship career pathway. It aims to inform around recruitment and retention, exploring more about how these newer librarians found us, what useful skill sets transferred from their prior jobs, and what they are looking for to grow and be supported. These perspectives can be instructive as we consider new avenues for curriculum, recruitment and providing what is needed for success to the current generation of career seekers. In the following Q&A, three newer law librarians reflect on their own pathway to their current positions and offer insights which can be instructive for us as employers, trainers and mentors.

**Contributors for this Q&A**

Emily Donnellan is the Idaho Branch Librarian for the 9th Circuit, U.S. Court of Appeals, Boise, Idaho. She received her Juris Doctorate from the University of South Dakota in 2014 and Masters in Library Science & Certificate in Law Librarianship from the University of Washington, in Seattle, in 2016.

Jenna Pontious is the Public Services Librarian for the Victor Miceli Law Library, Riverside County Law Library, Riverside, California. She received her M.A. Library and Information Science from San Jose State University, in California, in May, 2010.

Brandi Robertson is the assistant/Associate Librarian at the Homer M. Stark Law Library, Lawrenceville, GA. She received her MA Library and Information Science from the University of Alabama, in Tuscaloosa, in 2011.

1. How did you first come across law librarianship as a profession? Describe your personal pathway and navigation to your current position. What motivated you to transition to law librarianship?

Jenna: A former coworker told me about a position opening at the law library down the street from the public library I worked at. She was working at the law library and knew I was looking for a new job. I was motivated to transition to take a break from public
libraries and supervising a 3-story building with 15 employees.

Emily: Throughout undergrad I was convinced I wanted to be a lawyer. I majored in Criminology and found the study of law fascinating. But during my 2L year, after multiple internships, I just wasn’t finding my passion. I didn’t like being in the courtroom, mediation was tedious, and - let’s face it - contract law can be a bit dry.

Nevertheless, I graduated and began writing contracts for a variety of industries including a book publisher and a party supply company. One day I was complaining on Twitter about how I liked the law but not the day-to-day practice. In 140 characters or less I explained that what I enjoyed was finding information, writing, and analyzing. I’m so lucky someone replied and asked: have you heard of law librarianship?

I did some research and was immediately sold! I applied to the University of Washington Law Librarianship program and found the career of my heart.

Brandi: I first discovered law librarianship after I applied for my current position as an Assistant Librarian at a county law library. Prior to this, my experience was in academic libraries and special libraries. While pursuing my undergraduate degree in Public Relations at the University of Alabama, I worked as a library assistant in the College of Communications Reading Room. This job first introduced me to the field of librarianship as a profession. Toward the end of the undergraduate career, I realized that while I enjoyed Public Relations, I loved working in the library. So with the encouragement of my supervisor, I applied for library school at the University of Alabama. My first job after receiving my degree in Library and Information Studies was an assistant librarian position at a small college in Atlanta, Georgia. After a couple of years, the school closed, and I was laid off. In my search for a new job, I discovered a position at a county law library and applied. I have had some interest in attending law school for a few years and saw this position as a means to gain more knowledge of the legal field. I have been in this position for the past six years.

2. Describe any experience with special librarianship as a career path while in library school. Please include any courses that, while not special library-specific, which had an influence.
From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library

Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch

Jenna Pontious, Riverside County Law Library

Brandi Robertson, Homer M. Stark Law Library

Jenna: In library school, at San Jose State University online, I intended to enter the archives field and took classes pertaining to that. My internship was at the National Archives in Perris, Ca. I recall on a tour of a medical library I did with the SJSU southern California students group that the director shared her career path, which jumped from public to academic to special libraries. Her story made me realize that my career path could take me to places I didn’t expect to go.

Emily: The University of Washington law librarianship program is specifically geared toward a future working in law libraries. The majority of my Library school coursework focused on special libraries and included multiple courses on topics relevant to law librarianship specifically.

Brandi: In library school, I took a special libraries course. We covered several types of special libraries such as museums, prison, and corporate. One of the great things about libraries is the diversity of jobs. So, courses like special libraries really opened my eyes to the different paths you can have with a degree in library studies. I also took courses in Archives and Children’s Literature. It’s hard to say which class had the greatest influence because I enjoyed and learned something from every class. I will say that taking a wide range of courses taught me to appreciate all of the skills we gain going to library school.

3. While in library school, describe the role and impact of participation in a field or internship program. What advice would you give to libraries considering hosting library school interns.

Jenna: I interned at the Upland Public Library in 2010 to complete my Master’s degree. This internship helped me prepare to work in a public library and provided me experience digitizing files and using OCLC in a special project. I would recommend having a special project to work on in addition to regular tasks like working the reference desks or other tasks regularly performed by library staff. The special project is valuable even if it doesn’t align with your specific goals. In my career, you never know where your jobs will take you and when the skills learned in those special projects come in hand.

Emily: Throughout library school I worked at the reference and circulation desk of the Gallagher Law Library. This was a huge value to me. Prior to this I’d never worked in a
From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library

Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch

Jenna Pontious, Riverside County Law Library

Brandi Robertson, Homer M. Stark Law Library

library at all!

