Toward Sustainable Library Development:
The Inform the World Librarian Volunteer Program

By Phyllis Hytnen

The Inform the World (ITW) Librarian Volunteer Program works with local coordinating organizations by placing U. S. volunteer librarians in the rural African libraries. The volunteer librarians provide hands-on assistance and training to the community volunteers who run the libraries in these areas and often have little or no training in library management. The U. S. volunteer librarians work side-by-side with them solving problems in basic library management. Together, they develop the personal understanding in creating long-term library partnerships after the ITW volunteers return home.

The goal of ITW is to foster sustainable library development. Laura Wendell, founder and director of the World Library Partnership (WLP) that sponsors the ITW Librarian Volunteer Program, puts it this way: “WLP partners with indigenous organizations to support community-based libraries. The partner organizations select placements and prepare communities to host the volunteers who do hands-on projects determined by the needs of their host libraries. They live and work with their host librarians. This experience builds understanding between African and American librarians and forms the foundation for lasting collaborations.”

The Book Certificate Programs

The first reaction of people learning of the desperate situation of developing world libraries is to donate books. This may seem like a good solution, but is part of the problem. Donated books from overseas undercut the market for locally produced materials that are essential for creating a long-term answer to the information famine in these developing countries.

Recognizing the need to support writing, production, and selling of local materials, WLP gives local librarians book certificates to purchase books instead. Village librarians and library committees choose materials, develop collections to serve the needs of their village, learn the process of acquisitions, and begin to plan their collection development while seeing the need for an ongoing book budget. Book certificates contribute to the long-term sustainability of libraries by supporting African publishers, booksellers and writers. The book certificate programs help prevent donation disasters.

Inform the World (ITW)

Three elements are essential in the WLP’s ITW programs: in-country coordinators, volunteers, and donors. ITW volunteers went to Zimbabwe in 1999, and South Africa in 2000. WLP plans to have ITW librarian volunteers in both Zimbabwe and South Africa for 2001. It works in the way that in-country coordinators place librarians with established village libraries, help book accommodations and transportations, provide a number of personal services, and facilitate workshops, library training seminars, and conferences. They select placements and prepare the host community. The volunteers raise money for travel, purchase of book certificates, and cost of organizing the program. Two part-time WLP employees organize and implement these and other programs, consulting with the WLP Board of Directors. Donors provided the funds.

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ITW Program

Continued from page 1

In 1999, WLP worked with the Zimbabwe Book Development Council (ZBDC), Zimbabwe International Book Fair (ZIBF), and Rural Libraries and Resources Development Program (RLRDP). RLRDP has established a network of over 100 small rural libraries in Zimbabwe and has a waiting list of 4,000 eligible communities hoping to establish libraries. They placed the U. S. volunteers in local libraries where they conducted practical service projects, provided training in basic library management and action planning, and shared in debriefing focusing on future collaboration and projects promoting the sustainability of African libraries. WLP donated part of the ITW trip fees to the RLRDP to support their work in library development.

Seventeen volunteers were trained for Zimbabwe in 2000. After one day of cross-cultural training, one day of technical training, and a half day of wrap-up and logistics, the librarians would fly to Harare to receive a day in-country orientation before going to villages for two weeks. After that they would return with their Zimbabwean counterparts to the Zimbabwe International Book Fair in Harare to buy books, meet colleagues and debrief. Due to escalating violence in rural Zimbabwe, WLP decided in May 2000 to move the ITW program to South Africa.

Maggie Hite, Assistant Director of the Inform the World Librarian Volunteer Program, flew to South Africa in June to set up a program using the same focus, goals and structure. She looked for appropriate local initiatives to work with and found two of them: the Center for Educational Technology of the Department of Education, and the READ Educational Trust working with literacy in schools and libraries. Together they organized the 2000 program in South Africa on July 17, 2000.

The American volunteers and the host librarians did community surveys to determine what resources to purchase. Together, librarians and principals went to Johannesburg and chose their own books at various warehouses. After two weeks in the villages, volunteers and regional coordinators gathered in Pretoria to evaluate their work together. Each group reported and shared ideas about how to continue collaboration.

When volunteers return home to the U. S., they are encouraged to continue assisting their host libraries using the ideas developed during the service projects and debriefing. Volunteers can create a partnership between the host library and the U. S. library; provide ongoing technical advice and training materials, and identify/create additional sources of financial and material assistance (e.g. organize fund-raisers, target in-kind donations).

