View from the Chair

Holly Riccio, she/her, California Judicial Center Library

While I think many of us can’t believe it’s already March, since my last column came in 2022, I suppose it is still appropriate to wish my fellow GLL colleagues a very Happy New Year. Whether you celebrated on January 1st or welcomed the Year of the Rabbit for the Lunar New Year on January 22nd—or both—I hope it was a great start to a great year for everyone.

We are moving into the time of our professional year when we have the opportunity and pleasure to recognize our amazing GLL colleagues with awards, both at the national level from AALL and within our special interest section. The GLL-SIS offers several awards to recognize member contributions in the areas of publication/scholarship, distinguished service, advocacy, and service to persons with disabilities. Please consider nominating one of your colleagues—both the nomination form and list of prior recipients can be found on the GLL website. When we are gathered in person together at the 2023 AALL Annual Meeting in Boston in July, we will have the opportunity to congratulate and celebrate all GLL member award recipients at our Awards and Recognition Ceremony.

Another piece of planning for Boston and the year that follows is electing new officers to the GLL Executive Board. Kudos to the GLL Nominations Committee, chaired by Geri Cepeda, for assembling a stellar slate of candidates for Vice Chair/Chair Elect and Member-at-Large. The candidate bios and statements are included in this issue. Please join me in a collective round of applause on their nominations and be on the lookout for voting details coming soon.

This issue of GLL News is once again full of great content and interesting information. Whether you have a penchant for professional development or a taste for teaching, an interest in interns or want to find out about Freedom Suits—it’s all in here! You can also continue to get to know one of your GLL Board members and, of course, get all of the latest GLL and AALL news you need to know.

As 2023 marches forward, may we all do the same—marching forward in our own unique and individual ways, with the knowledge that we have the collective power of our fellow GLL members in our corner, having our backs if—and when—needed.
From the Editor’s Desk

Sabrina A. Davis, she/her, Fifth Circuit Court of Appeals Library—Houston Satellite

FREE MONEY!!

Information about the 2023 GLL-SIS Grants is available on page 4 of this newsletter, and the first deadline is this Friday, March 17, at 5 p.m. Eastern. This deadline applies to one (1) $1,500 grant for the ABA/NLADA Equal Justice Conference to be held May 4-6, 2023, in Dallas, TX. I was a recipient of this grant in 2021 for a virtual conference, and it was AMAZING! (See my grantee report in the Summer 2021 issue of GLL News, page 24—it’s a long report because there were so many good takeaways!) Check out page 4 of this newsletter for more free money opportunities!!

And now, because you all know how to use the Table of Contents on the first page to find the content you want, I’m taking the opportunity to share more pictures of my pets and their name origins.

(Left) Nox, Latin for “night,” was so named because he’s mostly black with subtle white markings on his chest that reminded me of stars. He’s 8 years old, and we share a birthday (August 11).

(Left) Winkie joined my family in September 2021, when she was about nine months old. She is named after the black cat in Escape to Witch Mountain, which was my favorite movie when I was a child.

(Above) Whiskey Jane (5 ½—AKA, “Crazy Eyes”) is named after my cousin, Brandi, whose grandfather didn’t appreciate her being named after an alcoholic beverage. Her grandfather said, “You might as well call her Whiskey Jane!”
AALL Announcements

AALL 2023 / SCHEDULE AT-A-GLANCE NOW AVAILABLE
The 2023 AALL Annual Meeting & Conference will be held July 15-18 in Boston. As we continue to gear up for AALL 2023, we want to share the Schedule At-a-Glance and the registration costs for the Annual Meeting. Please note registration will be opening soon. If you have any questions, please contact us at annualmeeting@aall.org.

APPLY FOR AN ANNUAL MEETING GRANT BY APRIL 1
The 2023 Annual Meeting & Conference is the conference for law librarians and legal information professionals, taking place July 15-18 in Boston. To help get you there, AALL provides resources like the Annual Meeting grants, which fund your registration for the Annual Meeting. Additionally, special interest sections and some chapters provide grant opportunities for their members. With Annual Meeting registration opening soon, now is the time to apply and secure your funding.

APPLY FOR AN AALL SCHOLARSHIP OR SHARE WITH A FRIEND OR COLLEAGUE
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:

- AALL Scholarships
- LexisNexis John R. Johnson Memorial Scholarship
- George A. Strait Minority Scholarship & Fellowship
- Marcia J. Koslov Scholarship

The deadline for applications is April 1. For additional questions, please contact AALL at membership@aall.org.

AALL/BLOOMBERG LAW CONTINUING EDUCATION GRANT / DUE MAY 15
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 15.

SHARE YOUR NEWS WITH AALL
AALL wants to know what’s happening within your specialized groups. If your caucus, chapter, or SIS has any news items, upcoming events, or would like to highlight members’ accomplishments, please contact Heather Haemker, AALL director of marketing & communications.
Member News

- The Maryland Thurgood Marshall State Law Library in Annapolis is pleased to announce that Katherine Baer has joined the team as Head of Reference Services. Katherine previously served as the Library’s Maryland Collections and Reference Librarian from 2007 – 2013. Since that time, Katherine has worked in Washington, D.C., law firms as both a reference and technical services manager. Also, she recently served as Treasurer of the Law Librarians’ Society of Washington, D.C. (LLSDC). Katherine has a B.S. from the Rochester Institute of Technology and received her Master’s Degree in Library Science (M.L.S.) from the University of Maryland at College Park.

- Sabrina A. Davis joined the Fifth Circuit Court of Appeals Library in January 2023 as a Librarian in the Houston Satellite library.

2023 GLL-SIS Grants

Christine Morton, she/her, GLL-SIS Grants Committee, U.S. Courts Library for the Second Circuit, Christine_Morton@ca2.uscourts.gov

The Grants Committee is pleased to announce that there are grants available to attend several upcoming conferences. Also, the monetary amount for the Annual Meeting grants has been increased from $1,500 per grant to $2,000 per grant. Hopefully, the increase in funds will make travel to Boston easier for four of our members! The grant information is as follows:

- One (1) $1500 grant for the ABA/NLADA Equal Justice Conference to be held May 4-6, 2023, in Dallas, TX. The grant application deadline is Friday, March 17, 2023, 5 pm Eastern Standard Time.

- Four (4) grants in the amount of $2,000 each for the AALL Annual Meeting, July 15-18, 2023, in Boston, MA. Two grants are designated for librarians with less than five years of experience, and two grants are designated for librarians with more than five years of experience. The grant application deadline is Friday, April 1, 2023, 5 pm Eastern Standard Time.

- One (1) $1,500 grant to attend the AALL Executive Leadership Institute to be held in 2023 in Chicago, IL. (The Grants Committee is awaiting information as to the exact conference dates. Once AALL releases the conference dates, the Grants Committee will set a deadline date for the filing of grant applications for this conference.)

*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 newsletter, website, and listserv.*

Please see the Scholarship and Grants webpage for the grant rules and the grant application.
Executive Board Meeting Minutes

Tuesday, August 16, 2022

Government Law Libraries – Special Interest Section
Executive Board – Minutes

Date and Time: Tuesday, August 16, 2022 @ 1:00 p.m. PDT / 4:00 p.m. EDT

Present: H. Riccio, K. Westwood, M. Childs, S. Pic, A. Small, P. Petroccione, B. Starkey, S. Davis

Meeting Leader: H. Riccio

Scribe: S. Pic

Date of Next Meeting: October 18, 2022 @ 1:00 p.m. PT / 4:00 p.m. ET

Minutes

Preliminary Items / Action Items from Previous Meeting:

- Miriam moved to begin the meeting. Patty seconded. All in favor. Meeting began at 3:10 p.m. CT.
- Karen moved, Miriam seconded to approve agenda. All in favor.
- Amy moved to approve minutes, Miriam seconded. All in favor (Brendan abstained).
- Update from honorarium to Education Committee speaker - AALL confirmed they can donate the honorarium to her organization instead of to her directly.
- Jenny’s program on the Korematsu case at the AALL conference was fantastic and well-attended.

