View from the Chair

James Durham, Thurgood Marshall State Law Library of Maryland

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

Amazing as it may seem, the 2020-2021 AALL year is coming to a close. This year has been quite the roller coaster, but you’ve made it worth the ride. I’m completely bowled over that our special interest section has continued to make significant advances – in fact, thrive – in the midst of this global pandemic. The struggles and the losses have been great, yet many of you still found the motivation and energy to move projects forward. I am so grateful for all of your dedication and hard work. Thank you for reaching out to each other and supporting our network of government law libraries. United we stand...

As you read this, our GLL committee chairs are writing their annual reports, which are being posted to the individual committee webpages on our GLL website as they are completed. (Thank you to Brandi Robertson and the GLL Technology Committee for handling these postings so promptly.) Similarly, I’ll be completing our GLL annual report soon, which will be posted to our website prior to our GLL-SIS Annual Business Meeting.

By the way, in case you haven’t seen the announcements on GLL “My Communities,” please save the dates for these upcoming virtual events. Online registration information will be distributed soon:
View from the Chair (continued)

James Durham, Thurgood Marshall State Law Library of Maryland

- GLL-SIS Annual Business Meeting: Tuesday, July 13, 2021, at 3:00 p.m. Eastern
- GLL-SIS Executive Board Meeting: Thursday, July 15, 2021, at 2:00 p.m. Eastern (hosted by Miriam Childs)
- GLL-SIS Happy Hour: Saturday, July 24, 2021, at 7:00 p.m. Eastern (hosted by Jenny Silbiger)

The GLL Strategic Planning Committee has completed a draft of the new GLL-SIS Strategic Plan, and the final version will be distributed to our membership as soon as the GLL Executive Board has approved. (Thank you to Holly Riccio and the GLL Strategic Planning Committee for distributing a membership survey and for drafting a progressive agenda for our organization.)

Hearty congratulations to the recipients of our 2020-2021 GLL awards! The recipients of the Bethany J. Ochal Award for Distinguished Service to the Law Library Profession are John Adkins and Catherine Lemann. The recipient of the Law Library Advocate Award is Sandra Levin. Thank you to all three of our highly accomplished recipients for their years of generous service to GLL-SIS!

An additional honor is being bestowed this year. The recipient of the GLL-SIS Executive Board “Above and Beyond” Award is Caroline Nevin, in recognition of her efforts to establish regular Zoom meetings for GLL members during the pandemic, providing support and guidance throughout the crisis.

The 2020-2021 recipients of GLL-SIS Longevity Awards are Angela T. Baldree, Robert Brink, Timothy C. Hunt, Mary Alice Kenny, and Lu Tuan Nguyen. Congratulations to each – and thank you for many years of continuous affiliation with our section!

We will be welcoming two new members to the 2021-2022 GLL-SIS Executive Committee in July. Holly Riccio has been elected as our Vice Chair / Chair-Elect, and Patricia Petroccone has been elected as Member-at-Large. Departing from our Board will be Jenny Silbiger, Past Chair, and Joe Lawson, Member-at-Large. Miriam Childs will be our new GLL-SIS Chair. (The GLL gavel / poi pounder has been shipped – and safely arrived in New Orleans last week.) Thank you to those joining and those departing the Board for your willingness to serve our membership!

I look forward to seeing many of you at the virtual GLL-SIS Annual Business Meeting, and having the chance to honor our members and their many accomplishments over the past year. Sending my very best wishes across the miles!
Happy summer GLL! And with summer, it’s also... conference time! While I know we are all so sad to not see each other in-person, I’m thankful every day for all the extra care and attention everyone in our fantastic GLL community has put in to make sure we all stay connected during these difficult times. Congrats in particular to Caroline Nevin, whose extraordinary “above and beyond” efforts are being recognized by the GLL board. And congrats to all of the GLL award winners and AALL award winners who are GLL members!

Thank you to all of the GLL members who submitted articles for this latest edition of GLL News—I’m always amazed at what interesting work everyone is doing! In this issue, learn about how law librarians in California connect with and educate their non-law librarian colleagues. Also, discover how the National Agricultural Library’s created its new historical timeline and how you can create a similar timeline for your library. AALL Management Institute GLL grant recipient also writes about her experiences and what she learned as does the GLL grant recipient for the Equal Justice Conference. And the GLL Membership and Mentoring committee has continued their ongoing series of book reviews with two very useful and engaging books on DEI (diversity, equity, and inclusion) and leadership. We also have, as usual, AALL news, GLL member news, and GLL Executive Board minutes. And thank you to James for all of his beautiful garden photos he has submitted for featuring in GLL News during his term as GLL Chair!

It’s never too early to think about the next issue of the newsletter, so don’t hesitate to reach out if you have ideas for an article! You can reach me at svpic@lasc.org.
AALL Announcements

REGISTER FOR AALL 2021: LEADING WITH WISDOM & INSIGHT / JULY 19-23

Over 800 of your colleagues have already registered for AALL's second Virtual Conference. Don't miss out on attending the educational event of the year. Enhance your professional skills and knowledge, network with thought leaders, and connect with marketplace partners, all from the comfort of your home or office. Tune in to 45 live and on-demand educational sessions, covering timely topics, such as biases and ethics in artificial intelligence, dismantling systemic racism, the evolution of technology competence, and more. On-demand sessions will be released on Monday, July 12 to jump-start your conference education. New this year: Join the on-demand session presenters for live, scheduled video chat Q&As during the week of the Conference. Review the schedule of programs on AALLNET.

At just $99 for individual members, $49 for retired members, and complimentary for student and unemployed members—the price is right.

REGISTER FOR THE AALL BUSINESS MEETING / JULY 23

The AALL Business Meeting & Members Open Forum will be held virtually Friday, July 23 from 2:00 p.m. to 3:30 p.m. (CDT). This is open to all members, and separate registration is required. The passing of the gavel will also take place during the Business Meeting.

Any member may submit a resolution for consideration by the membership at the Business Meeting. The deadline to submit a resolution is Friday, June 25. Please be sure to follow resolution submission guidelines.

During the Members Open Forum, AALL Executive Board officers will be available to respond to member questions regarding AALL, as well as its programs and activities. In addition to asking questions via chat during the live event, members may also submit questions in advance of the meeting to ambusmtg@aall.org.

If you have questions, please contact AALL's Headquarters Office at 312.939.4764 or email leadership@aall.org.
AALL Announcements (continued)

CELEBRATE YOUR COLLEAGUES - REGISTER FOR THE AALL AWARDS PRESENTATION / JULY 14

AALL Award winners have played an essential role in championing the Association and the legal information profession during the past year. Come celebrate your colleagues for their contributions to law librarianship and the legal information profession by attending the AALL Awards Presentation on Wednesday, July 14 from 11:30 a.m. - 1:00 p.m. (CDT), moderated by Emily R. Florio, AALL President (2020-2021). The Marian Gould Gallagher Distinguished Service Award recipients will also be recognized during this presentation; Cornell H. Winston, AALL Treasurer, will be emceeing the Gallagher portion of the program.