I also completed my directed fieldwork (a requirement for graduation) at the UW Tacoma undergraduate library. I LOVED working there! It gave me exposure to a new kind of library and patron group. It was so fun helping students fresh from high school learn how to navigate a university library, find credible sources, and introduce them to a whole new world of databases.

For anyone who is able I would encourage you to host interns.

Brandi: I had the opportunity to intern at the Birmingham Museum of Art Library. Also, I was a graduate assistant at the W.S. Hoole Special Collections Library at the University of Alabama. I would advise libraries that host interns to give interns more than just busy work. As much as possible, expose interns to all aspects of the job. Allow them to see all facets of the jobs such as administrative tasks, working with vendors, budgeting, etc.

4. Describe any transitional challenges or learning curve associated with your law librarianship career. How have you navigated these challenges? What strategies got you through them? What would help other newer law librarians transition successfully?

Jenna: Coming from a public library setting, I felt I had a grasp on how to research customer questions, the challenge would be in learning the particular ins and outs for legal research and law questions. I read Locating the Law: a guide for non-law librarians and took a legal research class that was part of the paralegal program at the University of California Riverside. What helped the most though is practice—just answering questions from customers and doing an hour shift with the live libchat. When I’ve gotten stuck and sought out a more experienced law librarian, they usually commend my efforts and affirm that I was on the right track. That feedback and affirmation signals to me that I’m taking the right steps to research a question and that my instincts on if I’m going to find that specific info or not are developing.

Emily: The biggest challenge transitioning careers was learning how to do what my position description entails. Out of library school I had a theoretical framework for how the library functions and what kinds of work I’d be doing. But the reality of the day is a whole lot different. So I had to learn how to be interrupted, manage competing interests, and how to
From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library

Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch

Jenna Pontious, Riverside County Law Library

Brandi Robertson, Homer M. Stark Law Library

answer questions thoroughly and quickly.

Brandi: I don’t have a law degree. So, learning and understanding the complexities of the law and the legal system was challenging. Coming from an academic library, I felt comfortable with reference and research. Having those skills helped a lot. To overcome my lack in legal knowledge, I attended trainings, such as Westlaw and Lexis. Sometimes, I would just browse the shelves and flip through some of the treatises and reference books. While I may not completely understand the language, I began to know what resources were available and how they could be helpful.

5. Discuss any particular skills, for example customer service skills, of your former employment positions that have contributed to the successful transition to law librarianship.

Jenna: My law library is located downtown, a few blocks away from the main city library that I used to work at. My skill in handling difficult situations was very helpful. Most of the law library staff was not confident or comfortable in engaging with customers who became irate and/or verbally abusive about the rule of conduct being enforced. While it’s not something I enjoy, from working at the main library I dealt with difficult situations daily and therefore had more practice to maintain my composure and emotions and to know how to phrase requests.

Emily: I think in a way every job I’ve had has shaped me into a law librarian. I’ve worn a lot of job hats;

College Resident Assistant, Insider at a Pizza Place, Event Planning, Retail, Contract Law, Bookstore employee, Blogger, the list goes on. But what they all have in common is a problem solving, and a desire to help people.

Brandi: Customer service is so important in librarianship, regardless of specialty. While the patrons are different depending on the setting, you are still providing people with an important service. Research skills are critical in law librarianship. Knowing basic research methods will help with searching legal materials and databases. Also, negotiation skills are good to have in law librarianship. This comes in handy when working with vendors.
From the Inside Out: Member-Supported Ideas and Initiatives for Supporting the Law Librarianship Pipeline (continued)

Malinda Muller, GLL-SIS Membership and Mentoring Committee, LA Law Library
Emily Donnellan, U.S. Court of Appeals for the 9th Circuit Law Library—Idaho Branch
Jenna Pontious, Riverside County Law Library
Brandi Robertson, Homer M. Stark Law Library

6. What skills are you hoping to develop [over the next year?]

Jenna: I’m looking to develop design skills for social media and marketing posts. I’ve taken several virtual courses and feel like I’m getting better for designing posts with font choices, alignment, wording and color. I’d like to be more adept at filming and editing as well, to post short stories on Instagram or “how to” videos such as how to do curbside for when we start offering that service.

Emily: I’d like to learn more skills in website development, and digital services. I see librarianship going increasingly digital and want to make sure I’m there to help the patrons that are early adopters of technology.

Brandi: Personally, I would like to develop more in administrative and managerial skills. My work has mostly been in reference and technical services.

7. GLL-SIS has a member to member support program in place. Volunteers (both newer and seasoned librarians) share their on the job know-how. How can volunteer participation support newer law librarians? What additional areas of experience would be helpful?

Jenna: The Public Services Librarian gave me an overview of the history of law libraries and what the law library community was like compared to the public library community, which I found incredibly helpful. I think social media/marketing would be a useful area to offer assistance in too.

Emily: This could help law librarians at all career levels exchange ideas and learn new skills. I often come across new facets to my job and it would be nice to see how others have done it before and maybe in working together we can see how a problem could be tackled more efficiently in the future.