Other Business:

- AALL Annual Meeting debrief - Brendan thought there was lots of great programming for government sector law librarians. Joe did a great job as AMPC chair. Karen’s program was especially good. Karen and Patty liked that there were fewer panelists on the programs (sometimes due to COVID) because there was more dialogue. Karen thought people were really ready to be talking to each other. A lot of energy around exchanging ideas but also a lot of emotions. Miriam did note there were issues with registration due to it being subcontracted out. Karen followed up that there are likely to be issues with the breakfast billing - billed for 75 when only 55 registered. Karen is trying to fix it. No microphone or speakers at the GLL business meeting even though requested (fortunately, not billed). App not working was due to the subcontractor as well. The GLL speaker was really good. Karen got the feeling from AALL HQ that they are not fans of the meal programs - they are expensive and take away from money spent elsewhere. Karen thinks we may need to rethink having a catered breakfast for our business meeting - but not giving up a general get-together. She thinks we need to think creatively about new options, like bringing in our own food for breakfast. Miriam suggested lunch but Amy noted it can have more conflicts than Sunday morning, when nothing else is happening. And Karen and Patty said it’s a nice way to kick off the conference. Sara suggested discussing it with GLL membership at large. Karen will write about the issues for the general GLL membership. Holly also mentioned possibly moving to a virtual meeting, or a hybrid.
Executive Board Meeting Minutes (continued)

Tuesday, August 16, 2022 (continued)

- Committees update - Holly will be working on putting together committee assignments. Amy was curious as a grant recipient this year if she needed to volunteer for a committee or her liaison status would suffice. Sara will look into it but suggested maybe a bylaws edit was needed to clarify board service also meets the requirement.

- Other - 1) Holly asked Chris Siwa to update the Board info for this term. 2) Karen submitted a program to IdeaScale - please check it out. 3) Holly asked that we all go through the GLL Strategic Directions on the website so we can keep those in mind as we do our work. 4) Miriam said it would be fun to have a member spotlight or Meet Your Board article to talk about some of the fun unusual things we do in the newsletter. Brendan said that the Strategic Directions committee also thought it would be good to get to know the Board better.

- Adjournment - Miriam moved, Brendan seconded. All in favor.

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<tr>
<th>Action Items From This Meeting:</th>
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<tbody>
<tr>
<td>Write about the issues with the catered GLL breakfast for the general GLL membership</td>
<td>Karen</td>
<td>September 9, 2022</td>
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<tr>
<td>Look into whether Board service is sufficient for grant requirements</td>
<td>Sara</td>
<td>Next GLL EB meeting</td>
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<tr>
<td>“Get to Know Your Board” article series</td>
<td>Sabrina</td>
<td>September 9, 2022</td>
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Executive Board Meeting Minutes

Tuesday, October 18, 2022

Government Law Libraries – Special Interest Section

Executive Board – Minutes

Date and Time: **Tuesday, October 18, 2022 @ 1:00 p.m. PDT / 4:00 p.m. EDT**

Present: H. Riccio, K. Westwood, M. Childs, S. Pic, A. Small, P. Petroccione, B. Starkey, S. Davis

Meeting Leader: H. Riccio

Scribe: S. Pic

Date of Next Meeting: December 20, 2022 @ 1:00 p.m. PT / 4:00 p.m. ET

Minutes

Preliminary Items / Action Items from Previous Meeting:

- Holly called meeting to order at 3:03 Central.

- Miriam moved to approve Agenda. Brendan seconded. All in favor, no oppose or abstain. Approved.
Executive Board Meeting Minutes (continued)

Tuesday, October 18, 2022 (continued)

- Amy moved to approve Minutes. Karen seconded. All in favor, no oppose or abstain. Approved.
- Past Action Items:
  * Karen wrote about the issues with the catered breakfast, which will be in the next newsletter.
  * Sara looked into the service requirements for grants. It is not in the bylaws, but is in the Handbook. The Grants Chair, Christine Morton, believes that liaison service by a Board member to a committee is sufficient. The Board agreed.
  * Sabrina has instituted the new “Get to Know Your Board” series for the next newsletter.

Other Business:

- GLL Handbook 2022 Edition Update – Holly is almost finished with updates. It will be posted on the website. Decision was made to include the past version as well. The past versions will also be archived by the Secretary/Treasurer.
- Committees Update – Holly has all committee chairs and most members confirmed. The list will be updated in the next newsletter and on the GLL website. Sara suggested appointing Education early as that committee really needs to get going quickly in late summer/early fall.
- GLL News Suggested Change (GLL Committees Listing Section). – Sabrina suggested changing to just committee chairs and not including emails after articles. Board agreed to change the back page to take out the members’ list but to link to the committee page. Sara discussed why she had made the initial change to include emails. Board deferred on that change.
- Grant Donation Letters – Sara discussed the request for receipts by donors to GLL. She had checked with AALL HQ and they do not send any acknowledgment. Karen (as GLL Treasurer) would sent receipts upon request. Karen was reluctant to circulate a list of donors with the donation amount beyond the Treasurer and Gail Warren, who runs the fundraiser. Sara suggested sending an email, with sample language from AALL, with the donation date and amount, that could be used for tax purposes. She can send an actual receipt if needed as well.
- GLL Breakfast (2022 AALL Annual Meeting): Accounting Update – GLL was billed for 75 plates, though the initial range had been 60-75. GLL did not confirm 75. Vani has confirmed the attendance at 57 and is looking into adjusting it. It is a frustrating situation as communication was very poor by the third-party meeting organizers and hotel.
- Revisiting Upcoming Meeting Dates – 12/20 date ok by all Board members. 2/21 is Mardi Gras so Holly will look into other potential dates.
- Other –
  * Holly contacted about the joint roundtable on pro se and prisoner issues by the LISP chair, who also included SR chair. There have sometimes also been specific topics, such as evictions last year. Miriam talked about her experience organizing last year. Sara said that LISP usually takes the lead on organizing.
Executive Board Meeting Minutes (continued)

Tuesday, October 18, 2022 (continued)

* Miriam asked about AMPC timeline, which Sara explained. Programs will be announced in January.

- Adjournment – Miriam moved to adjourn at 3:59, Brendan seconded, all in favor, no oppose or abstain. Adjourned.

Executive Board Meeting Minutes

Tuesday, December 6, 2022

Government Law Libraries – Special Interest Section

Executive Board – Minutes

Date and Time: **Tuesday, December 6, 2022 @ 1:00 p.m. PDT / 4:00 p.m. EDT**

Present: H. Riccio, K. Westwood, M. Childs, S. Pic, A. Small, P. Petroccione, B. Starkey, S. Davis

Meeting Leader: H. Riccio

Scribe: S. Pic

Date of Next Meeting: **Tuesday, February 28, 2023 @ 1:00 p.m. PT / 4:00 p.m. ET**

Minutes

Preliminary Items / Action Items from Previous Meeting:

- Approve Agenda – Holly called meeting to order at 3:09 pm (Central). Edited agenda to include longevity pin budget request. Brendan moved, Miriam seconded, all approved (no nays or abstentions).

- Approve Minutes – Karen moved to approve, Miriam seconded, all in favor (no nays, Patty abstained as she was not present at the last meeting).

- Action Items Status (See October Meeting Minutes) – Holly is working on website updates (the manual and the committee appointments in particular).

Other Business:

- Committee Reports – Brendan discussed the request from Geri Cepeda from Nominations as to whether there needs to be more than two candidates per GLL office. Discussion ensued about the pros and cons – the board consensus was that the bylaws don’t require it and though it is great to have it, it’s not a requirement. Karen reported that Strategic Planning is very organized for reaching out to the other committees. Patty reported that ATJ is looking to update one of the guides and has other projects. Miriam reported that Standards is looking for comments from membership, with a focus on DEIA issues and electronic resources. Membership and Mentoring is very active and is really focused on helping newer GLL librarians. Sara shared the Grants Committee’s budget motion, Karen seconded. Sara updated everyone on our finances – they are healthy. All in favor, no opposed or abstaining.
Executive Board Meeting Minutes (continued)

Tuesday, December 6, 2022 (continued)

- GLL Breakfast (2022 AALL Annual Meeting) Accounting Update – We were charged 75, 57 attended, we had a meeting with Vani and Beth Adelman, the president. We got an apology from Beth about how this has all played out. Very confusing and unfortunate situation.