Open to all AALL members.

2021 AALL STATE OF THE PROFESSION / ORDER YOUR COPY TODAY

The second edition of the AALL State of the Profession is available to order on AALLNET. The AALL State of the Profession Report provides an overview of the landscape in law libraries and in the legal information profession. It is intended to be used as a tool for organizational benchmarking, advocacy, strategic planning—as well as personal professional development. Topics include the impact of COVID-19, diversity, budgets, user services, operations, collections, preservation, partnerships, technology, and an inventory of skills and expertise. This publication is scheduled to be published later this month, and is available in digital, print, and a digital+print bundle.

AALL COFFEE CHAT: MEET THE 2021 EXECUTIVE BOARD CANDIDATES / JULY 26

Come get to know the Executive Board candidates running for the AALL Executive Board during an informal chat on Monday, July 26, from 11:30 a.m. - 12:30 p.m. (CDT). This is a time for members to chat with candidates and ask questions. The chat will be moderated by Mary Jenkins, AALL Executive Board Secretary.

Cost: Free and open to AALL members only; space is limited.
Member News

- GLL Board Members Amy Small and Karen Westwood recently met up in Austin, Texas. Karen says, “It’s remarkable that we look so relaxed- we’d been talking about Amy’s library’s flood and my library’s move during the Chauvin trial. All that on top of pandemic talk! I was on vacation to Austin and we got together for lunch. Typically I’d invite myself for a library tour, but with Covid protocol we skipped it this time. Lately when I’m traveling and have time, I try to connect with a GLL colleague. Rather than mixing work with pleasure, I invariably enjoy good conversation, great ideas, and personal connections. Amy was outstandingly hospitable!”

- Incoming GLL Vice-Chair/Chair-Elect Holly Riccio reports she is the coordinator and moderator of a program at the AALL annual conference:

  *Middle Management Musings: A Continued Dialogue on Managing Up, Down and Within*

  Moderator/Coordinator: Holly Riccio; Speakers: Susan deMaine, Michelle Dewey, Amy Small

  Middle managers are too often stretched between the needs of those they manage and the expectations of those to whom they report. This program builds on the foundation created by the 2020 program Mindful Middle Management, taking a deeper dive into the tensions middle managers experience and illustrating how to put mindfulness concepts into real world action.

News from Harris County Robert W. Hainsworth Law Library

- Mariann Sears, Director, was named the recipient of the Robert L. Oakley Advocacy Award from the American Association of Law Libraries. Mariann was recognized for her advocacy in support of open and equal access to legal information in Harris County.

- Joseph Lawson, Deputy Director, is being recognized by the Houston Bar Association (HBA) with the President’s Award for Outstanding Service for his contributions as co-chair of the HBA Law Week Committee in 2020-2021. Outgoing HBA President Bill Kroger will present the award to Joe and his co-chairs at the HBA Annual Dinner on July 15.

- Joseph Lawson, Deputy Director, is the Chair of the 2022 AALL Annual Meeting Program Committee.

- On May 12, 2021, the Houston Area Law Librarians (HALL) elected Sabrina A. Davis, Digital Outreach Law Librarian, as President, and Lori-Ann Craig, Associate Law Librarian, as Secretary.

- On May 18, 2021, Sabrina A. Davis, Digital Outreach Law Librarian, was elected as Vice-Chair/Chair-Elect for the Professional Engagement, Growth, and Advancement Special Interest Section (PEGA-SIS) of AALL.
Executive Board Meeting Minutes

Wednesday, February 17, 2021

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: Wednesday, February 17, 2021 @ 9:00 a.m. HST / 2:00 p.m. EST

In Attendance: J. Durham, J. Silbiger, M. Childs, K. Westwood, L. Reppe, S. Pic (newsletter)

Unable to Attend: J. Lawson, Amy Small (due to weather emergency in Texas)

Meeting Leader: J. Durham

Scribe: K. Westwood

Date of Next Meeting: Wednesday, April 21, 2021 @ 9:00 a.m. HST / 3:00 p.m. EST

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

- Approve agenda – J. Silbiger moved to approve, M. Childs seconded. Passed unanimously.
- Approve minutes – M. Childs moved to approve, L. Reppe seconded. Passed unanimously.
- Secretary / Treasurer’s report – Treasurer reported on written statement sent to board earlier. No notable transactions during this period.

Other Business:

- Committee updates by GLL Board liaisons. Nominations committee nominees will be announced in March newsletter (Holly Riccio for Chair; Shanna Pritchett and Patty Petroccione for member-at-large); other committees continue to work on SIS business.
- Systemic Racism webinar update – Toussaint Romain is scheduled for an April 8 seminar on implicit bias; signup is available on the AALL website.
- “Member Libraries” listing on GLL website – Joe Lawson will update this topic at a future meeting
- GLL-SIS library guide series – Publicity Committee is working with the A2J Committee on these. James is still hopeful that one can get published this year (and it may take a different, online form rather than a printed sheet as has been done in the past).
- December fundraiser results for Strait Scholarship & Fellowship – Results will be reported by James in the next edition of the GLL Newsletter.
- GLL Handbook revision – distribution of 2021 revision & 2015 original on website – James confirmed that there were no additional suggested edits and will get the handbook posted to the GLL website.
Executive Board Meeting Minutes (continued)

Wednesday, February 17, 2021 (continued)

- GLL-SIS Annual Business Meeting & Silent Auction – virtual. James has selected “Summer in Cleveland” as our theme and is accepting all clever ideas. We will continue to plan General Business Meeting, Exec. Bd meeting and silent auction at the April meeting.

- Special recognition at virtual GLL-SIS Annual Business Meeting & Silent Auction – James suggested a special recognition for a GLL-SIS member who has made a significant contribution to the organization over the past year. We will wait until the full board is present to vote on this suggestion tentatively called “GLL Board Award for Meritorious Service”

- Other business – M. Childs has been in touch with John Stock who has posted on Law-lib his desire to get some sort of union catalog started. M. Childs will refer him to AALL headquarters.

- Upcoming Events: M. Childs will be on AMPC in 2022; Joe Lawson is chairing AMPC in 2022


Executive Board Meeting Minutes

Wednesday, April 21, 2021

Government Law Libraries – Special Interest Section

Executive Board – Meeting Minutes

Date and Time: **Wednesday, April 21, 2021 @ 9:00 a.m. HST / 3:00 p.m. EDT**

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, June 16, 2021 @ 9:00 a.m. HST / 3:00 p.m. EDT

Meeting Minutes and Agenda

Preliminary Items / Action Items from Previous Meeting:

- Meeting called to order by chair at 2:04 p.m. (CST)
- Approve agenda – James moved, Jenny seconded.
Executive Board Meeting Minutes (continued)

Wednesday, April 21, 2021 (continued)

- Approve minutes – James moved, Miriam seconded.
- GLL Election recap
- Approve minutes – M. Childs moved to approve, L. Reppe seconded. Passed unanimously.
- Secretary / Treasurer’s report – Treasurer reported on written statement sent to board earlier. No notable transactions during this period.