Brandi: A mentor can support new librarians by sharing open and honest experiences and advice about their transition to the field of law librarianship. Mentors are so important to newer law librarians. They usually have already been through a lot of issues that new law librarians face. So, having someone who can guide you will help make the transition into law librarianship easier. Mentors are great sounding boards. We all need someone who we can run ideas through.
If you are a newer law librarian, and would like to offer your own set of responses to the questions posed and to be published in a later newsletter edition, please contact Malinda Muller, mmuller@lalawlibrary.org. All contributions help the GLL community to learn more about and how to effectively introduce and support this career pathway.

Two upcoming articles will focus on additional approaches to supporting a law librarianship career path. Please contact Malinda at the email above to share experiences related to this topic. A few examples of endeavors by members of the GLL community include: teaching an adjunct course, for example, in a library school or on the undergraduate level? Have a connection with a law, high school or library school career center? Perhaps you have had good experience recruiting for a position in a unique or creative way. Are you a chapter member, offering a program that serves as a liaison connecting library school students with chapter member mentors? Have you spoken in a library school, Jr college library tech program or high school class about your career pathway? Established and offering a library school internship program? These and other outside community initiatives are a few examples of programs or events which support and encourage the pipeline and can be useful information for the membership overall. Please contact Malinda at the email above to discuss inclusion in the summer edition of the GLL newsletter.
What motivated you to market your library via the “WSLL @ Your Service” monthly newsletter?

The intended purpose of our monthly newsletter is to promote our services and to introduce the library to attorneys, court system employees, and public librarians through the state. When the newsletter debuted in 2001, we thought the Wisconsin State Law Library was a hidden gem.

Since the COVID-19 pandemic began, a major motivation is sharing the message that, even though our building is physically closed, our library remains open through the services we can provide. I am very thankful we had an established method of communication in place. We have been able to quickly market new services such as CLE webinars and sidewalk circulation while reminding readers that we continue to answer reference questions via email and telephone.

How has the program been received so far, and how will you evaluate its success?

We email our newsletter to over 3100 subscribers. We post to multiple library, court employee, and judges e-lists as well. We receive quick feedback through related reference questions, library card applications, or book requests and registrations for CLE classes we have featured.

We can also easily monitor visits to the newsletter webpage using Google Analytics.

What “if only I knew!” advice would you give others wanting to replicate the program?

A monthly newsletter is a sizable time commitment. I deeply appreciate our staff brainstorming content, writing, editing, and designing each issue. WSLL @ Your Service is most definitely a team effort.

What’s the best way to spend a day off from work?

Grab a blanket and watch classic movies like The Philadelphia Story. Or visit our wonderful state parks and Ice Age Trail with my family. The blanket and movie often win during Wisconsin winters!

What are you currently reading?

Book Reviews on Leadership

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

Book reviews are provided for the benefit of GLL members by Membership and Mentoring Committee members Adriana Mark, Deputy Circuit Librarian for the U.S. Courts Second Circuit, and Malinda Muller, Director Patron Services at LA Law Library. The Membership and Mentoring Committee maintains the GLL Mentorship Program: Build Your Skills initiative where new and seasoned members can connect, one-to-one, for guidance and support. Access the Mentoring Skills Inventory program at the GLL website: https://www.aallnet.org/gllsis/resources-publications/mentoring-skill-inventory.

As 2021 began, and this GLL newsletter book review team of columnists went searching, surprising titles came out indicating a substantive shift towards a greater interest in the human side of leadership. This newsletter’s selections are drawn from a list of progressive works branching out to make the case for developing a deeper awareness of one’s interconnection with life both on and off the clock.

Expect more along these very important blended themes in future editions of the GLL Newsletter. Additional titles and selections can be found at LinkedIn: https://www.linkedin.com/pulse/20-new-leadership-books-2020-adam-grant.

Bruce Feller, Life Is in the Transitions: Mastering Change in a Nonlinear Age, Penguin Press, 2020

Through a year of traveling the country and interviewing hundreds of individuals, Feller discovers and delves into a set of particularly important questions that returned over and over in his interviews: What kind of person do I want to be? What kind of story do I want to tell? What gives me meaning? that he asks each of us to consider. In his interviews, Feller discovers and names life-impacting experiences that call on us to engage with associated resets, or transitions, viewed as a “vital period of adjustment, creativity and rebirth that helps one find meaning after a major life disruption.”

According to Feller and his research analysis from the 100’s of interviews culled over several years, that we all go through one disruptor every 12-18 months and that they generally get through them without “a major upset in our lives.” In his interviews, Feller also discovered the commonality of what he labeled a “life quake,” a massive life change that occurs three-five times in our lives that has repercussions or “aftershocks” for years.

Bringing his interviews, stories, data and number crunching together, aiming to look straight-on at both transitions and life quakes, Feller brings what he discerns to be a toolkit for navigating these life transitions and life-quakes. Citing “one of the great books of our time,” Victor Frankl’s Man’s Search For Meaning, Feller offers specific strategies each of us

Can we tame luck in our lives? How much control do we really have? Maria Konnikova attempts to answer these questions in her latest book, *The Biggest Bluff*. Konnikova, a writer with a PhD in psychology, has been studying luck, control, and decision making since her days as a grad student at Columbia University. After a series of unlucky events in her own life, Konnikova, in a search to regain “some semblance of control” decides to learn poker, specifically No Limit Texas Hold’em. Konnikova details her journey to the World Series of Poker, discovering that the many strategies and concepts relevant in the game of poker can be applied to decision-making and thought-processing in daily life.