- GLL Breakfast (2023 AALL Annual Meeting) – the situation is still difficult, in that you have to request funding and decide at the same time whether you will have an event at all. Holly is leaning towards still having an event but not a food event, or maybe just coffee. Holly mentioned we can do the business portion virtually so the in-person event can be a speaker and socializing. Karen pointed out coffee only is about $16 per person. Also, we can’t decide on ticketed after the fact – it’s either request sponsorship OR ticketed. Miriam mentioned that it feels like the longer time slot deserves a breakfast. Patty mentioned feeling GLL does not receive the same support as other SISs from vendors. She feels like we need the time together as well. Holly wondered if the list of people who see sponsorship opportunities are not the people who work with us. Sara discussed the state of GLL finances – we can afford to pay for coffee if we don’t get sponsorship. Brendan was concerned that possibly we might be told we can’t bring in food – Sara mentioned some events have been “brown bag,” Holly said we can always hint but not state it outright. All responses to Karen’s article about the issue with the breakfast in GLL News was that the membership trusts us to do what is best. Holly summed up that we will have a non-ticketed event, we will request $2,000 for coffee, if we don’t get it, GLL will pay for it. Patty suggested calling it the “Awards and Recognition Ceremony,” sounds nicer to sponsors and even members.

- GLL LexisNexis Restricted Funds – Sara updated the EB that the money is not restricted anymore and hasn’t been since 2008, according to AALL HQ Accounting. Sara suggested letting the relevant committees know that the money is now unrestricted but that they can still make requests for it. Patty and Holly will reach out. Holly may explain in her column so folks know.

- Longevity pin budget request – Holly summarized Malinda’s request for 100 pins at $800 total. Karen said she thinks they are nice gesture. Brendan moved, Karen seconded. All in favor (no nays or abstentions).

- Revisiting Upcoming Meeting Date – meeting will be moved to 2/28, after Mardi Gras.

- Other – revisited the issue related to GLL News, Holly suggested that the usage of emails or not be at the discretion of the editor, the rest of the Board agreed.

- Adjournment – adjourned at 4:11 (Central).

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<tr>
<th>Current Meeting Action Items</th>
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<tbody>
<tr>
<td>Reach out to Nominations Committee to let them know that two candidates are ideal but not required</td>
<td>Brendan</td>
<td>ASAP</td>
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<tr>
<td>Draft language to describe the new formation for GLL’s annual meeting get-together</td>
<td>Holly</td>
<td>ASAP</td>
</tr>
<tr>
<td>Reach out to P&amp;PR and ATJ Committees to let them know the status of the formerly restricted funds</td>
<td>Patty and Holly</td>
<td>By next meeting</td>
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Executive Board Meeting Minutes (continued)

Tuesday, December 6, 2022 (continued)

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<tbody>
<tr>
<td>• Reach out to Grants and to M&amp;M to let them know their budget motions were approved</td>
<td>Sara</td>
<td>ASAP</td>
</tr>
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GLL Executive Board Actions Taken Between Meetings Via Email:

• Motion (attached) presented by Sara Pic via email on December 12, 2022 on behalf of Christine Morton, Grants Committee chair, seconded by Karen Westwood. Unanimous vote in favor of approving the motion.

March is National Color Therapy Month - Color Your Stress Away!!
Meet the Board Member: Sara Pic, she/her

GLL-SIS Secretary/Treasurer, Law Library of Louisiana, SVPic@lasc.org

What are you most proud of?
Perhaps a little cheesy, but I really am most proud of my children. As an older gay person, it took a lot of work to get them here! But nothing has made me so happy as being a mom to my adorable little germ vectors.

Which characteristic do you value most in others?
Empathy and emotional intelligence. Trying to see things from other peoples’ perspectives is something I try to do myself, and I really notice it when other people do as well. Which, honestly, I feel librarians are often especially good at—I’m always learning ways to be even more curious and understanding to others from my AALL colleagues.

Which characteristic do you value most in yourself?
Persistence.

What are some of your hobbies?
A stereotype but it’s true—I really love to read! Though these days I mostly listen to books on audiobook as I don’t get as much down time as a mom to twin toddlers. I’m an avid sci-fi/speculative fiction fan especially. I also love cooking and baking—I was a late in life convert (after eating out all through my 20s) but have embraced the joys of cooking at home, and I’m always on the lookout for healthy treats to bake for my kids.

Do you have a favorite word or quote?
“The best and most beautiful things in the world cannot be seen or even touched—they must be felt with the heart.” - Helen Keller

You get to listen to only one song for the rest of your life – what is it?
Literally anything except “Wheels on the Bus.”

What is a non-travel item on your Bucket List?
Skydiving

What advice do you have for the next generation?
It’s always ok to change your mind.
GLL’s Marketing Maven: Winter/Spring 2023 -
Laura Edmonston, she/her, Deputy Law Librarian,
Washington State Law Library, Olympia, WA

Barbara Engstrom, she/her, King County Law Library, GLL Publicity & Public Relations Committee, Barbara.Engstrom@kingcounty.gov

Staying Visible When It Looks Like No One’s Home

During the pandemic, we all had challenges marketing our services when we were offering limited in-person contact. Thankfully, for most of us, we’re back in our physical spaces and functioning “normally” again. For the Washington State Law Library, the pandemic closure followed by a second closure for an extensive renovation of Washington State’s Temple of Justice packed a one-two punch. Our featured marketing maven this quarter is Laura Edmonston, the Deputy Law Librarian for the Washington State Law Library. Laura will discuss the challenges of marketing library services from a long-term temporary location.

Laura, give us a sense of who are the law library’s main patrons are, what are the most common services you provide, and what was your typical pre-pandemic marketing outreach.

One common misconception about the State Law Library is that we are only open to the legal community or members of the Supreme Court. However, the law library is a public library! We receive the majority of our questions from either self-represented litigants or members of the general public with legal questions, such as how to write a will. We used a variety of ways to market the library before we had to close our doors to walk-in traffic—all of which we have thankfully been able to continue through the pandemic. The law library publishes a very successful blog, we send out information through a patron listserv, participate in conferences, teach CLE (Continuing Legal Education) courses to court employees, and we publish a quarterly piece in the Thurston County Bar Association newsletter. Several years ago, we also started one of my favorite marketing and outreach campaigns, the Supreme Court READ campaign. We enlisted our Supreme Court Justices to take photos that we then turned into bookmarks and posters to display in the library and to hand out at events. It was a very fun way for us to interact with the Justices and for them to show their unique personalities and support for library services. We hope to be able to create a new round of READ materials in the near future.

How did your service model change during the pandemic closure? Were you back to pre-pandemic operations before the second closure for renovations? How did you market your services during the pandemic? Do you have a sense of whether usage dropped off or did it just migrate to online and email services? As the law library for the entire state of Washington you already have a robust email reference service model in place, did the traffic pattern for that change?

Our service model had to undergo some pretty drastic changes during the pandemic closure; however, we are proud to say that our services never had to stop during that time, nor did we experience any substantial service delays. To facilitate the Court’s need to cite to materials in print and to answer phones, we kept one reference staff member onsite at all times. All other reference
staff worked remotely. As the pandemic progressed, however, we found that we needed to find a way to get books and other print materials out to people who needed access to them. We instituted curbside service twice a week and dropped fees to ship books to our attorney patrons. We also increased our services to the incarcerated at this time because many law libraries in correctional facilities were unable to operate. In the time between the ending of the Governor’s Emergency Order and the move, we were already beginning to pack up the library and the Temple, which would have made in person service very difficult for staff and patrons alike. Thus, we kept our doors closed so that we could answer reference questions and pack up our collection at the same time.

In 2021, we decided to take the plunge and join social media for the first time. We created accounts on Twitter, LinkedIn, and Facebook. Those mediums have allowed us to spread the word about our services, highlight the blog, promote neighboring library services, and to flex our creative muscles. We also produced a video tour of the library to use for online programming, which really helped us to “bring people in” during the closure. This past year, we introduced Lexis eBooks into our collection, which is another fantastic value-add for library patrons.