Other Business:

- Committee updates by GLL Board liaisons
- Systemic Racism webinar recap – Jenny Silbiger reports the session had over 100 registrants, 68 actually attended. Had a lot of educational attendees and some firms – so it had a wide reach, had a great response – most people found it affirming and empowering, Jenny will write an article for the newsletter
- “Member Libraries” listing on GLL website – Joe Lawson reports that this will soon be published.
- GLL-SIS library guide series – Joe Lawson reports that folks seem busy with other things at this point. He could approach Sara Galligan and Joan Bellistri about modifying/expand the SRLN video as a proof of concept. Resource Guides – Implicit Bias, Combatting Racism in County Law Libraries (two ideas for this). Video Idea – training public librarians on how to use county law library services to help their patrons. These might be ideas for Miriam Childs to pursue next year.
- How to publicize AALL conference programs featuring GLL members – Miriam Childs queried as to how this is best done; Info will be in the newsletter, but who will post on GLL Communities? Is that PR? Membership? James Durham says it hasn’t been consistent in the past. Suggest Miriam Childs contact Sarah Larsen (Education) and Sue Ludington (Publicity) to remind them of this and ask who wants to do it.
- GLL-SIS Annual Business Meeting – “Summer in Cleveland” – AALL GoToMeeting on Tues., July 13, 2021, from 3:00 – 5:00 p.m. EDT – “Save the Date” – James Durham will announce this on My Communities; we’ll have a practice meeting in June
- GLL-SIS Happy Hour – Jenny Silbiger will host sometime after the business meeting via Zoom
- GLL-SIS Executive Board Meeting – Miriam Childs will schedule it soon. Miriam would prefer the meeting to occur before the Annual Meeting (but after the GLL General Business Meeting)
- Special recognition at GLL-SIS Annual Business Meeting – should it be from the Board? Should the Awards Committee take it over for the future? Only from Exec. Bd. “Above and Beyond Award” James Durham will alert the Awards Comm about this. James will write up some rough guidelines for inclusion in GLL Handbook. Exec Bd members should think about it and suggest prize/award ideas to James
Executive Board Meeting Minutes (continued)

Wednesday, April 21, 2021 (continued)

- Invitees to June GLL Board meeting – usually invite newly elected board meetings to the meeting before they’re sworn in just so they can get an idea of what the meetings are like; James Durham will add to email list going forward
- Other business – Joe Lawson discussed AMPC (Miriam Childs is also on and Amy Small signed up) – good GLL representation, 2022 meeting emphasis will be on Access to Justice so that’s good and we should capitalize on the theme, Miriam Childs reported on John Stock – she is working with Sarah Larsen on making his database idea a GLL webinar in June so we can look for that
- Upcoming Events: TBD
- Adjournment – James Durham moved to adjourn, Jenny Silbiger seconded. Meeting adjourned at 3:30 p.m. (CST)

Interim Actions:
1. Christine Morton of the Grants Committee moved to modify Annual Meeting grant awards due to decision to hold virtual meeting again this year (March 16, 2021). Motion to change from four $1500 grants ($6000 total) to eight $99 grants ($792 total). She further moved to roll over the unused $5208 from this year to next year in anticipation of more need and interest in an in-person meeting in 2022. Email vote held; motion passed unanimously (March 26, 2021).
2. The Membership and Mentoring Committee requested the SIS spend $300 on a Survey Monkey membership (March 25, 2021). While the board was in favor of the committee’s initiative in exploring the use of Survey Monkey, it was determined that the committee could try to use one of the AALL licenses first to see if it will work for them. On behalf of the membership and Mentoring Committee, Miriam Childs withdrew the motion on April 23, 2021.
3. On April 13 the Asian American Law Librarians Caucus requested support from SIS’s and others to support a statement (which would go to AALL members) against Anti-Asian language and acts in light of the murders in Atlanta. Chair James Durham made the following motion: I move that the Board undersign the statement of the Asian American Law Librarians’ Caucus (dated April 12, 2021) as “The Executive Committee of the Government Law Libraries – Special Interest Section.” The motion carried with 6 ayes and 1 abstention (April 15, 2021).
4. The Asian American Law Librarians Caucus queried whether GLL would be interested in signing on as a co-sponsor for a Bloomberg Grant to fund an instance of bystander training. Several GLL board members had attended this training in 2020 and there was unanimous agreement to join the list of sponsors requesting the grant (May 13, 2021).
GLL-SIS Election Results 2021

Karen Westwood, Anne W. Grande Law Library

This year’s GLL Election ran from March 30 to April 14. 99 ballots were submitted (17 more than last year) but I would still like to see a higher turnout. Please let me know if you have ideas for me (karen.westwood@hennepin.us). Holly Riccio (Director, California Judicial Center Library) was elected the new GLL Chair-Elect, and Patricia Petroccione (Law Librarian, Walter T. McCarthy Law Library, Arlington, VA) prevailed as our new Member-at-Large. Huge thanks to Shanna Pritchett (Librarian, Nevada Supreme Court Law Library) for running. Thanks to all candidates, and to all members who voted. The more people participate in the SIS, the stronger we all are.

2020-2021 GLL-SIS Grants Recipients

Christine E. Morton, U.S. Courts Library for the Second Circuit

The Grants Committee would like to congratulate the following GLL-SIS members who have been selected to receive grants to attend virtual conferences in 2021:

- **Sabrina Davis**, Digital Outreach Law Librarian, Harris County Robert W. Hainsworth Law Library, Houston, Texas - $395 Equal Justice Conference Grant
- **Sara McMahon**, Head Law Librarian, Hampshire Law Library, Northampton, Massachusetts - $99 AALL Annual Meeting Grant
- **Angela Reaux**, Collections Librarian, Law Library of Louisiana, New Orleans, Louisiana - $99 AALL Annual Meeting Grant
- **Jocelyn Stilwell-Tong**, Law Librarian, California Court of Appeal – 6th District, San Jose, California- $500 2021 AALL Management Institute Grant
- **Gail Wechsler**, Library Director, Law Library Association of St. Louis, St. Louis, Missouri - $99 AALL Annual Meeting Grant

Thank you to all GLL-SIS members who applied for a grant this year. The Grants Committee looks forward to offering grants for upcoming conferences and encourages GLL-SIS members to submit grant applications in 2021-2022.
**2021 GLL-SIS Longevity Awards**

*Kathy Carlson, Office of the Wyoming Attorney General*

The Membership Committee is proud to recognize the following individuals with their longevity awards. These GLLers have been members of AALL for twenty years and associated with SCCLL/GLL for ten of those years. Please congratulate:

- Angela Baldree
  Franklin County Law Library
- Robert Brink
  Social Law Library
- Timothy Hunt
  Supreme Court at Rochester Law Library
- Mary Alice Kenny
  Cook County Law Library
- Lu Tuan Nguyen
  Orange County Public Law Library

They will be acknowledged and their certificates and pins awarded at the GLL Business Meeting on July 13th.

