



GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION



REPORT OF THE GLL-SIS STRATEGIC PLANNING COMMITTEE 2021-2022

Committee Roster

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Report

The GLL-SIS Executive Committee directed this year's Strategic Planning Committee to propose ways of implementing the new 2021-24 Strategic Directions approved last year. The new directions included explicitly stated goals and objectives, along with suggested actions that might satisfy them. Our committee reviewed and, where possible, expanded on these suggested actions. Our input is below, interlineated between the numbered suggestions.

GOAL I: NETWORKING

Our diverse peer-powered community is our greatest collective strength. Creating opportunities to network, connect, and build relationships supports us in our jobs and our careers.

(A) Objective: Support and create social and networking opportunities inclusive of all members

Satisfying this objective could include:

1. Encourage development of more reoccurring remote networking opportunities

The committee noted that less formal networking options seemed to have become popular during the pandemic. The monthly call set up by Caroline Nevin that many of our members attend is an example. Additional options around a particular subject or community of practice might be popular. The committee also wondered if virtual Executive Committee updates might be a useful tool for networking by allowing the membership to see and get to know the Executive Committee members.

2. Provide social and networking opportunities in relation to the AALL Annual Meeting



**GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION**

The committee noted that informal get-togethers such as the hotel bar happy hour have replaced a sponsored event due to lack of sponsorship. An informal survey of members via My Communities might turn up other options. In addition, the committee likes AALL's conference host program, which connects new members or first-time conference attendees with veteran attendees. Applicants can choose to be partnered by librarian type, which would be a great way for more experienced GLL members to help ease newer librarians into the network. GLL should advertise the program and encourage members to participate.

3. Host virtual social events

Virtual social events such as trivia contests have been popular at online meetings during the pandemic. We could continue that practice, with other options being virtual book clubs/discussions, virtual scavenger hunts, where the participants look for items in their workplaces, e.g., "something red," or creative challenges where teams attempt to develop something within a set time frame.

Virtual options are likely to remain popular, as travel remains difficult for some.

(B) Objective: Help members identify and connect with mentors

Satisfying this objective could include:

1. Promote SKILLS Inventory as a tool for point-of-need mentoring, including monitoring My Communities posts for potential outreach and follow up

The Membership and Mentoring Committee is actively doing this.

2. Maintain and support a GLL-SIS Mentor Program

The committee noted that the GLL Mentorship Program, administered by the Membership and Mentoring Committee, has become the go-to tool for point-of-need mentoring in our section. The new member welcome email (which two of our committee members received), is a great way to inform new members of the program. This outreach could be expanded to include more emails to newer members at key points during the year, e.g., pre-annual meeting, call for volunteers, start of the calendar year, etc.

(C) Objective: Establish systematic ways to curate and capture resource sharing

Satisfying this objective could include:

1. Explore options for a member-only online repository for resource sharing



**GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION**

GLL continues to offer its Toolkit on its website. The committee wonders if something less formal might be an option, such as a place where members could upload their own content.

2. Review Marketing Mavens initiative for possible revival or revamping

This initiative is alive and well, with three members being named mavens in 2021 and 2022.

(D) Objective: Explore expansion of member communication and outreach methods

Satisfying this objective could include:

1. Identify and reach out to new GLL-SIS members

The new member welcome email has been helpful in this regard.

2. Create schedule for outreach touchpoints with new GLL-SIS members (e.g., one-year anniversary)

As we discuss above under the mentoring program, these provide convenient opportunities to reach out again to newer members.

3. Consider using additional contact methods (e.g., blogs, social media)

The GLL My Communities list seems to be serving this purpose.

GOAL II: EDUCATION

Continuing education is a cornerstone of a life-long learning mindset. Supporting members' growth and learning at all levels and stages requires providing opportunities for both in-person and virtual education.

(A) Objective: Create professional development and educational opportunities

Satisfying this objective could include:

1. Provide technology education/training (e.g., developing multimedia online content)

The committee noted that webinars have been growing in popularity and the pandemic seems to have accelerated that. The ability to watch recorded webinars after the fact is particularly popular. That said, some do miss one-on-one interaction, and the option of in-person attendance at some programs should be considered. In-person workshops such as the pre-conference program that PLLIP-SIS does every year might fit the bill, although the expenses of physical hosting would have



**GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION**

to be offset. Continuing offers of financial support through the grants program would be essential to encourage attendance.

The committee also wondered if certificate programs might be popular as a way for members to convey what they are learning and how they are progressing and to justify what they are doing.

2. Use previously secured vendor funding to generate GLL-focused topical guides series or update/revamp existing GLL Resource Guides

The GLL Resource Guides remain popular, although the committee wondered if some of the funding (from LexisNexis and currently restricted) might be used for other educational purposes and/or grants. The online availability of the guides might mean that the costs of printing and physical distribution are no longer as significant as they once were. Another possible use of the funding is to pay for marketing the guides to outside stakeholders.