Overall, our reference statistics did not greatly decline during the pandemic closure. In fact, there were times when I felt like we were busier than ever with questions and requests. We did have a great deal of patrons who would typically walk in to use the library that transferred their usage over to email and phone, and we were very proud that we were able to continue to provide reference assistance. We like to say that while using the library was not as convenient during the pandemic, it was still accessible. And we are still always looking for ways to maintain and expand accessibility.

I know that you had to move your collection to a separate facility. Are you able to offer walk-in services to the public in your temporary space? How long do you expect to be there? What sort of outreach are you doing to get the word out about the move and your services from the temporary location?

We actually had to move our collection to THREE separate facilities. The most used items are here with us at our temporary location in Tumwater. Those items are available to check out, for the most part. We moved our most rare and delicate items to the State Archives, and then we rented a storage space to hold the remainder of the collection. To fill the gaps, we have been relying on interlibrary loan. We have a small research room in Tumwater that is open for walk-in service from 9:00 – 4:00, Monday through Friday. We have a computer available for research and one for looking up books in the catalog. Unfortunately, our new space does not allow for browsing in the stacks. But we can pull books for patrons and even have them waiting if they call ahead. We have also decided to continue our curbside service on Tuesdays and Thursdays.
GLL’s Marketing Maven: Winter/Spring 2023 - Laura Edmonston, She/Her, Deputy Law Librarian, Washington State Law Library, Olympia, WA (continued)

GLL-SIS Publicity & Public Relations Committee

For marketing our new space, we started with a “soft launch” approach so that staff could get used to service changes and to helping patrons face-to-face again. We also wanted to make sure our tech was running smoothly before we really got the word out. Our opening was officially announced through a court press release and we have been making updates to our website to reflect the changes. We plan a full marketing blitz using all of our media channels sometime in the very near future.

When do you expect to move back into the Temple of Justice? Are there any big changes that will impact the amount of space allocated to the law library? How do you plan to get the word out about your homecoming to the renovated Temple of Justice?

We’re told that renovations to the Temple will take a couple of years to complete. The renovations will predominantly be to the building’s infrastructure, so the library will look largely the same when we move back in. However, we are expecting upgraded lighting, plumbing, and more regulated temperatures in the main reading room. We are still working on decisions about any service changes or furniture changes. I am sure the homecoming announcement will be very grand! We will be thrilled to get moved back in to our home base and will be shouting about it from every platform. Stay tuned.

Thanks for taking the time to share your expertise and for providing ideas for marketing our libraries when it may appear that we’ve disappeared. You probably have zero free time right now, as you are enrolled in law school while working full time, but if you did have free time—how would you spend it? Any books, movies, tv shows, or activities to recommend to us?

Thank you for asking! Since starting law school, my tv has been very neglected. However, when I do have time to watch, I am catching up on Abbott Elementary. It is hilarious and heartwarming—the perfect combination. As the weather gets warmer, you will find me out in my kayak or hitting the trails during my study breaks.

Contact Information
Laura Edmonston: Laura.Edmonston@courts.wa.gov
Library Reference: Library.Requests@courts.wa.gov
Book Review: Leveling Up: 12 Questions to Elevate Your Personal and Professional Development

Adriana Mark, she/her, GLL-SIS Membership & Mentoring Committee, U.S. Court of Appeals for the Second Circuit


Some people view the start of a new year (according to the Gregorian calendar at least) to reflect on their personal and professional development. Although one could argue that any time is a good time to map out a personal growth journey and Leveling Up: 12 Questions to Elevate Your Personal and Professional Development is a good source to do so. The goal of this book is to assist readers with elevating their personal and professional lives, or at least, as the author says, find the “sweet spot,” the perfect balance of work and life that would then enable one to help others do the same. Through the twelve questions that frame this book, readers will assess at what level they are on their personal and professional journeys (the levels are: aimless, stuck, coasting, developing, thriving, and mastery) and receive suggestions on what to do to get to the level where one is a master of one’s life. Each chapter includes actionable items, exercises, and thought-provoking questions such as, “What can I do now to make sure that the people in my life actually want to be in it?” Leveling Up takes a holistic approach to professional and personal development with the central thesis being that it is possible to excel and grow in both life and career without sacrificing one for the other.

The twelve questions were formed from the author’s coaching sessions, client feedback, and post-keynote speech audience polls. It is recommended in the introduction that the reader work through the questions in the order they are presented in the book unless a particular question is compelling as a starting point instead. The book starts with the “vision question,” which is, “What is my definition of success?” Other questions are: “What is it like to be on the other side of me?” (the self-awareness question) and “What mistakes can I own?” (the humility question). Each question has its own chapter that includes explanatory information, anecdotes from the author’s experiences, examples and citations about the topic, and a chapter recap. At the end of each chapter is a type of exercise, from self-reflection questions to activities. The book ends with suggestions for “living authentically.”

The most useful features of Leveling Up are the action items at the end of each chapter. At 193 pages the book overall provides a more manageable personal growth “to-do list” compared to similar books like Creating Your Best Life by Caroline Adams Miller and Dr. Michael B. Frisch or Designing Your Life by Bill Barnett and Dave Evans. As the book reviews in this very newsletter have shown, there is no shortage of personal development books on the market. Personal development is a billion-dollar industry with workshops, trainings, and seemingly infinite books to read on the subject. And the industry will only get bigger. Market analysts expect the professional development industry to expand 5.5% over the next seven years and within that market, they expect the book segment to grow 7%. But, while it seems there will be a steady stream of workshops and especially books in this genre for years to come, the analysts warned that “busy schedules hold
Book Review: Leveling Up: 12 Questions to Elevate Your Personal and Professional Development (continued)

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back individuals from analyzing their personal strengths, weaknesses, habits, personalities, and values, which is turning out to be a major challenge for the market." In other words, personal development is an investment in money, energy, and time. While personal growth is worthwhile for its own sake, it's challenging to prioritize with every other competing interest in a capitalist society. Bottom line: if you only have the capacity for a professional/personal development micro-dose, so to speak, Leveling Up is perfect. Select one question from the book at your leisure and improve that skill on your own timeline.

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

How to Teach an MCLE: An Interactive Approach

Jocelyn Stilwell-Tong, she/her/Ms., California Court of Appeal—Sixth Appellate District

Do you remember the first course you took on adult education? I do. It was halfway through my MLIS program, and, in retrospect, I'm surprised it didn't happen earlier. My law school covered litigation skills such as presenting to a jury, but they didn't discuss it as "adult education," even though that's what it is, in many ways. In addition to presenting in court, attorneys often present MCLEs and casual educational programs as part of our professional conversation and training. Even so, until library school, I never saw anything on the pedagogy of teaching peers or adults. Since becoming a law librarian (first at a law firm, and then at a court), I've led a number of MCLE classes, moderated more, and presented to my professional community from time to time as well. I know I could have used a training class before that first presentation! While my skills have grown over time, I've always wanted more background on the pedagogy and technique behind teaching adults, especially in these short, one-hour classes.

Last summer, my wish for more training on continuing education came true. After being on the list to attend the California Judicial Education Resource's "Faculty Development Seminar" for nearly four years (thanks, pandemic!), I was finally able to attend. This instructor bootcamp explicitly talked about short form presentations. That same summer, I also attended "Teaching the Teachers," a fantastic program put together by a group of academic law librarians. Though it was more focused on law school courses and semester-long formats, there was so much information applicable to short-form presentations. The overlap in resources and concepts was striking. Between these two
conferences and some subsequent reading, I feel much more confident in my ability to present new information to a group of professional adults and have them retain the information afterwards. I want to share my key take-aways with my GLL-SIS colleagues.

The three concepts that were most useful to me were the ideas of backwards design (starting with your desired result and working backwards); applied learning (the information will stick if they use it right away); and addressing the learner as a complete person (your audience is bringing their own life experience and background to the party).

**Backwards Design**

When you first come up with a concept for a training, there’s usually a change you’d like your audience to make, or a new behavior or skill you’d like them to adopt. This is especially true of targeted professional development and MCLE programs. Backwards design encourages the trainer to think about the change they want to see in the workplace and then work backwards to design the training based on that goal. So, if there’s a new skill you want people to adopt, you want to present on (1) what that new skill is, (2) how it would be used in an existing workflow, (3) how to perform the new skill, and then (4) walk the audience through the skill in real time, during the training. If you can get real-life examples from the audience, even better! This gives the audience key information, not just on the new skill, but on how they would implement it in their day-to-day work. It can also help you identify barriers to adoption that you might not be aware of.