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**2021 GLL-SIS Awards**

*Jean L. Willis, Sacramento County Public Law Library*

The Awards Committee is happy to announce the winners of the 2020 - 2021 GLL-SIS Awards.

The **Bethany J. Ochal Award for Distinguished Service to the Profession**

This award is presented to a GLL-SIS member who has made a significant contribution to law librarianship and who is nearing the end of his or her library career or who has recently retired.

The Bethany J. Ochal award recipients played active leadership roles at the national, regional, and local levels and encouraged the professional development of countless members of our profession. Through their decades of service to the profession of law librarianship and their stewardship of their respective organizations, this year’s recipients truly embody the spirit of this award and law librarianship.
2021 GLL-SIS Awards (continued)

Jean L. Willis, Sacramento County Public Law Library

John Adkins
Director of Libraries, San Diego Law Library, San Diego, CA

Catherine Lemann
Retired, New Orleans, LA

The Law Library Advocate Award for 2020 - 2021

This award is presented to a law library supporter in recognition of his or her substantial contribution towards the advancement and improvement of a government law library’s service or visibility.

Sandra Levin
Executive Director, LA Law Library, Los Angeles, CA

The GLL-SIS award recipients will receive award crystals to commemorate their award-winning work.

Congratulations are also in order for the following GLL-SIS members and member organizations who are 2021 AALL Award Recipients:

MARION GOULD GALLAGHER DISTINGUISHED SERVICE AWARD

Catherine Lemann
Retired, New Orleans, LA

ROBERT L. OAKLEY ADVOCACY AWARD

Mariann Sears
Director
Harris County Robert W. Hainsworth Law Library
Houston, Texas
2021 GLL-SIS Awards (continued)

Jean L. Willis, Sacramento County Public Law Library

EXCELLENCE IN COMMUNITY ENGAGEMENT AWARD
San Diego Law Library
San Diego, California
“Preparing Our Community for COVID-19 Legal Issues”

Thank you to the committee for their hard work this year!

2020-2021 GLL-SIS Awards Committee
Jean Willis, Chair
Elizabeth Caulfield
Barbara Fritschel
Cathy Lemann (July, 2020 – March, 2021)
Chi Song
Karen Westwood, GLL-SIS Board Liaison

GLL-SIS Executive Board “Above and Beyond” Award
James Durham, Thurgood Marshall State Law Library of Maryland

Caroline Nevin has been named the recipient of the GLL-SIS Executive Board “Above and Beyond” Award. The award will be announced during the upcoming virtual GLL-SIS Annual Business Meeting. This is a one-time, special honor created to recognize the efforts of Nevin, who established a regular Zoom meeting for GLL members during the COVID-19 pandemic, providing a source of support and guidance throughout the crisis.

Robyn M. Moltzen and Jen Fell, Sacramento County Public Law Library

The California Library Association (CLA) held its annual conference May 11-14th; the event was virtual with programs, activities, and sessions available from the comfort of one’s screen. Our program, “Approaching Legal Questions in Non-Law Libraries: Essential Strategies and Online Resources,” was a two-part presentation, the first of which examined the difference between legal advice and legal information and delivered strategies for deconstructing and responding to both types of requests. This skill is perhaps even more important with the pandemic-induced shift to online and telephone reference services as many county law libraries remain closed to the public at this time but are continuing to offer services remotely.

The second portion of the presentation focused on key online resources for basic legal research in California. Though limited to 45 minutes, we were also able to highlight a few other websites covering federal, local, and general consumer topics. As a conclusion to our presentation, we introduced the Council of California County Law Librarians and the statutory authority that provides for county law libraries throughout California. While county law libraries vary in size, most contain specialized legal resources, both online and print, and knowledgeable reference staff that are well-suited to assist patrons with legal questions.

In addition, some libraries offer services such as consultations with local volunteer attorneys (Lawyer in the Library), educational classes, in-house self-help centers, and an in-depth knowledge of community-wide legal aid organizations for referral purposes. While it is likely many of these services have been temporarily suspended or modified due to COVID-19, we know from personal experience that county law libraries are looking forward to resuming services as best they can. We provided suggestions for non-law libraries to collaborate with others in their community, such as their county law library, superior court clerks, legal clinics, and other local agencies to develop a solid network of legal information and access.

The reviews we received from attendees—both on formal evaluations and live-chat feedback—were very encouraging. For those considering offering a program presentation in the future, we have learned that a law library themed topic is both well-received and well-attended, and we encourage our colleagues not to be afraid to join the ongoing Renaissance of Library Renewal!
Documenting History: Creating an Engaging Digital Timeline at the National Agricultural Library

Kirstin Nelson, National Agricultural Library, and Jamie Flood, LAC

Introduction

In 2020, the United States celebrated the 200th anniversary of the U.S. House Committee on Agriculture. The Committee's creation in 1820 brought agricultural issues to the forefront of congressional attention. The Committee's work continues to influence our lives today in important ways. To commemorate this anniversary, the Agricultural Law (Ag Law) team at the U.S. Department of Agriculture (USDA) National Agricultural Library (NAL) created a digital timeline to highlight two centuries of agricultural history. Using NAL's vast collection, the timeline format brings together images, legal documents, and research to tell the story of multiple members, research programs, and landmark legislation. The timeline also highlights USDA's scientific contributions over the last two hundred years.

Initially, the team considered various communication formats, including a static webpage, a traditional print publication, and video production. However, the digital timeline format was accessible and visually appealing, and it enabled us to break down information into digestible pieces.

While the final product highlights the Committee's work, it also features NAL's rich collection, drives users to the other NAL pages and products, and increases our visibility outside of the agricultural space. Government law libraries can use timelines to highlight court history and architecture, prominent bench members, or examine the history of specific legal issues. Many digital timeline applications are easy to learn, are compatible with widely-used tools like Google Sheets, and have formatted templates. This article presents the steps we took and the lessons we learned in our six-month process of creating the timeline.

Creation

Once we selected a digital timeline format, we worked closely with NAL’s Information Services Division to explore application options consistent with the library’s underlying web platform. We used an open-source tool that enables almost anyone to build visually rich, interactive timelines. A NAL developer created a template within the tool and ensured it was accessible and Section 508 compliant. There are a variety of other low-cost and free digital timeline tools available to consider. We recommend working closely with your IT department to determine if you already have access to an existing timeline tool and explore software options.

Our initial step was to do an in-depth historical review of agriculture in the nation's early years to determine the historical context of the Committee's creation. We focused on NAL's materials, especially the image collections in our Special Collections unit. Special
Documenting History: Creating an Engaging Digital Timeline at the National Agricultural Library (continued)

Kirstin Nelson, National Agricultural Library, and Jamie Flood, LAC

Collections is charged with arranging, describing, preserving, and making available rare materials significant to the history of agriculture and the USDA. The collections – which include various print, textile, and organic materials – were key to our work.