Konnikova begins her journey with Erik Seidel, a poker champion who has accumulated millions playing poker over several decades. Seidel agrees to teach Konnikova how to play poker with the goal being a win at the World Series Main Event. Along the way, Konnikova meets with poker champions, psychologists, and even Daniel Kahneman, the author of *Thinking Fast and Slow*, to not only master poker, but to understand her own mind and personality. The insights she gains throughout are revelatory both to her, and to the reader.

*The Biggest Bluff* is a fascinating look at the mechanics and psychology of poker and how those concepts correlate to everyday life. Whether a reader has never played a poker game or is a poker pro, there is much to learn about the game in general, and about psychology specifically. Without giving any spoilers, Konnikova improves her poker skills and makes money competing. But her biggest win is mastering herself. She realizes that skill itself is not enough and chance is uncontrollable. The only thing we can control is within us: our thoughts, our decision making, and our reactions.
AALL Webinar Reviews

Darling Castellon, MLIS student, San Jose State University

AALL’s elearning platform (https://elearning.aallnet.org) contains a plethora of educational material, free to members. The following article, highlighting and reminding us of this sometimes underutilized benefit, was submitted by the GLL Membership & Mentoring Committee, the coordinator of the member support initiative: GLL Mentorship Program: Build Your Skills. The peer-to-peer program connects volunteers with members looking for guidance on job-related matters. Volunteer for or find a contact on the GLL website: https://www.aallnet.org/gllsis/resources-publications/mentorship-program.

Program Review: “Live Interview Series: So You Wanna be a Law Techie”

With technology becoming more and more important in many professions, including those of information professionals, it can seem daunting to grow more adept with new technology. It is never too late, however, to get started on learning how to improve your skills and take that step forward in becoming a law techie. The AALL Professional Engagement, Growth and Advancement (PEGA)-SIS and the AALL Continuing Professional Education Committee offer a live interview series, “So You Wanna...” with various different professionals of the field offering insight on different topics in the field of law librarianship. The 4th installment of the program series, “So You Wanna be a Law Techie,” was presented by Kenton Brice, Directory of Technology Innovation at Oklahoma University; Andre Davison, Research Technology Manager at Blank Rome LLP; and Jennifer Wondracek, Director of Legal Educational Technology and Adjunct Professor at UNT Dallas College of Law. The program was moderated by Charles (CJ) Pipins II, Associate Director for Public Services, University of Baltimore Law Library.

This webinar focuses on how different legal informational professionals can become law techies in their workplace, how they can negotiate for resources, as well as what trends are facing the world of technology in the legal information profession. Since technology will continue to be a strong component of the work of informational professions in any setting, becoming more comfortable with new technology can only increase the expertise information professionals offer to their users and help them become valuable resources for the organizations they work for.

So how does one start? How does one become a legal techie? The best place to start, according to Wondracek and Brice, is with what interests you as a researcher, what sparks that curiosity in you. Start out small, they advise, and take it one program or technology at a time, expanding your skill set as you grow more competent and confident with each technology or platform you undertake. Another option, as Davison suggests, is to attempt to solve a problem in your workplace – problems can present an opportunity for you to use technology to try to come up with a creative solution. Starting out with smaller projects can eventually grow into more and more opportunities.

If you’re interested in becoming a law techie after all, how do you gain support from your
AALL Webinar Reviews (continued)

Darling Castellon, MLIS student, San Jose State University

institution to get started on projects? Davison recommends using the technology available in your workplace to solve problems can be a way to get support from your institution to build on the technical services that are available. Davison found that introducing your institution to how technology can be used to solve problems will help them see the value in your future technological suggestions. Once you’ve established your growing comfort in technology, Brice and Wondracek suggest, people will begin to see you as someone they can come to with tech problems, will begin to trust you and it will become easier to get support in projects that you’re interested in pursuing. Other ways, Wondacek suggests, to gain resources to get started on projects would be to put together a business use case: state why you want a technology and what you are going to do with it. Going to conferences, she found, can also be useful in bringing knowledge back to your institution to capitalize on it.