When I learned about this concept, I immediately thought about a training I gave a few years ago on how to use a web archive. While I was presenting on the archive itself, my audience kept getting hung up on how to make a website into a PDF (a small step that you only have to use sometimes, with the software we selected). It turns out some of them weren’t aware of the “print to PDF” function. This was pre-pandemic, clearly! At that time, most of my user base had always printed to paper and then scanned the paper to PDF using the copy machine. I had no idea that so many people in my workplace had never printed to PDF, but it’s a common part of my job and extremely rare for their jobs. We identified this issue in the “existing workflow” step of the training, during the first of a number of trainings. I made sure the audience practiced printing to PDF as part of step four for that batch, when they performed the skill. For future trainings, I built “how to print to PDF” into the skill description from the beginning of the training. At the end of the trainings,
everyone at my court was able to use the web archive, and they also gained a handy job tool (one which they use far more often than the archive itself, post-pandemic).

Every Person Brings Their Own World

That story illustrates another key concept of adult education: each person brings a skill set and a complete work history into the training room with them. In a best-case scenario, you’ll learn new skills from the audience, improving your presentation. However, in some cases, this depth of experience may lead attendees to think, “If I’ve done my job without this tool or skill for X number of years, it’s probably not necessary.” For adult learners, it’s critical to avoid a top-down approach to teaching, where a “sage on the stage” presents everything but doesn’t get feedback from the audience. The instructor isn’t the only one with expertise in the room, and if you make it clear that you respect the audience’s valuable knowledge, they will return that respect and will often be more receptive to your message. In the best of worlds, this leads to trainings that are less top-down and more collaborative. It also makes teaching a slightly different skill—your focus as an instructor changes from holding the room’s attention and imparting knowledge, to guiding the room’s attention and engaging each person so that they can participate. If I hadn’t created a dialogue within the classroom in that first web archiving class, I wouldn’t have learned about the PDF issue, and the audience may have avoided the tool I was introducing because I didn’t respect or accommodate how they already did things. I’m glad I was presenting to a group of coworkers who were already familiar with me in that example—if I’d been presenting to strangers, would they have been open about their workflow process? Probably not.

While each adult learner brings a wealth of experience to each class, even with the best of efforts, you can’t always make them participate. In the fall of 2022, my coworker Elizabeth Caulfield and I presented to a group of appellate court research attorneys on how citator services work. I’d taken some adult education trainings at that point and was excited to try to engage the audience—I know that these people use Shepard’s, KeyCite, and their ilk every day and would only show up for the training if they had strong opinions about them! We presented in two sessions, and we did have a lot of audience feedback and interaction in the first—a number of people were happy to share stories about the quirks of checking for good law and their opinions on that evergreen topic of Lexis vs. Westlaw. That first class was an 8:30 a.m. course on the first full day of the institute. The second session was immediately before lunch on day three, and the audience was not nearly as participatory. Elizabeth and I had to revert to the “sage on a stage” method of teaching,
How to Teach an MCLE: An Interactive Approach (continued)

Jocelyn Stilwell-Tong, She/Her/Ms., California Court of Appeal—Sixth Appellate District

because we couldn’t get stories to illustrate our points from the audience. We still used those audience question prompts, and maybe the audience still used those to silently reflect upon what we were saying—our participant reviews were very good for both sessions! But keep in mind that sometimes circumstances (and blood-sugar levels) will affect how much an audience participates.

Active, Participatory Learning

When learning a new skill, it is critical to use it right away, so that the information sticks. However, even in a training where everyone brings all the tools needed (a computer, an active case, etc.), sometimes the student still won’t have time to perform the skill you are teaching. And why is that? Often, it’s because the trainer doesn’t allocate enough time for it. And when that happens, it’s usually because of how the lesson plan was set up. When the Faculty Development Trainer in my work seminar pointed this out, I thought “oh, I would never do that.” Then he called out examples of how this happens, and I saw myself in each of them. Here are those examples:

- “Have you ever hosted a training, and said, ‘We have a lot of information to go through, so I’ll do my best to go quickly.’” I’d done that the month prior, when doing an orientation with externs.

- “Have you ever said, ‘We have an exercise at the end of this training, which we’ll get to if we have time’—but you know that means, ‘if you don’t have questions?’” Ugh, yes, I’ve done that.

- “Do you sometimes confuse your PowerPoint with a lesson plan?” What do you mean, a PowerPoint isn’t a lesson plan?

When he saw our faces, he doubled down. “That’s right. A PowerPoint isn’t a lesson plan.” And folks, after getting over my dismay and feelings of being personally attacked (just kidding), I accepted that he was right. When putting together a lesson plan, you’re thinking about your goals for presenting, what you’ll need in terms of materials and supplies, what the learning objective is, and how it fits in to other trainings you may give, what the structure of the lesson will be, how the participant can try the new skill or behavior for themselves, and how to assess your success at the end of the process. The PowerPoint is really just part of the lesson or training’s structure. It’s a very small piece of your overall goal, but one many people (certainly, I) focus on to the exclusion all else.

The most critical piece of any training is having your audience try the skill in an environment where you can help them if they have problems. Handouts are great, but there is no substitute for actually doing the thing you are learning. If you let your PowerPoint lead when planning a training, you’re almost certainly not going to leave enough time for interaction.
How to Teach an MCLE: An Interactive Approach (continued)

Jocelyn Stilwell-Tong, She/Her/Ms., California Court of Appeal—Sixth Appellate District

That’s a shame, because studies show that audiences learn best when they’re active participants in a training. If you’re teaching a new skill, having the students perform that skill with your help and supervision helps them remember how to do it, because their brain sees that it’s knowledge they’ll need to act on, not just passively absorb and then forget. Without that hands-on experience, they are left with information on why something is important, but no personal experience with preforming the skill. Their brain is missing a critical cue, which moves the knowledge into their memory banks.

But what if you’re talking about a subject or a skill that you can’t perform in a class? Maybe it takes too long, or it’s a subject area class where it doesn’t make sense? In that case, consider engaging the audience more, so that they can talk about examples from their own experience. Let the class take the lead sometimes—you may need to mediate who is talking and how much, but their real-life experiences are much better and more memorable hypotheticals than anything you can come up with. This kind of interaction can be difficult to coordinate, especially if you’re not an experienced presenter. I know that my instinct when teaching is to ensure the experience is controlled and predictable, which is not what you get when let your audience steer. But active learning is absorbed better, and on a deeper level, than one which is controlled by the presenter in every aspect.

Additional Resources

- Twitter Thread by Alyson Drake: https://twitter.com/DrakeAlyson/status/1555557585079734273
The Public Law Library in a Time of Change, from an Intern’s Perspective: A Case Study

Sarah Martin, they/them/she/her, MLIS Student at San Jose State University, SMartin@lalawlibrary.org

There is no question that we live in a time of rapid change. There has been much said about lockdown protocols, health precautions, and virtual programming during this post-pandemic era, but there remain many questions still unanswered about what the long-term implications of these procedures and changes might be. This article attempts to explore this issue in the context of the Los Angeles Law Library, a unique space as the largest public law library outside of the Library of Congress, but potentially representative of the challenges and opportunities many public law libraries seem to be facing. Public law library staff have had to adapt to overburdened emotional capacities and evolving needs in terms of access to resources and learning opportunities, as well as some of the beneficial innovations that have come out of the challenges of the pandemic. This information was taken from my own observations as well as interviews with LA Law Library personnel.

Effects on Staff

At LA Law Library, the mental health of staff is being affected by a huge influx of patrons with more diverse and acute needs. Because the courts are not back to pre-pandemic service levels and there is a backlog of cases, the Self-Help Center has reduced scope and has been sending increasingly complex cases to the library. Steadily, more patrons are coming into the library in “survival mode,” not able to process their legal issues because they go hand-in-hand with the social issues they are facing. By the time patrons reach us, we are their last resort, and they are desperate. Encountering so many people in such a distressed and traumatized state means that the burden on library staff has greatly increased, leading to greater risk of burnout due to vicarious trauma and compassion fatigue from helping larger numbers of people with more intense needs.