After this initial research, we created an outline-style document of noted people, events, and legislation with historical significance. With four people on the team, we compiled a robust and varied list of items, and each team member discovered areas of interest. By using a shared document, we were able to edit and create content simultaneously. This was crucial to collaborating as a team and maintaining a long list of topics. After compiling the initial list of items, we began to add written content, links to images, and captions.

We eagerly began transferring material into the timeline template, and in retrospect, this was a mistake. As we created the timeline slides, we had to revisit the outline to make edits, shift context, and continuously proofread and edit. With four people working on this, we weren't sure which slides were finalized and which still needed additional work. In addition, we should have selected accompanying images during the initial writing phase so that we could standardize the captions and image credits. While the timeline tool we used has many advantages, minor changes can affect the standardized template, and every change requires numerous steps. Due to the potential issues with making minor changes to images and captions, selecting accompanying images later in the creation process made it take longer. With our next timeline project, we will finalize the outline as much as possible, before creating any slides.

Many images included in the timeline are from NAL's collections, but we also used images from the Library of Congress, the National Archives and Records Administration (NARA), Land-Grant university archives, Wikimedia Commons, and the USDA Flickr feed. Additionally, we used images in the public domain and others with a Creative Commons Sharealike 4.0 license (standard license for most items on Wikimedia Commons). As a courtesy, we informed all institutions of the images we used and encouraged them to review the timeline and send suggestions, if they wished. On slides that included images from non-USDA sources, we honored their format preferences while maintaining consistency with the rest of the credits.
Documenting History: Creating an Engaging Digital Timeline at the National Agricultural Library (continued)

Kirstin Nelson, National Agricultural Library, and Jamie Flood, LAC

We found that using public domain and Creative Commons 4.0 licensed images simplified the process, as there was no need to track usage requests or licensing fees. Large repositories like the Library of Congress and NARA display a rights advisory or restriction on the use of images, which makes it easy to determine which images are in the public domain. Wikipedia Commons makes images and documents freely available for use, and Flickr allows users to search for images with released rights. Moreover, most images from the federal government are public domain.

Review

After our initial draft was complete, we reviewed our work. We felt that we could do more to highlight the contributions of diverse communities and experiences by applying a diversity lens. At this point, the team began additional research, focusing on important but lesser-known aspects of the Committee, legislation, and science. We searched for stories and images that represented the full range of agricultural history, with a particular focus on historically underrepresented groups, including women and people of color. This second round of research took a considerable amount of time, but the final product was far richer. Although we received feedback about the length of the timeline during the peer-review process, as most feature eight to ten slides, we only eliminated two slides so that we could maintain the diversity of legislation, events, and people.

Once we finalized the initial draft, we embarked on multiple rounds of peer review. The first phase of review was internal, and we received constructive feedback from our library staff and subject area experts. Next, we tapped library and legal professional colleagues outside of NAL, including a Natural Resource and Conservation Service and general USDA historian. Afterwards, we worked with colleagues in similar cultural heritage professions to ensure our content was thorough and clear to a public viewer. We asked each reviewer to critique the diversity of agricultural topics and representation. After each round of remarks,
Documenting History: Creating an Engaging Digital Timeline at the National Agricultural Library (continued)

Kirstin Nelson, National Agricultural Library, and Jamie Flood, LAC

we carefully reviewed and edited the content. The peer-review process took substantially longer than expected but was critical to the quality of the final timeline. In future projects, we will be mindful from the beginning to apply a diversity lens.

Finally, we had four people with various backgrounds proofread the final timeline. We asked for extensive and pointed feedback. We changed pictures, replaced and removed slides, changed font size and color based on this review. In addition, we added a color overlay on full-page background images to ensure readability and Section 508 compliance. In the future, we will do an extensive round of proofreading in the outline document before creating the slides to address the majority of issues. Then, we will conduct a final visual review to ensure readability and overall appearance.

Outreach

Early in the process, we created a detailed outreach and communication plan, carefully considering how and where to publicize the timeline. We wanted to reach those in the library and agriculture fields, but also a broader public audience. The plan was divided into pre-launch communication, outreach, and promotion after completion of the timeline. The communication documents used a formatted table to track messages sent to institutions, informing them of images or resources of theirs that we included, as well as requests to peer reviewers and any responses that we received.

Our communication plan included a series of tweets for the USDA Twitter feed, and we asked our partners and colleagues to retweet from their organizations. We also wrote message templates for listservs, discussion boards, and email groups that were easily tweaked depending on the audience. We worked with non-library colleagues and partners to determine topical listservs and organizations interested in the wide range of agricultural topics. Additionally, we wrote posts for multiple blogs and newsletters inside and outside of the USDA. Pre-writing all communications made the launch an easy process.
Documenting History: Creating an Engaging Digital Timeline at the National Agricultural Library (continued)

Kirstin Nelson, National Agricultural Library, and Jamie Flood, LAC

Conclusion

While the Ag Law team thoroughly enjoyed conducting deep research, curating images, and uncovering the people behind agricultural science and legislation, the project was also a valuable learning experience. Through the trial and error of the digital timeline creation process, we noted these best practices and lessons learned:

- Select an organizational method to collect the research, such as a joint document, spreadsheets, and image folders
- Set a reasonable schedule for completion and then double it
- Apply a diversity, equity, and inclusion lens from the beginning
- Create a detailed outreach communication plan early
- Draft the outline, write the timeline text, and select images before entering any content into the slides
- Select a proofreading team early in the process
- Conduct numerous rounds of internal and external peer review
- Stay open to constructive criticism

Despite our challenges, we received positive feedback from key individuals in the agency. For example, the USDA Office of Communications posted the timeline on the USDA Facebook page, and an individual in a legislative affairs role shared the timeline with current House Agriculture Committee members' office staff. Through our creation of an outreach and marketing tool that others in the agency can use, we demonstrated the importance of NAL to USDA’s mission. Therefore, we highly recommend a digital timeline project to engage audiences and stakeholders. Law librarians should consider the uniqueness of their collections, the members of the bench, and/or their library's impact on their community. Take a deep breath, learn from our actions, and create a digital timeline!

Kirstin Nelson is the senior law librarian at the National Agricultural Library. Jamie Flood is an information specialist with LAC on assignment with the National Agricultural Library on the Agricultural Law Information Partnership team.
Thanks to GLL-SIS’s generous grant, I was able to attend the 2021 AALL Management Institute, which was a two-day virtual event this year, with 80 attendees. There were a number of important take-aways from this training, many of which were personal – the leaders did a great job of providing time for a dialog between the attendees, and leading us through some introspective questions that helped us to set next steps in our career path. I’m glad I attended, and would recommend the event to anyone.

Leadership vs. Management:

One of my favorite discussions was on the distinction between leadership and management. Jessica Swenson, the facilitator for this event, opened the conference with an exploration of leadership: a role where you can create change and inspire people within an organization, and management: a role where you foster order, accountability and predictability in an organization so that people can do their work. All of us have opportunities to be leaders sometimes, and managers other times, and they are very different skill sets. However, an organization needs people in both roles, and sometimes the same person wears both hats. In the month since the conference ended, this concept has helped me to clarify my understanding of the leadership dynamics within my workplace and within some of the volunteer groups I work with.