It may seem daunting, but anyone can break into the field of becoming a techie. You can learn more about the presenters’ experience becoming law techies, what advice they offer to others looking to break into the field, and what trends that may affect the field in the future here: https://elearning.aallnet.org/products/live-interview-series-so-you-wanna-be-a-law-techie (recorded on February 13, 2020)

Program Reviews: “Effective Leadership with Virtual Teams: To Infinity and Beyond” and “Law Librarian Leadership Opportunities in the Wake of COVID-19”

With most workplaces switching to virtual environments, it is now more important than ever to know how to navigate these environments and take advantage of the opportunities that arise within these new work settings. The AALL Professional Engagement, Growth and Advancement (PEGA)-SIS and the AALL Continuing Professional Education Committee have offered two webinars covering leadership in virtual environments in a variety of different library settings that contain useful information all informational professionals can use to improve their skills and adapt to an online environment. This article will provide an overview of both programs. The first program reviewed is “Law Librarian Leadership Opportunities in the Wake of COVID-19,” presented by Cynthia Brown, Director of Research Services in Littler Mendelson, PC; Steve Lastres, Director of Knowledge Management Services from Debevoise & Plimpton, LLP; Joseph D. Lawson, Deputy Director from Harris County Law Library; and Clanitra Stewart Nejdl, Research Services Librarian and Lecturer in Law from Vanderbilt Law School Library. The program was moderated by Greg Lambert from Jackson Walker, LLP. The second webinar was “Effective Leadership with Virtual Teams: To Infinity and Beyond,” presented by Alycia Sutor, Media Director of Growthplay; Colleen Cable, Director of Research and Information Solutions at HBR Consulting; Katie Brown, Associate Dean for Information Resources at Charleston School of Law; Cynthia Brown, Senior Director of Research Services at Littler Mendelson P.C.; and moderated by Ana Ramirez Toft-Nielsen, from Littler Mendelson.
AALL Webinar Reviews (continued)

Darling Castellon, MLIS student, San Jose State University

These webinars focus on what leadership opportunities can take place in virtual environments, how communication has been affected within these new work settings, how technology – the good and the bad – has affected our work environments, and how to maintain effective leadership in these new settings. The overall theme is that it’s important to note that the current situation we find ourselves in may be the new normal for the foreseeable future and we must do our best to take in stride what challenges come our way, and how to best adapt to these new circumstances.

Virtual teams come with new challenges and approaches for leadership roles in team development. Communication is especially important in times where you may have fewer opportunities to speak with colleagues, as Sutor notes, making it easier to miss out on information. Sutor states that even the method of communication can make an impact. She mentions studies have shown that people take in information and interpret that information mostly through visual cues, followed by tone and lastly by the literal words we say. Sutor warns that several of these communication cues are lost through virtual communications.

While communication can be affected by the medium chosen, keeping in mind the limitations of different mediums can help you communicate more effectively and lead to less misunderstandings. Sutor recommends that emails be kept to transactional tasks. Emails tend to be more cut and dry. If you want to build more rapport into your communications or build connections with others, Sutor suggests doing that over the phone or through video, especially now that you’re not running into people in the hall as before and not socializing the same way you did in the past. The benefit to video conferencing and virtual communications is that now communication can lead to more genuine moments with the people we’re in contact with, who may be doing multiple things at a time. If there are those who are uncomfortable being on camera, Cable suggests allowing them the option to turn the camera off and have a picture instead so that there is still that visual component. And Katie Brown suggests the use of round robins with the option to pass or use other tools such as surveys to get those who are more introverted to participate in group meetings.

Even with some of the challenges of virtual environments, there are still new opportunities that can arise from them. Virtual environments, Lastres points out, allow for opportunities to introduce electronic resources or programs that some people have ignored before working from home. Cynthia Brown adds that this can also be a good way to showcase and get exposure for the work you do to shareholders or board of directors who are not in proximity to the institution or organization. Nejdl suggests taking the time to do outreach and train staff or users and bring awareness to the value that your team has to your institution or community. Lastres suggests using this time to begin communication about how print resources are going to play out in the future and whether more money should be
AALL Webinar Reviews (continued)

Darling Castellon, MLIS student, San Jose State University

diverted toward online resources in the future. You can also use this to point out how valuable online resources are, he adds. Even though we are working in new environments, there are ways we can take advantage of hidden opportunities that are available to us now in these uncertain times.

While there are many new challenges that come with virtual environments, leadership opportunities and effective communication don’t have to be restrained by our new work environments but can allow us new opportunities to use new technology or approach problems with creative solutions that may have not been possible before. These are but two of the themes explored in the webinars freely available to members of AALL. You can learn more about the presenters’ experiences with what leadership opportunities look like in virtual environments as well as the advice they offer to others to make the best of these circumstances, including tips on staff self-care, effective communications, setting expectations, and how to navigate with new technology here:

Program Review: “Live Interview Series: So You Wanna Change Library Types”

One of the wonders of working as information professionals is the opportunity to work in all kinds of different environments, but making that switch can seem daunting, especially when switching a library type you are unfamiliar with. Fortunately, the AALL Professional Engagement Growth and Advancement SIS and the AALL Continuing Professional Education Committee has a webinar covering that topic. “So You Wanna Change Library Types,” was presented by Andrea Alexander, a Librarian in the 6th Circuit Library & Archives, and Michelle Hook Dewey, Legal Research Services Manager at BakerHostetler. The program was moderated by Charles (CJ) Pipins II, Associate Director for Public Services, University of Baltimore Law Library.

The webinar focuses on the experiences from Andrea Alexander and Michelle Hook Dewey and offers insight as to the differences between different work settings and the opportunities that can come from changing library types. Information professionals have worked and can work in all kinds of settings from the public sector to the private sector, from government organizations to private firms, from school libraries to academic libraries, offering an array of opportunities for those looking to make a change.