Patron Needs

Probably the main change over the pandemic that has affected libraries, and the world at large, is the move to digital. This can have positive effects in that the resources are much more accessible to those with internet access, bridging distances and overcoming some geographic barriers. However, the Digital Divide is affecting patrons and self-represented litigants who have no access to phone or email, let alone the capacity to virtually attend a hearing or program. Although the library provides computer access and library staff are available to help, they are not equipped to provide in-depth step-by-step guidance on the various online legal needs that a patron might have.

Another challenge is rebuilding in-person clinics and related public programs. Many community partners have come to prefer putting on programs virtually. While this is easier on them and those for whom the virtual environment is easily accessible, many do still need in-person assistance.
The Public Law Library in a Time of Change, from an Intern’s Perspective: A Case Study (continued)

Sarah Martin, They/Them/She/Her, MLIS Student at San Jose State University, SMartin@lalawlibrary.org

The legal needs of the public have also drastically changed, especially the increase in need for information on landlord-tenant and family law cases. Landlord-tenant cases are on the rise due to social hardships such as housing insecurity, especially considering the confusing fluctuations in LA County’s various eviction moratoriums and rent relief policies. On the other hand, it seems that since there is no longer the motivating factor of quarantine and isolation, there is a surge in divorce, separation and child custody proceedings being filed, increasing the need for information on family law.

Positive Impact

Although the library is facing significant challenges, many positive changes necessarily came about as a result of the pandemic as well. Legal education videos were able to be uploaded and made accessible to the public at any time. On top of being better attended than ever, online classes are good promotion for the library’s services in general. The capacity for phone and email reference was greatly increased as it became the only option and remains an equally popular—or even more popular option—to in-person reference. The library was able to hire a permanent Community Connections employee to help with handling the social work aspect of the library. Overall, the staff were able to focus on projects that had been put off before the pandemic and implement positive changes.

Many times, issues that present as challenges can become opportunities for growth. Public librarians have faced matters of vicarious trauma for decades, but as the burden and burnout in library staff is reaching greater crisis points, the importance of caring for the mental health of staff can finally be addressed. Diversifying points of access in-person, over the phone, and virtually benefits many different kinds of patrons. Although the Digital Divide is being exacerbated by a system that is going increasingly online, for many patrons who are not able to come into the library—whether due to social issues, disability, or distance—having resources online is a boon. This article touches on a few pressing issues in public law libraries and how they might affect library staff going forward, but there is much more to be explored.

To learn more about LA Law Library’s COVID-19 resources and the changes they have implemented, please follow this link or find us on the web at lalawlibrary.org.

Bio:

Sarah Martin is a Master of Library and Information Science Student at San Jose State University. She earned a B.A. in Applied Linguistics with a minor in Italian from the University of California, Los Angeles. She participated in a special library internship program with LA Law Library in Fall 2022 to pursue her interest in law librarianship. Malinda Muller is the project lead for the internship program. Malinda also chairs the GLL Membership and Mentorship Committee, which hosts the peer to peer “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-%20publications/mentorship-program/.
Educating the Legal Community and General Public about the Freedom Suits

Gail Wechsler, she/her, Law Library Association of St. Louis
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As a public law library in downtown St. Louis, housed in a building just blocks away from the Old Courthouse, where the legal saga of Dred and Harriet Scott began, the Law Library Association of St. Louis decided to develop and promote a series of events related to that infamous lawsuit. The motivation to focus on the Dred Scott case and other so-called “Freedom Suits” (brought by slaves in Missouri seeking freedom for themselves and their families) was the unveiling in June 2022 of the Freedom Suits Memorial Sculpture right outside our building, the Civil Courthouse of the 22nd Judicial Circuit. We saw the sculpture as a starting point for a tie-in to programs educating others about what the Freedom Suits were about and how they changed the landscape in our city, state, and beyond.

Over 400 Freedom Suits were brought in Missouri between the years of 1806 and 1859. In general, these were brought by slaves who had been taken by their owners to free states for a time and who argued, “once free, always free.” Remarkably, especially given the fact that the plaintiffs themselves were not allowed into the courthouse to testify, and that jurors exclusively were white men, slaves won about half of these cases.

To educate our patrons and the general community about the Freedom Suits, the library hosted a continuing legal education (CLE) program presented by a former state archivist who helped research the underlying documents for the Freedom Suits. This virtual event took place a few weeks before the statue was unveiled. A few months later, the social justice book group the library runs with Saint Louis Public Library held its virtual discussion about the book 57 Years: A History of the Freedom Suits in the Missouri Courts. Both programs were well-attended and well-received.

While most people in our area are not familiar with the Freedom Suits, they are familiar with Dred Scott. His portrait is located several places around town, including the Missouri History Museum, and a large statute of him and his wife (and co-plaintiff), Harriet Scott, sits in front of the Old Courthouse. Still, our library felt there were programs we could offer to dig deeper into the lives and legal struggles of the Scotts. So, we sponsored another legal education program in the fall, this one a panel discussion including judges, legal scholars, and a descendent of the Scotts, to discuss the “Life, Times and Freedom Suits of Dred and Harriet Scott.” It was one of our most well-attended CLEs and offered an insightful look both at the Scott family story and the nuances of the U.S. Supreme Court’s decision and its aftermath. As one attendee wrote “amazing” and “a moment in living history.”

Next up, our library is hosting an in-person exhibit with the Dred Scott Heritage Foundation called “Faces of Dred Scott.” While on the surface this is an art exhibit, many of the paintings, cartoons,
Educating the Legal Community and General Public about the Freedom Suits (continued)

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photos, and other depictions have a fascinating back story, which were shared at the opening event on March 7 and in the program guide.

While so much of what our library does is focused on providing basic legal research help, including many print and digital resources, we also see ourselves as a broader educational institution. We see the story of the Dred Scott case and the other Freedom Suits as part of the fabric of St. Louis and Missouri history. As the oldest law library west of the Mississippi and the only library of its kind in downtown St. Louis City, we have been honored to host all of these programs dedicated to a difficult but important part of our city’s story.

My Leadership Journey

Holly Riccio, she/her, California Judicial Center Library

In addition to hosting the GLL Mentorship Program’s Build Your Skills database as well as other initiatives, the Membership and Mentorship Committee offered a second online gathering for GLL’s newer librarians this past fall. In a time of an evolving workplace, this gathering helped to connect newer librarians with one another and also provided an opportunity to meet with a GLL leader. In December, Holly Riccio, director of the California Judicial Center Library and current Chair of the Government Law Libraries Special Interest Section (GLL-SIS), joined the Membership and Mentoring Committee to share her leadership journey with attendees (GLL law librarians, with five or less years in the SIS). The Q&A format consisted of five prepared questions where Holly offered valuable insights. Her points were impactful, creative, and transparent, certainly all elements of great leadership. A summary of Holly’s leadership journey remarks are provided here. Many thanks to Holly for sharing your journey for the benefit of the rest of us!

What does leadership mean to you?

- One of the most powerful components of successful leadership is being transparent. This can be such a powerful thing—if you can trust yourself and, in turn, be trusted by others. People want to relate to their leaders. They want to know that you have experienced the same or similar problems to theirs, and how you have overcome personal hardships. Be more human, more vulnerable, less perfect.

- Transparency also plays a huge role in regular communications with those you lead. I have always shared as much as I can with my staff and committees I’ve chaired, and when I don’t know something, I admit it and commit to asking and finding out the answer. If I can’t share certain information, I don’t share it, but I do share as much as I can. That helps to build trust, which at the end of the day, is really the cornerstone of successful leadership.
My Leadership Journey (continued)

Holly Riccio, she/her, California Judicial Center Library

- Leadership also means thinking long term and big picture—and in relation to our profession, it means thinking about and creating ways to increase the law librarianship pipeline. It means mentoring newer law librarians, and even finding potential law librarians and nurturing those relationships to inform and, hopefully, inspire.

What advice would you give someone aiming for a leadership position?

- Build your resume as you go along and think about how things you are doing now or opportunities you are being given presently can help you develop or build skills that will be essential for future positions of leadership.