Transforming Organizational Culture:

This session was led by Maureen Sullivan, and described “Organizational Culture” as the “Personality” of an institution. It’s related to the stories we tell about ourselves and our place of work, the logos, documents, and physical artifacts in the workplace, the way managers lead and interact with staff, the words and terminology used in our interactions, and what is understood to be effective behavior within the institution. For example, I work in a court, and it is a common bromide that “courts attract rule-followers as employees” so we have a very rule and policy oriented culture at my office.

Effective organizational cultures have a work structure that aligns closely with their mission, strategic plan, and their business goals. The work structure is guided by the work process. Within an effective organization, the managers work together to provide leadership and transparency, ensuring that there is effective communication throughout the organization. They determine what needs to happen, and give their teams the tools and agency to determine how things will happen. Managers are consistent in their actions, open to feedback, and are eager to improve.

Transforming culture, the facilitator noted, involves the total commitment and buy-in from top management. Once top management is committed, clear communication of the new behaviors can occur, and the managers can model these new behaviors. But this is a slow process that involves constant communication, follow-up, and “careful and persistent
attention to ensuring progress towards the new culture.” Aligning the organization’s culture with their strategic plan is effective. But a shared vision of the new culture is key.

Insights from the Perception Institute:

The management training this year included an in-depth training on implicit bias and how to navigate these issues in the workplace. This session was so information-dense that I could write a whole article on it alone. I’ll restrain myself, and discuss the sections that really resonated with me, personally. We participated in an exercise on “bridging” which is a process that helps you connect with others over your differences rather than your similarities. After the introductory exercise, I noticed that while we talked about differences, I kept trying to point out areas of sameness – something that was not the point of the exercise, but which is so ingrained in us socially it’s hard to avoid (for me, at least). Many of us bond with others over things we have in common, and while that’s a natural way to make friends, do we really want friendships that are based only on our similarities? I appreciate my friends more for the differences that they bring to our relationships, because they help me understand other perspectives.

This relates to another kind of implicit bias: in-group preference. It’s possible to discriminate without any awareness of doing so, simply by demonstrating a preference for people who are similar to you in certain ways. This made me think of all the times, as I grew up, when I heard the term “midwestern common sense” or “midwestern work ethic” – while there was no overt racial language (and, of course, there are people of all colors in the midwest), it set up an in-group preference that excluded others. There are no shortcuts around these in-group preferences, but we can learn to recognize them if we slow down and consider where our brains are “filling in the gaps” in our knowledge with stereotypes, either positive or negative. I was raised to have a positive stereotype of people from my region, which can be a problem if I give them preference in hiring or promotion, or even just access to my free time or mentorship.

Another useful note from this session: racism isn’t a quality you have or you don’t, like being right or left handed, or a switch that’s on or off – it’s a system of behaviors that we’ve learned over the course of our lives. If you were raised in the United States (and, I’d add, if you ever watched a television as a kid), you’re going to have some racial preconceptions, either positive or negative. That affects all of our behavior, and no one is immune – we can only be more aware of it, and control for it better. And that means we’re all likely to cause harm in one way or another. If you find that you’ve harmed someone, step back and accept that whatever your intentions, the harm is what matters. A real apology involves naming what you did wrong, asking to help repair any damage, and committing to not repeating the mistake. It’s important to make the apology about the impact of the action, rather than about yourself and your motivations - justifications aren’t important, accountability is. Finally, if someone lets you know that you caused harm, you
AALL Management Institute 2021 (continued)

Jocelyn Stilwell-Tong, California Court of Appeal - 6th District

should understand that it’s a gift – it’s much easier to leave you oblivious and less likely to result in unpleasant blow-back. By letting you know your error, this person is trusting you to accept the correction and grow from it. If your first impulse is to defend yourself, maybe ask for a moment to process before responding.

Structural Notes:

Because this year’s event was a virtual session, the organizers were concerned that there might not be as much interest in the institute. On the contrary, they had nearly double the number of attendees as usual. This made the organizers wonder if this event should become virtual-only in the future? As an attendee, I enjoyed the panels and the break-out sessions, and the virtual happy hours that followed the full day’s events, but I also missed the in-person aspect of a conference. I think there’s really no substitute for getting to know people one-on-one, and being in forced proximity with other attendees can lead to some solid friendships. However, I do think it would be worth doing these institutes in alternating formats, because there are always a number of people who are not able to make it in person due to financial constraints, conflicting issues in other areas of their life (it’s challenge for me to leave home for extended conferences because of my elementary-age kid, for example), or because of disabilities, and these groups should not be overlooked. Making the conference virtual opened the doors to a wider range of attendees, and we should find ways to keep those doors open.

To close, I’d strongly recommend attending this institute, because the facilitated career planning exercises were incredibly useful, and really helped give me a road-map for how I’d like to develop over the next few years. I think that it would be difficult to get the same kind of personal impact by looking at the institute materials, because many of the sessions were very process-based. I’m thankful to GLL-SIS for the opportunity to attend!

Photo by Júnior Ferreira on Unsplash
Thanks to the GLL-SIS Grants Committee, I was able to attend the 2021 ABA Equal Justice Conference, which was held virtually May 3 – May 7, 2021. I attended 12 conference sessions, but this grant report focuses on the four sessions that were most useful to me in my position as the Digital Outreach Law Librarian at Harris County Robert W. Hainsworth Law Library. The most relevant sessions for me dealt with marketing/outreach and legal tech, as one of my primary responsibilities is creating a cohesive digital presence via our website and social media platforms. In addition, my library is working on several technology initiatives to increase access to justice for our patrons, and these sessions were helpful for that as well.

MARKETING/OUTREACH SESSIONS

*Making Equal Justice "Newsy"*: As indicated in the program description, this session focused on “practical strategies to get economic and equal justice initiatives noticed and promoted by reporters, editors and social media outlets.” The first strategy was to “think like a reporter,” which was broken down into five steps: (1) find a “news hook” – news outlets love anniversaries, holidays, celebrations, etc.; (2) identify news cycles, e.g., current events; (3) understand the audience (mainstream or legal?) and amplify voices by highlighting partners and using hyperlinks; (4) localize national trends, i.e., what is the local angle in the national/world news cycle?; (5) tell stories with data.

The presenters also discussed how to boost your message with social media, and they offered the following tips:

- Don’t assume today’s audience is the same as yesterday’s – be strategic about the social media platforms you choose by evaluating your audiences.

- Connect your stories to a larger narrative – use popular hashtags, capitalize on awareness days/weeks/months (National Disaster Awareness Month - September), etc.

- Be as concise as possible in your posts.

- 80/20 rule – only 20% of your posts should be self-promotion.

- Posting suggestions for different platforms: Facebook – 1/day; LinkedIn – 2 times per week; Twitter – several times a day.