Andrea Alexander shared her experiences from switching from an academic library to a court library. Alexander acknowledges that every court is different, therefore gaining practical experience as an intern can give you a feel as to how court libraries work, as the environment can be quite different from other libraries. Alexander found that her job as a court librarian focused more on collection management than the reference and research
AALL Webinar Reviews (continued)

Darling Castellon, MLIS student, San Jose State University

work she used to be doing as an academic librarian. She also found that court libraries are more isolated, so there wasn’t that same socialization that came easier with academic libraries, where you can run into faculty members and coworkers in the hall. Alexander has found, because of how isolated the court library was, that she had to make a more concentrated effort to reach out to others and become proactive about making connections.

Michelle Hook Dewey, on the other hand, had a different experience changing from an academic library to a private firm, working as a Legal Research Services Manager. Unlike Alexander, Dewey found the change from an academic library to the private sector wasn’t a big change. She found that she was still managing legal information, doing legal research and teaching, albeit with a different audience than before. Dewey found that one way to test the waters while considering changing library types is to ask those who are already in the field about their experiences to see whether it’s something that is right for you. Dewey found that switching library types offered her managerial opportunities that might not have been possible had she stayed in an academic library. One change that Dewey did note was that in an academic library, people were aware of what her job was. While working in a law firm, she found that she needed to do more self-advocacy in order to get people to grow aware of the services she provided for the firm.

If you ever wish to consider switching library types, as Dewey reminds us, “informational professionals have learned the same core fundamentals of what it means to be an informational professional, and if you want to make a change, it’s completely possible to do so.” You can learn more about the presenters’ experiences and the advice they offer to others looking to switch library types here: [https://elearning.aallnet.org/products/live-interview-series-so-you-wanna-change-library-types](https://elearning.aallnet.org/products/live-interview-series-so-you-wanna-change-library-types) (recorded on January 15, 2020).

Darling Castellon participated in a virtual internship at LA Law Library in 2020. She is a graduate student in the Masters of Library and Information Science program at San Jose State University, focusing her studies on archives and public librarianship. She received a bachelor's degree in History at UCLA. Fueled by a desire to learn and share her knowledge with others, Darling received her teaching credentials in social sciences, but found herself wanting to help others learn outside an academic setting and serve her community. Darling will be graduating in August 2021 and would appreciate any comments or feedback that can help prepare her for a career in libraries. She can be reached at cadarling@live.com.
GLL-SIS Election and Nominations

Our annual GLL-SIS online election will begin on April 1, 2020, and will end on April 24, 2020. If you have any questions about nominations or the online election process, please contact Karen Westwood, GLL-SIS Secretary / Treasurer at Karen.Westwood@hennepin.us. Thank you for participating by casting your ballot during the election!

The nominees are:

**Holly Riccio — Vice-Chair/Chair-Elect**

**EXPERIENCE:**

Director, California Judicial Center Library (January 2020–Present)

Senior Manager, HBR Consulting (December 2018–May 2019)

Knowledge Management Director, Nossaman LLP (February 2016–January 2018)

Director of Library Innovation/Library Manager San Francisco, O’Melveny & Myers LLP (February 2004–January 2016)

Librarian/Marketing Research Specialist, Davis Wright Tremaine LLP (March 2000–February 2004)

Librarian, Long & Levit LLP (February 1997–December 1999)

Reference Librarian, Hughes Hubbard & Reed LLP (November 1995–January 1997)

Reference Librarian, New York County Lawyers’ Association (July 1994–November 1995)

**PROFESSIONAL MEMBERSHIPS:**

American Association of Law Libraries

Northern California Association of Law Libraries

International Legal Technology Association

**EDUCATION:**

Masters of Information and Library Studies (Focus: Law Librarianship), University of Michigan (1994)

Bachelors of Arts (Major: History, Minor: Economics), New York University (1992)
GLL-SIS Election and Nominations (continued)

SELECTED PROFESSIONAL ACTIVITIES:

AALL
- Leadership Development Committee, 2019–2021
- AALL Spectrum Editorial Board, 2017–2019
- Nominations Committee Vice Chair/Chair, 2016–2018
- Vice President/President/Immediate Past President, 2013–2016
- Chapter Summit Planning Committee Chair, 2013–2014
- Appointments Committee Vice Chair/Chair, 2012–2014
- Council of Chapter Presidents Chair, 2012–2013
- AALLNET Committee Vice Chair/Chair, 2010–2012
- Leadership Academy Fellow, 2009
- Annual Meeting Planning Committee, 2008–2009
- Scholarships Committee Chair, 2007–2008

GLL-SIS
- Strategic Directions Committee Chair 2020–2021

PLLIP-SIS
- PLLIP Diversity Summit Planning Committee, 2020–2021
- PLLIP Summit Planning Committee, 2019–2021
- Vice Chair/Chair/Past Chair, 2002–2005
- Secretary, 1998–2000