- Step forward and volunteer wherever you feel comfortable and find opportunities that interest you. Rinse and repeat. Continue to take steps moving you forward. Pick a committee and offer to serve anywhere. I don’t know that I necessarily knew I was ready when I was asked to be on a committee. At some point, you won’t always have to step forward and volunteer, as others will start reaching out to you and asking you to take on roles and tasks based on your previous volunteer roles. Others might see you’re ready before you know that. At this juncture, be more purposeful about what you want to volunteer for.

How did you know you were ready to take on a leadership position?

- With AALL, I had served on quite a few committees as a member, and I was then asked to chair a committee I was serving on. I knew I had the knowledge and experience from serving as a committee member, so that comfort level gave me the confidence to take on the chair role.

- I think if you are asked to take on a leadership role, whether at work or in a professional association setting, if you are a little bit scared, but are more excited than anything else, you are ready.

- Sometimes others may see that you are ready before you may. We can’t see the progress in ourselves, but others can often bear witness.

Describe a leadership learning experience.

- I had an experience serving as a volunteer on a professional association board where a fellow board member was not performing their duties in a timely, effective manner. I talked with the individual about my observations, and the board member saw the issue and agreed to correct it. However, time went on and the same performance issues kept coming up. I had to have a very hard conversation with this individual and ultimately asked them to step down from their board role. It has been my experience most of the time that professional volunteers recognize when they need to step down or away from a responsibility and proactively reach out to do so, but when the volunteer does not see the problem, it leads to hard conversations like these.

- Another leadership learning experience came when I ran for one of the board member positions on the AALL Executive Board back in 2009. I was not elected, but I did not let that get me down
or deter me from continuing to express my interest in having the chance to run again and, hopefully, have the opportunity to serve in this capacity. I got the call quite a few years later to run for AALL Vice President/President-Elect, I said yes, and was so grateful and honored to have been elected to serve AALL in that capacity in 2013.

**Share a leadership skill that you discovered outside of the playbook?**

- As an extension of transparency, I would have to say vulnerability. This acknowledges that you are human. While you may feel exposed, it has its rewards. People will be vulnerable with you over time. I experienced the loss of my partner earlier this year, and the grief process has shown me the power of being vulnerable, and the strength in sitting in that vulnerability. People respond to raw emotion and honesty, as was made clear to me when a snippet of a voicemail I left for the Anderson Cooper podcast on grief (called “All There Is”) was used as part of a montage of individuals sharing about their grief and loved ones. My voicemail also contained a more composed, coherent lesson I learned from a friend, but that was not what made it into the podcast. What made it was what resonated, and what resonated did so because it was authentic and vulnerable. (The podcast in question can be found [here](#).)

- Being vulnerable can take many forms—it doesn’t have to be about sharing from your personal life; you can be vulnerable in a work context around work/professional skills/topics.

- As a leader I’ve learned to know when uncomfortable conversations may be necessary.

- It can be hard to do and make you feel very exposed, but I’ve found it always comes back to reward me in some way, either personally within myself or by someone doing something or taking some action in return that they probably wouldn’t have—or, sometimes you get lucky, and both happen.
GLL-SIS Election and Nominations

Our annual GLL-SIS online election will begin on March 20, 2022, and will end on April 20, 2022. If you have any questions about nominations or the online election process, please contact Sara Pic, GLL-SIS Secretary/Treasurer, at svpic@lasc.org. Thank you for participating by casting your ballot during the election!

Amy Small, she/her — Vice Chair/Chair-Elect

Personal Statement

As I wrap up the final year of my term as GLL-SIS Board member-at-large, I was starting to get sad at the idea of having fewer regular interactions with all of the incredible people I’ve gotten to know through my work here. To my delight and honor, I have been given the chance to extend my service on the Board as I run for Vice Chair/Chair-Elect.

My term as member-at-large began in July 2020, right as we were all trying to make sense of what our libraries would look like in the immediate and distant future. Nothing brings things into focus quite like a crisis, and it became crystal clear what a valuable source of knowledge, experience, and camaraderie the GLL-SIS is. Having a solid community of like-minded librarians got me through the challenges of reopening and operating a library while the pandemic raged on—I would have been utterly lost without you!

While the immediate COVID-19 crisis has abated, it has permanently left its mark on how government law libraries operate—and not entirely in a negative way! The pandemic has allowed us to adapt our industry and provide information to the public in ways we never thought possible. The value of GLL-SIS is clearer than ever as we work together to innovate our pursuit of access to justice to meet the changing times.

I’ve been proud to help facilitate the SIS’s mission through my work on the Board and would be grateful for the opportunity to assume more of a leadership role. As Vice Chair/Chair-Elect, I would strive to support my fellow government law librarians in our service to the public despite the challenges and curveballs that inevitably come our way.

Summary

Highly experienced law librarian who strives to meet patrons’ information needs with impeccable customer service and research expertise. Fully understands the law library as a complete entity; both from the patron-facing reference desk as well as from experience in administration, managing finances, human resources, and state reporting requirements.

Education

- Master of Science, Library & Information Science, University of North Texas, Denton, TX, 2006
- Bachelor of Arts, 20th Century English Literature, Northwestern University, Evanston, IL, 2004
GLL-SIS Election and Nominations (continued)

Professional History

Executive Director
State Law Library | Austin, TX | 2022-present
- Managed library budget, including presenting budgetary requests to the Legislature.
- Supervised and mentored team of librarians via goal setting and regular one-on-one meetings.
- Created Graduate Reference Intern positions to attract talent to government law libraries and provide early-career librarians with professional-level experience.

Assistant Director
State Law Library | Austin, TX | 2018-2022
- Managed team of reference librarians and performed legal reference for patrons.
- Created instructional materials such as training courses, research guides, and videos.
- Promoted library outreach and advocacy by giving presentations, coordinating library events, and attending conferences.
- Developed procedures to maintain high levels of service while library was closed due to COVID-19, including chat partnership with Harris County Law Library.

Chief Fiscal Officer
State Law Library | Austin, Texas | 2014-2018
- Responsible for all administrative functions of the Library, including HR, payroll, purchasing, risk management, benefit administration, and budget management.
- Completed state reporting and budgeting requirements.

Reference Librarian
State Law Library | Austin, Texas | 2007-2010, 2012-2014
- Performed legal research and resource instruction for library patrons via phone, email, and in-person visits.
- Developed several ColdFusion apps for library use.
- Coordinated Document Delivery service for incarcerated researchers.

Skills and Experience Summary

Legal Research
- Eight years’ experience answering legal reference questions from patrons of all levels of legal knowledge via phone, email, chat, and in-person conversations.
- Thorough knowledge of Texas and general legal resources, in print and digital formats, including Westlaw, Lexis, Hein, Matthew Bender titles, annotated statutes, O’Connor’s, FastCase, TexJur, digest system, American Law Reports.
- Experience developing legal information training materials:
  - Extensive legal research course for librarians new to legal research
  - Glossary and training manual for Document Delivery librarians and assistants
  - Highly detailed “Legal Research Resources for Beginners” and “Case Law Research” LibGuides
GLL-SIS Election and Nominations (continued)

- Thorough knowledge of Texas court system by advising inmates as to the location and availability of their criminal casefiles within the courts and criminal justice system.

Agency Administration

- Proven ability to manage multiple state-mandated and internal deadlines at once.
- Four budget cycles of experience working closely with Executive Director and Legislative Budget Board on library budgetary planning, including Legislative Appropriation Requests, Operating Budgets, Strategic Fiscal Review, and Base Reconciliations. Appeared before Appropriation and Finance Committees to answer questions about the library’s services and budget.
- Developed and implemented human resources policies on ADA and EEO compliance, performance reviews, job postings and hiring, and workplace harassment and discrimination. Subsequently received successful review from Texas Workforce Commission’s Civil Rights Division on the implementation of these policies.
- Proven track record of coordinating and executing high-level library projects including closing and re-opening the library due to COVID-19, carpet replacement, winter flood repairs, and transition to new state-mandated HR and financial software.
- Precision and attention to detail when tracking and reporting library revenue, expenditures, and appropriated funds.
- Served as agency liaison with State Auditor’s Office, Texas Workforce Commission, State Office of Risk Management, Comptroller’s Office, and Legislative Budget Board to complete comprehensive agency audits and reviews.
- Wrote and published an extensive and thoroughly-researched history of the State Law Library.