- Twitter is the preferred platform of journalists – follow them to engage in news cycles.

- Tag relevant organizations and people to enhance engagement.

- Include visual elements whenever possible.

- Keep an eye on analytics.
2021 ABA Equal Justice Conference Grantee Report
(continued)

Sabrina A. Davis, Harris County Robert W. Hainsworth Law Library

I was pleased to realize that my library was already incorporating many of these tips when developing blog topics and social media posts. Also, I did notice when I compiled our social media statistics for April, using hashtags can definitely increase our posts’ reach and engagements. One thing I will try to implement going forward is the 80/20 rule, as about 80% of our social media posts are self-promotion.

Do You Speak Language Justice? Help Build the Language Justice Movement: According to the program description, “The language justice movement advocates for people marginalized because they use languages other than English to communicate.” This session was simulcast in English and Spanish; viewers could choose their preferred language channel on Zoom. The presenters began by defining two concepts: (1) linguicism – a system of oppression based on language that results in disadvantages for people who use non-dominant spoken and signed languages, and (2) audism – belief that people with hearing and people who have ability to behave like a hearing person are superior to those who are Deaf or hard of hearing. They further explained that the Language Justice Movement is “an answer to inequities based on these concepts.” “Language Justice” is defined as “systemic fair treatment and meaningful participation of people of all linguistic backgrounds and respect for everyone’s languages.”

The presenters identified the following language rights: (1) right to be free from discrimination based on language, national origin, disability; (2) right to have meaningful access to public services and civic participation (via interpreting/translation); (3) right to maintain non-dominant languages and pass them on to younger generations; (4) right for everyone’s languages to be valued and respected. We were also introduced to the “Language Rights Continuum,” which has four phases: language exclusion; language tolerance; language access; and language justice.

This was a very eye-opening session which has implications for both my marketing and outreach roles, as the dominant means of communication on our website is the English language. Until I attended this session, English was also the only language we used for social media posts. We are now working on changing that, starting with Spanish posts, and investigating how we might include more information in Spanish on our website. Harris County is remarkably diverse culturally and linguistically, though, which is a challenge in providing services to all. However, we’ve taken an important step over the past year by translating our award-winning Pro Se Litigant Handbook, which is now available on our website in English, Spanish, Vietnamese, Traditional Chinese, and Arabic.

LEGAL TECH SESSIONS

Build a Better ____: Strategies for User-Informed Legal Tech: This session provided an overview of and detailed steps for “user-informed design.” The “human-centered design
2021 ABA Equal Justice Conference Grantee Report  
(continued)

Sabrina A. Davis, Harris County Robert W. Hainsworth Law Library

principles” discussed by the presenters included: (1) focus on the people that are directly affected by the issues you are working on (and consider all of the people associated with the process); (2) find the right problem (seek the fundamental root problems and not just the symptoms); and, (3) everything is part of a system, so you should try to understand how things are interconnected. Further, these principles are important for multiple reasons, such as to understand user behaviors, to expose root cause of problems and opportunities for improvement, and, ideally, to create things that are useful and easy to use.

The presenters articulated a seven-step process to build “better legal tech,” in whatever form is needed by an organization:

- **Step 1:** Define your problem—document what you know about the problem, who it affects, existing solutions and assumptions, and what you still need to learn. Explore the problem before jumping to a solution & let what you learn from your users reveal opportunities and solutions.

- **Step 2:** Learn from users—engage with affected people to understand their experiences and needs. Use a variety of research methods and leave your assumptions at the door.

- **Step 3:** Synthesize learnings into insights—review research, looking for patterns and themes, to reveal opportunities for solutions grounded in users’ needs. Approach the process holistically and bring in different perspectives to understand root problems.

- **Step 4:** Ideate—look for insights that speak to current pain points, missed opportunities, and/or disconnected processes. Brainstorm all possible solutions that address users’ needs, then home in on the that are both achievable and impactful. UX (user-experienced) design is not just what the tool looks like. Solutions come in all shapes and sizes (forms, outreach strategy, collaboration with community partners to gather FAQs, guides, interviews, etc.).

- **Step 5:** Prototype—create simulations of your solution to test with users before developing final solutions. Design with real content; prototype before you build anything; keep things simple and consistent; iterate!

- **Step 6:** Get feedback on prototypes, to test and validate early assumptions, and to ensure that your solutions actually meet users’ needs. Remember, leave your assumptions at the door, and iterate!

- **Step 7:** Iterate—each phase of the UX design process builds upon what came before it, but the process is not linear. We always have the opportunity to refine our solutions to ensure they meet user needs.

My library is currently concentrating on our public reopening, but we will focus on UX design
2021 ABA Equal Justice Conference Grantee Report (continued)

Sabrina A. Davis, Harris County Robert W. Hainsworth Law Library

once we get back to our technology development plans.

50 Tech Tips 2021: Presenters in this session shared 50 technology tips in quick succession; while I didn’t catch all 50, here are the ones I did:

- **Available with Microsoft 365**
  - Export Word document to PowerPoint: it will automatically synthesize paragraphs into bullet points (Word Online)
  - Designer for Word Online: suggested themes; looks for formatting inconsistencies; will suggest using “styles” if there are headings, etc.; likely to be rolled out to Windows & Mac this summer, available now in Word Online
  - Presenter Coach in PowerPoint: select “Rehearse with Coach” – it provides on-screen guidance tips and a rehearsal report at the end to help better your presentation
  - Make videos in PowerPoint: save as a movie clip/MP4
  - Microsoft Bookings: can set up online scheduling

- **Zoom**
  - Paid accounts: can now allow participants to self-select which breakout room they go to, but it must be enabled by the host prior to starting the meeting
  - Captioning and Transcriptions: 2-steps – (1) enable in settings and then (2) host turns the feature on; also recommended Rev.com

- **Google**
  - Google Offline (Chrome extension): work on Google documents offline and then sync later
  - Password Checkup in Google accounts: shows compromised, reused, and weak passwords
  - Gmail: can extend “Undo Send” option up to 30 seconds; default is 5 seconds

- **Security/Privacy**
  - Blacklight (The Markup): enter a URL to test for 3rd-party tracking, etc.; can test your own website to be aware of what’s going on without your knowledge
  - For multi-factor authentication, it’s best to use MFA app vs. email or text

- **Graphics/Images/Screen Capture**
  - Free Legal Icons (Transcend): features (1) can search by keyword; (2) can customize color and border/no border; (3) download as PNG or SVG
  - All Hands: free stock photo collection featuring diverse hands/ppl with different products; only 25 images total
2021 ABA Equal Justice Conference Grantee Report
(continued)

Sabrina A. Davis, Harris County Robert W. Hainsworth Law Library

* Greenshot: open-source screen capture software, allows edits; free for Windows, minimal charge for Apple
* Nimbus Screenshot & Screen Video Recorder: Chrome extension

• Misc.