PEGA-SIS
- Programming and Education Committee, 2020–2021

NOCALL
- Professional Achievement Award, 2019
- AALL Liaison, 2019–2021
- Education Committee Chair, 2016–2017
- Vice President/President/Past President, 2010–2013
- Spring Institute Committee, 2008–2010
- Nominations Committee Chair, 2008–2009
- Secretary, 2005–2007
GLL-SIS Election and Nominations (continued)

ILTA

ILTA>ON Government, Law School and Non-Profit Scholarship, 2020
Awards Review Committee, 2019–2021
Talent Council Chair, 2017–2018
Content Team (Information Management), 2016–2017

SELECTED PRESENTATIONS:
Moderator, PEGA-SIS “So You Wanna…” Interview Series: So You Wanna Put On a Virtual Conference, November 18, 2020
Speaker, Leading Outside the Law Library: Unmask Your Leadership Potential Outside of Your Comfort Zone, 2020 AALL Annual Meeting, July 24, 2020
Moderator, Mindful Middle Management: A Dialogue on Managing Up, Down, and Within, 2020 AALL Annual Meeting, July 16, 2020
Speaker, Creatively Diversifying a Print-Centric Library, In Seclusion Podcast, May 6, 2020
Speaker, 21st Century Librarian Career Paths: Alternative Roles and Skills in the New Information Age, NOCALL Spring Institute, March 22, 2019
Speaker, Testimony of Holly M. Riccio, President of the American Association of Law Libraries Before the American Bar Association Commission on the Future of Legal Services, February 7, 2015

SELECTED PUBLICATIONS:
Leader Profile: Leading with Optimism (AALL Spectrum, November/December 2020)
STEM Cells: Holly Riccio (Law Technology News, February 9, 2015)
Going Mobile: One Law Firm Library’s Mobile Tech Fair Experience (AALL Spectrum, June 2014)
Putting the Most Diverse Team Out on the Field (ABA Journal Legal Rebels Blog, July 1, 2013)
The 2011 World Business Forum from 30,000 Feet: Why Law Librarians Should Make
GLL-SIS Election and Nominations (continued)

Business Their Business (AALL Spectrum, June 2012)

Libraries and Knowledge Management: Everything Old Is New Again (AALL Spectrum, May 2011)


Saving Space: O’Melveny & Myers LLP Library Makes the Most of a New, Smaller Space (AALL Spectrum, May 2009)

Getting to Know the “C” People (AALL Spectrum, February 2008)

PERSONAL STATEMENT

“Everything old is new again.” This phrase never resonated with me more than it did in 2020, when I made the professional leap from law firm life to join the California Judicial Center library and began this new stage of my career in government law librarianship. My experience this past year has also validated one of my core beliefs: everything always comes back to connections. I identify myself as an “unapologetic connector,” and that has continually benefitted me in all aspects of my professional life. While connecting has become more virtual than ever since last March, it is also more important than ever—if that’s even possible. (Spoken like a true connector.)

I am honored and humbled to be asked to run for Vice Chair/Chair-Elect of GLL-SIS. I have benefitted so much from so many during my first year as a GLL-SIS member and would love nothing more than to be able to return the favor and give back to GLL-SIS in this leadership role. I bring with me a rich background of professional leadership experience and promise to put that to work in advancing the goals and objectives of GLL as we continue to navigate unprecedented times. This past year, I have observed first-hand how GLL members have developed creative solutions to continue to meet the needs of their patrons, and also always found time to share best practices and support and champion each other. What GLL-SIS members have accomplished in 2020 is truly inspiring, and at the same time also what I believe is just the tip of the GLL innovation iceberg.

To bring it back around to connection, in The Tipping Point, pop culture savant Malcolm Gladwell described Connectors as individuals who inhabit multiple personal, professional and cultural networks, and possess “...a special gift for bringing the world together.” Whether it is connecting people to one another or to the right opportunity, or connecting seemingly disparate ideas to create innovative new ones, I hope to bring the power of connection to this GLL-SIS leadership role, build upon those that have come before me, and continue to chart a course for our collective success.
GLL-SIS Election and Nominations (continued)

Patricia Petroccione – Board Member

Employment

Current
Librarian - The Walter T. McCarthy Law Library, Courthouse, Arlington, Virginia, 2000 – Present

Previous
Library Director – Sidley & Austin, Washington, D.C.
Librarian – Carr, Jordan, Savits & Lopata, Washington D.C.
Library Assistant – U.S. Department of Justice, Land & Natural Resources Library

Education
JD George Washington University, May 1986
MLIS Catholic University, December 1979
BA State University of New York at Albany, May 1978

Professional Memberships
American Association of Law Libraries
  Government Law Libraries – SIS
  Legal Information Services to the Public – SIS
  First Gen Professionals Caucus
Law Librarians’ Society of Washington, D.C.
Virginia Association of Law Libraries
Virginia Library Association

Professional Activities
Virginia Access to Justice Commission, Access for Self-Represented Litigants Committee,
GLL-SIS Election and Nominations (continued)

Member 2014 - Present
GLL SIS Strategic Planning Committee, Member 2018 – present
AALL Special Committee: Guide to Fair Business Practices and Licensing Principles, 2017
VALL President, 2016 - 2017
VALL Vice President/President-Elect, 2015 – 2016
VALL Treasurer, 2011 – 2013
AALL Government Relations Office – State (Virginia) Working Group Inventory of Online Legal Resources, 2011
GLL SIS (SCCLL) Grants Committee, Member 2008

Personal Statement

It is an honor to be nominated as a Member-at-Large of the GLL-SIS. As a member of AALL and this SIS, I have benefited significantly from the knowledge and support of all my colleagues. As I tell others outside of our profession, librarians are among the most extraordinary people I know. My belief has been further supported by the innumerable ways in which we have risen to the challenges of the past ten months. Together, we are finding, inventing, and sharing new methods to provide services to our communities despite the constraints imposed by the pandemic. Additionally, we have readily embraced the ongoing challenge to address systemic bias and racism within our community and the legal system. We will continue to do so as we move forward in this new future.