Presentations and Panels

- Grant Funding for Law Libraries, February 2022 – American Association of Law Librarians Webinars
- Navigating Legal Reference, January 2022 – Texas State Library and Archives
- Mindful Middle Management, July 2021 – American Association of Law Librarians Annual Conference
- When it Rains it Pours, April 2021 – Southwestern Association of Law Librarians Annual Meeting
- Developing Innovative Legal Information Projects, February 2021 – American Association of Law Librarians Virtual Coffee Chat
- Using Chat to Provide Legal Information During the COVID-19 Pandemic, January 2021 – Innovations in Tech Conference
Jocelyn Stilwell-Tong, she/her/Ms. — Member-at-Large

Biography

Jocelyn Stilwell-Tong has been the law librarian at California’s 6th District Court of Appeals since 2013. Before joining the court, she worked as a law firm librarian at a mid-size California firm. A native of New Mexico, Jocelyn attended high school in the state capital of Santa Fe and earned her BA and JD from the University of New Mexico. After moving to California, she earned her MLIS from San Jose State University. Jocelyn is proud to have served as a former president of NOCALL (Northern California Association of Law Librarians), a member of AALL’s IDEA Special Committee, and to have served on two Annual Meeting Planning Committees. When she isn’t volunteering, she enjoys reading, traveling, and spending time with her family.

Personal Statement

I’m honored to be running for the role of Member-at-Large for the GLL-SIS, which has been such a source of support and friendship throughout my years as a government law librarian. During the pandemic, this group’s monthly check-ins have been a welcome opportunity to connect with fellow librarians and learn what is going on around the country. As friends, you an inspiring individuals and great company. As a group, you are a force to be reckoned with.

In my former roles as VP/President/Past President (2019-2021) for my local AALL chapter NOCALL, I learned that we can’t predict what challenges we’ll be faced with in the future. However, there are some issues that are evergreen. I’m excited to continue this section’s good work of supporting the Access to Justice movement, building on the work of our own Diane Rodriguez, who championed that cause as AALL President. I believe strongly that access to justice is a key component to greater equity and equality in our country, and our legal system. I also believe that, as librarians, we must continue our good work on UELMA, and follow up on it by focusing on the preservation of born-digital information—ensuring that the materials we have today are still available to future researchers. I look forward to your guidance, support, and companionship as we move into the future, together.

Library Experience:

Law Librarian • January 2015 – Present
Part-Time Law Librarian • May 2013 – August 2014

6th District California Court of Appeal • 333 W. Santa Clara St, San Jose CA 95113

Managed the 6DCA law library, handling every aspect of library maintenance including collection development, updating, acquisitions, space planning, budgeting, and print and digital media selection and strategy.
Provided research and reference support for 50 court employees, including historical and legislative history research, topical research, continuing awareness research, and substantive legal research.

Established and managed adoption of court policy regarding web archiving of URLs used in court opinions, served as project manager for 6DCA intranet creation, helped set and disseminate court policies during the coronavirus pandemic. Coordinated trainings and judicial education credits for the court.

Research and Training Librarian • August, 2014 – January 2015

Paul Hastings • 101 California St, Fl. 48, San Francisco CA, 94111

Provided research and reference support to 59 local attorneys, and to 941 world-wide Paul Hastings attorneys as part of a seven-person library reference support team.

Co-led collection development for the San Francisco and Palo Alto branches of the Paul Hastings library, providing guidance on local practice areas and heavily used resources. Suggested digital resources to support these practice areas as needed.

Led local and national webinar trainings on research resources and research billing best practices.

Research Librarian • March, 2009 – May 2013
Assistant Librarian • March, 2006 – March 2009

Nossaman LLP • 50 California St, Fl. 34, San Francisco CA, 94111

Performed competitive intelligence research for patrons, c-suite executives, and the business development department. Spearheaded the creation and use of our competitive intelligence research policies and procedures, determined best practices for business research resources and processes.

Provided legal reference support to 40 local and 200 remote attorneys and staff.

Maintained news monitors for multiple practice groups, client and firm industry areas, and specific cases.

Collection development for San Francisco and Sacramento libraries, project manager for print to online content transition, and training for new online resources. Provided content development for the firm’s new intranet.

Education
University of New Mexico - May 2004 • Juris Doctor, focus on intellectual property and copyright.
San Jose State University - May 2010 • Master in Library and Information Science
Copyright X - May 2017 - Certificate Awarded
University of New Mexico - May 2001 • B.A., European Studies Major, French Minor.
GLL-SIS Election and Nominations (continued)

Volunteer Experience
Northern California Association of Law Libraries (NOCALL)
- Vice President / President / Past President 2018-2021
- Academic Relations Committee 2014-2016
- Spring Institute Committee 2015, 2017
American Association of Law Libraries (AALL)
- IDEA Committee Member (Inclusion, Diversity, and Equity Awareness Committee), Policy & Procedure Review Chair 2020-2022
- Chapter Professional Development Award Jury 2017-2018
- Annual Meeting Program Committee for 2017 and 2022
Government Law Libraries Special Interest Section (GLL-SIS)
- Grant Recipient for AALL’s Management Institute, 2021
- Grant Committee Member (post-award), 2021-2022
- GLL Standards Committee, 2020-2022

Publications and Speaking Engagements
- Legal Research and Ethics, NOCALL Spring Institute Presentation · Jun 17, 2022: Web presentation, spoke on a panel on legal research ethics in different spheres of the legal profession, with Rita Young and Eric Berg.
- J2: Paper Sources, Electronic Sources, and Platform Choices: Training Practicing Attorneys on What to Use When, AALL Annual Meeting: Presentation · Jul 26, 2012: Web Archive: As more and more resources move online, many experienced attorneys wonder: When should you still use print resources, and when should you use electronic ones? Are there best practices for when to use each in the research process? Librarians have an opportunity to help these attorneys, many of whom graduated from law school before the digital revolution, by hosting a review of how to use print and online resources together in a strategic way to accomplish research goals. This presentation focused on Nossaman’s experience in presenting cross-platform research training to a mixed-generation group of attorneys, and reviewed the best practices we developed for when to use each kind of resource. Panel with Camille Reynolds and Mike St. Onge.
GLL-SIS Election and Nominations (continued)

- Public Interest Work and Federal Loan Forgiveness: Common Questions on the CCRAA, AALL Spectrum · Dec 1, 2009: Article: Report on an AALL panel related to employee compensation, discusses how salaries for law librarians are determined in different markets.
- How to Research Private Companies, The Recorder (Cross-Published in Corporate Counsel and Law Technology News): Article: Information on public companies is readily available through the SEC, but similar information on privately held entities is not so easy to find. This article gives a short description of different sources to check for information on private companies.
GLL-SIS Mentorship Program: Build Your Skills
GLL-SIS Membership and Mentoring Committee

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:

- Change Management
- Handling Press / Journalist Inquiries
- Library Space Planning
- Strategic Plans
- Adjunct Teaching & Instruction
- Social Media
- Publishing, Authorship
- Summer Associate Programs
- Curriculum Design
- One Person Libraries
- Community Partnerships
- Inter Library Loan
- Library Systems Administration
- Emerging Technologies
- Collecting & Reporting Statistics
- Law Library Policies
- Project Management
- Vendor Relationships
- Internship Programs
- Job Searches, Interviewing, Resumes
- Serving as a Reference
- Collection Downsizing
- Legal Information Literacy
- Circulation Management
- Digital Reference Services
- Website Design and Development
- Digitization, Digital Repositories
- Bibliographic Management Software

GLL is on-board with support - Visit the GLL Mentorship Program, identify a topic and reach out to a participating volunteer:

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

A colleague is looking forward to connecting with you!
## GLL Officers & Board Members 2022-2023

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>Chair</td>
<td>Holly Riccio</td>
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<td>(2021-2024)</td>
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<td>Vice-Chair/Chair-Elect</td>
<td>Karen Westwood</td>
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<td>(2020-2023)</td>
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<td>Board Member (ex-officio)</td>
<td>Sabrina A. Davis</td>
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<td>(2022-2024)</td>
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## GLL Committee Chairs & Board Liaisons 2022-2023

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<tbody>
<tr>
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