* Speedtest.net: test your internet speed
* Kudoboard: group e-cards; some free

I’ve already used some of the Free Legal Icons from Transcend, which I was excited to do because of the option to change the colors of the icons. As our library recently migrated to Microsoft 365, we are looking forward to testing out some of those options as well.

Again, I offer my sincere thanks to the GLL-SIS Grants Committee for providing the opportunity to attend the 2021 ABA Equal Justice Conference. This conference was very informative and had a number of great takeaways for people in various roles, including law librarians.

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Book Reviews

Malinda Muller, LA Law Library
Adriana Mark, 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 peer assistance and input. Access the Mentoring Skills Inventory program at the GLL website https://www.aallnet.org/gllsis/resources-publications/mentorship-program/


Reviewed by Adriana Mark.

In the introduction to Allies and Advocates, author Amber Cabral describes the book as a “learning tool” to help the reader “do the work to move justice and equity forward.” The goals of the book are to move individuals and organizations beyond mandated diversity initiatives to achieve long-term and impactful change. This is a practical, real-world guide on how to speak-up and use
privilege to be an ally and advocate to create a diverse, inclusive, and equitable culture in all environments.

Amber Cabral is the founder of Cabral Co., a diversity, equity, and inclusive leadership-focused consulting firm. She was formerly a Diversity Strategist at Walmart Stores Inc., and regularly speaks and writes about inclusion, culture, equity, and social justice topics. The author’s voice is active and authentic throughout – it’s as if she is coaching the reader on the important journey of allyship, inclusivity, and advocacy. The book is divided into three parts: allyship and advocacy; the language of inclusion; and the importance of looking inward first when thinking of ways to be an ally and an advocate. In each chapter, important concepts are highlighted in bold text. Most chapters conclude with “questions to consider” on the topics covered in the chapter, and some chapters also have topics to research if the reader would like to know more. There are checklists, definitions, and sample scripts throughout. This book delves deep into many topics surrounding equity and inclusion including privilege, bias, allyship (and performative allyship), and advocacy.

This book is a no-nonsense manual for real world learning and action surrounding diversity and inclusion work. It gives the reader the context and tools to do the important work within oneself to first become an ally and then become an advocate. Allyship is the “process where someone with privilege and power seeks to learn about the experiences of marginalized groups of people.” This work involves being uncomfortable, imperfect, seeking and expecting feedback, speaking up and giving feedback, listening, and being empathetic. The next step is advocacy, the “process where someone with privilege and power is willing to take steps to protect, publicly support, and dismantle systems against a marginalized group of people.” Advocacy is work beyond allyship. Advocacy is a verb - it is about taking action to change how others experience the world. Importantly, it involves being willing to take personal risk to protect and publicly support people in a marginalized group and to dismantle systems against a marginalized group. This book gives readers go-to techniques to practice, and then use, to be a lifelong champion for equity. This book, and this work, is well worth your time.

Reviewed by Malinda Muller.

Stacey Abrams served for eleven years in the Georgia House of Representatives, seven as
Democratic Leader. In 2018, Abrams became the Democratic nominee for Governor of Georgia, winning more votes than any other Democrat in the state’s history. Abrams was the first black woman to become the gubernatorial nominee for a major party in the United States, and she was the first black woman and first Georgian to deliver a Response to the State of the Union. In the wake of the 2018 election, Abrams launched Fair Fight Action and Fair Fight 2020 to defend voting rights.

One of the most prominent black female politicians in the U.S., Ms. Abrams is also an author who’s literary focus ranges from romance novels to her newest political thriller (May, 2021) While Justice Sleeps. However, from a depth of insight, experience and wisdom, author Abram’s 2019 Lead from the Outside: How to Build Your Future and Make Real Change is the title to highlight in this review.

This is a memoir which encourages a unique definition of ambition, an essential element of leadership which we are all continually working on in our jobs. Her initial lesson points to the advice that “when you decide what you want and why you want it, take action immediately. Do not wait for an invitation to act. I promise you, the letter is not in the mail. Know what you want. Know why you want it. Know how you will achieve it. Then get started. Take a class, apply for a job, read a book about it. But do something that moves you forward at a constant pace. If you can walk away for days, weeks, or years at a time, it is not an ambition—it’s a wish. Wishes feel good and rarely come true. Ambition, on the other hand, fuels your days and refuses to be ignored. It challenges your sense of self and fulfills your sense of wonder. So pay attention.” The key ingredient? “Ambition should not be a job title but something that helps you to answer “why.”

Her failures are instructive. She advocates for being relentlessly honest with oneself about one’s advantages and deficiencies, even to ask others in case one’s own interpretations are skewed by fear or previous failure. She faced many challenges, as all of us do throughout our lives, including some that are fairly unique to being a woman of color in the predominantly white man's fields of politics, law, and business in the very Southern state of Georgia.

In the end, Stacey is a voice for surmounting differences in race, gender and class, an inspirational memoirist and a provider of a worthwhile goal oriented workbook offering helpful concrete tips and prompts that put the tips into practice. You can find and explore the exercises from the book at http://minorityleaderbook.com/exercises.pdf.
GLL-SIS Mentorship Program: Build Your Skills

GLL-SIS Membership and Mentoring Committee

Welcome to the GLL Hosted Mentorship Program Community

The GLL Mentorship Program is available for peer to peer assistance and input on more than 75 diverse and specialized areas of expertise and experience including:

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To identify a colleague who is here for you, visit the GLL Mentorship Program, identify a topic and reach out to a volunteer:

https://www.aallnet.org/gllsis/resources-publications/mentorship-program/

A colleague is waiting to connect with you.
GLL-SIS Annual Business Meeting and Happy Hour

Save the Date!

**GLL-SIS Annual Business Meeting**

Tuesday, July 13, 2021, at 3 p.m. EDT
[https://register.gotowebinar.com/register/633696012344370700](https://register.gotowebinar.com/register/633696012344370700)

**GLL-SIS Happy Hour**

Saturday, July 24, 2021, at 7 p.m. EDT
[https://courts-hawaii.gov.zoom.us/j/83557196206?pwd=MkVYSzVSTHzSGVJNjc4YVNqckJmZz09](https://courts-hawaii.gov.zoom.us/j/83557196206?pwd=MkVYSzVSTHzSGVJNjc4YVNqckJmZz09)

Both events VIRTUAL and FREE!
Spring Garden

James Durham, Thurgood Marshall State Law Library

Spring photos from the garden of James Durham, our GLL-SIS Chair:

- ‘Sunsation’ magnolia
- ‘Shasta’ doublefile viburnum
- Peony – cultivar unknown, but the plant belonged to my great grandmother
- ‘White Giant’ allium stipitatum
## GLL Officers & Board Members 2020-2021

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<td>(713) 755-5183</td>
<td>(651) 297-2089</td>
<td>(512) 463-1723</td>
<td>(504) 310-2412</td>
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<td><a href="mailto:svpic@lasc.org">svpic@lasc.org</a></td>
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- Sarah Sherman Walangitan
- Gail Wechsler
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### Board Liaison
- Miriam Childs — Board Liaison

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