I am committed along with this SIS to providing access to justice. However, access to justice for all requires equitable access to legal information. Our membership in GLL affords us the opportunity to find ways toward that goal. We can collaborate with colleagues in the academic and private sector; partner with stakeholders; and continue mentoring and training within the SIS. I realize none of these are new ideas. I, however, hope to have the opportunity, in the Member-At-Large position, to contribute to the outstanding work of this SIS and assist with the ongoing growth of the community.
GLL-SIS Election and Nominations (continued)

Shanna Pritchett – Board Member

Employment

Librarian III, Nevada Supreme Court Law Library, Carson City, Nevada, 2018-Present
Librarian, Hunton Andrews Kurth, Dallas, Texas, 2015-2018
Paraprofessional, Fort Bend County Law Library, Richmond, Texas, 2013-2015
Library Assistant, Fort Bend County Law Library, Richmond, Texas, 2012-2013

Education

MSLIS, Drexel University, Philadelphia, Pennsylvania, 2016
BA, University of Colorado Boulder, 2006

Selected Professional Activities

Chair, Grants Committee, Legal Information Services to the Public SIS, 2020-Present
Regional Coordinator, Montana, Nevada, Utah, and Wyoming LISP Public Library Toolkits, 2020
GLL Newsletter Committee, 2019-Present
Local Arrangements Committee, WestPac Annual Meeting, 2019-Present
Nevada Representative, WestPac Government Relations Committee, 2018-Present
Chair, Nominating Committee, Dallas Association of Law Librarians, 2017-2018
Spring Institute Program Committee, Dallas Association of Law Librarians, 2017

Awards

Lung Scholarship Recipient, Southwestern Association of Law Libraries, 2016

Presentations

Don’t Panic!: The Librarian’s Guide to the Legislature, Nevada Library Association,
GLL-SIS Election and Nominations (continued)

November 2019

How a Bill Becomes a Law in Nevada, Churchill County Library, August 2019

Practice Ready, 2017 Spring Institute, Dallas Association of Law Librarians, April 2017

Legal Resources at Fort Bend County Libraries, First Colony Branch Library, March 2015

Publications


Commitment to Access to Justice & Community Service

Volunteer, Life Changes Boutique, Reno, Nevada 2019-Present

Volunteer, Legal Aid Services of Oklahoma, Stillwater, Oklahoma 2009-2010

Paralegal Internship, VAWA Immigration Center 2007

The Center for Trauma & Resilience (formerly The Denver Center for Crime Victims)

Personal Statement

I am honored, privileged, and excited to be nominated to serve on the executive board. Being new to the profession, with less than five years of experience, I’m not the typical candidate one would expect. I applied to my first law library job on the advice of a mentor, and I was fortunate that job was located at Fort Bend County Law Library, where my new boss became another mentor of mine. He helped to guide and encourage me, from joining the local (HALL) and regional (SWALL) law library associations, to joining AALL as student. I was able to attend the 2019 WestPac Annual Meeting and portions of CONNELL 2020 and the 2020 AALL Virtual Annual Meeting where I met many of my fellow newer law librarians and one thing stood out. Many of them are like me; excited to be a part of the profession and eager to get involved and serve, but don’t know how. While I am not intimidated to reach out to others, I still find myself lost in the woods when information about a position or committee isn’t readily available. While GLL News and Spectrum are filled with articles about the important work GLL-SIS members do every day, we should make it easier for new and potential members to learn about us. Encouraging professional development, collaboration, and mentorship for the many talented professionals who make up our group at every stage of their career is vital. I welcome the opportunity to continue the important work GLL does in support of our members’ efforts and access to justice.
Winter Windowsill Garden

James Durham, Thurgood Marshall State Law Library

Even though it’s snowing outside, you can still enjoy gardening on the windowsill. James Durham, our GLL-SIS Chair, took these photos of forced bulbs growing in his kitchen: Moscow amaryllis, Samba amaryllis, Pajama Party Amaryllis, and Wintersun narcissus (paperwhites).
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
mchilda@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

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

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

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

Technology
Brandy Robertson — Chair
Pauline Afuso
Laura Jakubowski
Laurel Moran
Miriam Childs — 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

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

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

Strategic Planning
Holly Riccio — Chair
Steve Anderson
Lisa Foster
Patricia Petroccione
Brendan Starkey
Gail Warren
Amy Small — Board Liaison

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