The WLP is a nonprofit organization dedicated to establishing global understanding by promoting literacy, learning, and access to information. WLP advocates for sustainable and community-based libraries in developing areas of the world. The ITW invites library professionals and students to volunteer in developing countries. Its projects respond to the specific needs of individual libraries and may include activities such as teaching a class on book repair, implementing a simple cataloguing system or leading a donkey driven “book mobile.” Most ITW programs take place during the summer and last for four weeks. Volunteers participate in cross-cultural and technical training prior to service may earn academic credit from the University of North Carolina at Chapel Hill. For further information, please see: http://RTPnet.org/~wlp (Phyllis Hymen is Lead Cataloging Librarian at Auburn University Montgomery)

International Leads (ISSN 0892-4546) is published quarterly by the International Relations Round Table of the American Library Association in March, June, September, and December. The first issue was published in 1957. IL contains news about international library activities, the international work of ALA and other organizations, and people and publications in the field. IL is indexed by Library Literature and Library and Information Science Abstracts (LISA) and is sent free to all members of IRRT (dues $10); non-ALA members can subscribe for $12 per year by writing to International Relations Office, American Library Association, 50 E. Huron Street, Chicago, IL 60611. Materials for IL should be sent to International Leads Editor, Sha Li Zhang, Wichita State University Libraries, 1845 Fairmont, Wichita, KS 67260, USA, e-mail: zhang@twsuvm.uc.twsu.edu
Message from the IRRT Chair
By Frederick C. Lynden

For the ALA Midwinter meeting in Washington, D.C., IRRT members should be aware that committees will meet as usual on Saturday, January 13 from 8:30 a.m. to 12:30 p.m.

The Sister Library Committee, the newest committee in the IRRT structure, has recently undergone a change of chairs. Mary Sherman, current Member-at-Large, has agreed to chair the committee, which is responsible for further developing the program begun by Sarah Ann Long, ALA President from 1999-2000. Long’s objectives were stated in the Tip Sheet, The Sister Library Program. The committee will write a charge during the ALA Midwinter Meeting.

In a great example of cooperation between libraries, this fall the Queensborough Public Library in New York formed a Sister Library relationship with the Mayakovskiy Central City Library in St. Petersburg, Russia. Gary Strong, Director of Queensborough Public Library and Zoya Chalova, Director of the Mayakovskiy Library, announced a sister relationship at the opening of the new Art Branch of the Central Library on September 23, 2000 in St. Petersburg. The White House Millennium Project will present the libraries with plaques. The State Department has already received a grant proposal to exchange staff and the outlook for funding is positive. The Open Society Institute also expressed its willingness to support cooperation. Frequently forming sister library relationships can result in special funding.

Other IRRT committees are already working hard on various projects. At Midwinter, Nora Kondratiev, Chair of the Poster Committee, and her committee will be reviewing proposals for poster sessions for the ALA annual meeting in San Francisco. The IRRT Reception Committee, headed by Monica Ertel and composed of librarians from the San Francisco Bay Area, has already recommended a site on the bay for a reception for international librarians at the annual meeting. Details are now being worked out.

IFLA will also be on the agenda of IRRT. The IRRT Continuing Education Committee headed by Roman Kochan and the IRRT Orientation Committee, chaired by Inga Filippo, will work on a proposal of Robert Doyle and Barbara Ford to develop an orientation program for the librarians coming to IFLA from developing countries. The Membership Committee, headed by Karen Starr, has been sending out welcome letters to new members and reinstating members informing them about the structure of IRRT. The IRRT Program Committee, chaired by Artemis Kirk, is having a conference call in November to talk about the program in San Francisco. The Publications Committee, headed by Barbara Kile, has appointed two webmasters for the IRRT web site. The Hospitality Committee, chaired by Rebecka Lindau, is already preparing for the meeting in San Francisco and looking for volunteers to help at the booth. Contact her at rebecka.lindau@nyu.edu for details. Finally, the Nominations Committee, composed of the past chair of IRRT, Lucinda Covert-Vail and Martin A. Kesselman, former Member at Large of the Executive Committee, will deliberate at Midwinter on next year’s slate of candidates. And one should never forget the work of our Secretary/Treasurer, Mary Jean Pavelsek, who must have the minutes and the accounts ready for the Executive Committee meeting in Washington, D.C.

IRRT and IRC Meetings at 2001 ALA Midwinter Meeting

International Relations Committee
Friday, January 12, 2:00 p.m.- 4:00 p.m.
Convention Center - Room 22
Tuesday, January 16, 2:00 p.m. - 4:00 p.m.
Convention Center - Room 22

International Relations Committee/International Relations Round Table All Subcommittee Meeting
Saturday, January 13, 8:30 a.m. – 12:30 p.m.
Capital Hilton-Congressional Room

IRRT/Bogle Pratt Award Subcommittee(Closed)
Saturday, January 13, 9:30 a.m.-11:00 a.m.
Madison – Drawing Room 2

IRRT Executive Committee
Sunday, January 14, 8:30 a.m. – 12:30 p.m.
Capital Hilton-South American B

IRC/Humphry/OCLC/Forest Press Award Subcommittee (Closed)
Sunday, January 14, 9:30 a.m.-11:00 a.m.
Marriott Metro Center- Tokyo

IFLA 2001 Conference in Boston Meeting
Sunday, January 14, 12:30 p.m.-1:30 p.m.
Convention Center - Room 1 & 2

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European Globetrotters For Libraries: 
An Interview (Continued) 
By David Dorman

(Continued from page 4, September 2000)

Q: Let me pick up on a remark Janet made about always trying to look at the collections of the libraries she visits, noting how they are organized and how they developed. Could each of you tell us what you have noticed about how library collections, and perhaps types of libraries as well, differ around the world?