3. Develop moderated week-long topical discussions using GLL My Communities

Topical discussions seem to proliferate naturally on My Communities, which is a testament to the health of our section. Online “coffee chats,” which have been quite popular, might be a slightly more organized way to kick off topical discussions on subjects of interest to members. To increase engagement, we could make it clear that attendance at the coffee chat isn’t mandatory for participating in the ensuing discussion. Topics that may be of interest to members include telecommuting, continuing remote services, alternatives to library fines, access to court records, challenging patrons, mental health issues (patrons and staff), and accessibility. It might also help to poll newer members about what they need to know.

(B) Objective: Provide financial support of member educational opportunities

Satisfying this objective could include:

1. Promote awareness and encourage use of GLL Grants Committee funding

Our grant funding remains healthy. If application volume drops, it might make sense to cut back on the work required to apply for a grant, e.g., reduce or eliminate the letters of reference requirement.

2. Create GLL Grant for minority group member to attend AALL Annual Meeting
3. Create GLL Grant to attend DEI-specific training

(C) Objective: Evaluate current GLL-SIS structure and initiatives in light of new realities and challenges

Satisfying this objective could include:



GOVERNMENT LAW LIBRARIES SPECIAL INTEREST SECTION

1. Explore combining annual Business Meeting and evening reception

The may not be feasible given the lack of sponsor funding for an evening reception.

2. Investigate development of a GLL Summit/Access to Justice Workshop (similar to PLLIP Summit model)

This could be conducted as a pre-conference or stand-alone program. The option of remote attendance would undoubtedly be popular. The committee wondered if this might be an alternative use of the LexisNexis grant money currently dedicated to production of the Resource Guides (which would require coordination with LexisNexis). This might also be an opportunity to involve legal service providers who are not law librarians.

3. Hold quarterly GLL Board Town Hall meetings for increased transparency and member engagement

(D) Objective: Provide educational opportunities focused on diversity and inclusion

Satisfying this objective could include:

1. Provide diversity training opportunities, either independently or in partnership with other AALL entities

AALL has been working on this, with the Diversity Summit being an impressive example. We might also want to explore joint programming with other organizations that focus on the underrepresented such as Legal Services Corporation and the Self-Represented Litigation Network, both of whose programs GLL members commonly attend.

2. Complete a review (and possible revision) of current GLL-SIS Awards categories

For example, we have the O. James Werner Award for Distinguished Service to Persons with Disabilities. More in this vein might be desirable.

3. Extend one-year complimentary GLL-SIS membership(s) to AALL George Strait Minority Scholarship recipient(s) annually

GOAL III: ADVOCACY

Advocacy necessitates active involvement. Whether promoting access to justice or internal user needs, law



**GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION**

librarians seek out and develop innovative solutions, always with the end goal of increased, equitable and fair access to legal information. We also advocate for and among ourselves for inclusion and equity.

(A) Objective: Support and develop access to justice initiatives

Satisfying this objective could include:

1. Support and advocate for free online public access to court records

AALL has been engaged in this for some time. The committee notes that some GLL members have to be careful because the court(s) in question are their employer.

2. Strengthen and systematize relationship with AALL Director of Government Relations to support advocacy at both the national and local levels
3. Gather and provide examples of developing and implementing internal access to justice initiatives (e.g., legal clinics, court help centers)

The committee discussed the possibility of an access to justice clearinghouse (possibly as part of the less formal content sharing system mentioned above) where members could share ideas and materials, since there are so many different approaches used by our members. Programming on developing internal access to justice initiatives, including how to identify gaps in service and what to do to fill them, would undoubtedly be welcome.

(B) Objective: Promote advocacy awareness through best practices

Satisfying this objective could include:

1. Develop GLL-centric advocacy training initiative and resources

There is a need for advocacy training directed specifically at government law librarians, as we have considerations that AALL members in other sectors may not share, e.g., employment by authorities to whom they are advocating, limitations on travel, and so forth. Also, many librarians are uncomfortable being advocates, so training is key. Some members may fear that advocacy will require more time than they can spare, when in fact, something as simple as writing a letter can help. Training on advocacy methods, including what is most effective for the need, might help address this.

2. Explore new ways to effectively compile, present, and preserve both best practices information (GLL Toolkit) and institution information (GLL Member Libraries)



**GOVERNMENT LAW LIBRARIES
SPECIAL INTEREST SECTION**

(C) Objective: Identify opportunities to support and develop diversity and inclusion initiatives

Satisfying this objective could include:

1. Host moderated discussion using GLL My Communities to identify issues, share best practices, and provide group support

The committee discussed ways that members can educate themselves on diversity and inclusion issues, rather than asking affected communities to do it, including resource lists and recommended readings. Discussion groups can also spur conversation and calls to action, such as the discussion after the virtual viewing of the documentary *Alternative Facts: The Lies of Executive Order 9066*, of which GLL was a co-sponsor.

2. Engage in fact finding to inform initiative development

A survey asking members to identify where they need more information and where they feel more action is needed could lead to initiatives.