J. Lees: To begin to appreciate the differences in library collections, you have to get beyond the reference and journal collections that are our principal business interests. The globalization of reference and academic journals, both print and electronic, has been a striking phenomenon of the last ten years.

Beyond the obvious differences of open and closed access in the libraries around the world, there remains a cultural difference on how the user is guided through the collection (if at all!). Is s/he left to fend for him/herself? What sort of barriers both physical and intellectual do users have to surmount? Can one enter the library freely - I have on more than one occasions had to deposit my passport just to get to the information desk! Do men and women both have access to the collection at the same or at the different times?

In some countries I sense a real silo approach to information where staff, collections and users occupy distinct spaces resulting in large staff areas where it seems the more senior staff are kept so far away from the collection they might as well be some place else. Here it seems librarians only speak to librarians in a hermetically sealed mission control center and users transmit requests for items to be delivered to them in large “assimilation” areas which underestimate the power of the physical space and the librarian/user dialogue that adds so much to the experience of enjoying and exploiting a collection.

K. Saur: I have visited more than a thousand libraries in five continents, mainly the very big university and national libraries, but also from time to time public and special libraries. Naturally the main reason for my visits is to sell our publications, but also to establish contacts and to discuss editorial issues and author’s questions.


Time after time I am impressed by the wonderful library collections, especially in the U. S. libraries, but also at libraries in Australia. In these countries, the library’s importance is shown by its central location in the university, and it seems to be much higher than in countries like, for example, Germany. On my visits to Chinese and Russian libraries, I was shocked by the totally outdated collection of yearbooks.

B. Sorensen: Surely, I have seen a lot of libraries around the world. What I look for differs depending on whether it is an “official” visit with a guide, or a “private” visit. If it is an “official” visit I really don’t look at collections at all: I find that useless—you can’t guess anything anyhow. On such occasions, I notice the “logistics” of the house, the layout and design of the whole library, and statistics.

If it is a “private” visit—and sometimes I find those more friendly—I can take my time and really look at the library, and the collections, if they are accessible. In some parts of Europe, mostly the southern parts, you still have many small public libraries with closed collections, where there is no direct access to materials, and where you need a librarian, a teacher or a priest to guide you. In recent years this pattern has been under great change, so that several countries, Spain, Portugal, and northern Italy, now have several modern, well-equipped public libraries.

My observation is that you have modern, open, accessible-to-all libraries north of a line across Germany, with Holland/Belgium, UK, Scandinavia on the northern side. And as a general rule, closed and not accessible-to-all collections are on the southern side of that line, but under rapid transformation, as mentioned above. On the southern side of the line, you have, in contrast, very rich university libraries, normally only accessible to scholars and students.

Curiously enough - or perhaps not so curiously - this geographical line is almost identical with the religious line dividing Europe between states of Catholic and “Lutheran” observance. More could be said about that religious and societal difference in access to information, but enough for now. (David Norman is Library Consultant for the Lincoln Trail Libraries System in Champaign, Illinois)
From ALA’s International Desk  By Michael Dowling

By the time you receive this issue of IL, around 200 ALA librarians will again have participated in the ALA-FIL Free Pass Program at the Guadalajara Book Fair. This will have been the fourth year of this successful program to provide an opportunity for librarians collecting Spanish language materials to improve their services and collections.

This year’s Zimbabwe Book Fair and ALA-ZIBF Free Pass Program will take place next August. The deadline for applications is April 15, 2000. For information and an application form, please link to the International Relations Office (IRO) website at http://www.ala.org/work/international

The IRO is handling the applications for the IFLA National Organizing Fellowship Program. John Rast, a library student at Dominican University, is helping us with all of the logistics. We have received over 200 applications from over 45 countries. If you know anyone from a developing country who might be eligible for this fellowship, please have them fill out the application form on the IFLA 2001 website at http://www.ifla.org/ifla67/IV/index.htm.

I had the opportunity to attend the Swiss Library Association Meeting in September. Many of the Swiss librarians are interested in doing exchanges in the United States and having their U.S. colleagues come to Switzerland. If you are interested in hosting a Swiss librarian, or doing an exchange in Switzerland, please contact us. (Michael Dowling is Director of ALA International Relations Office)

Announcements

Nominations sought for Bogle Pratt International Library Travel Fund — The American Library Association (ALA) is accepting nominations for the 2001 Bogle Pratt International Library Travel Fund, sponsored by the Bogle Memorial Fund and the Pratt Institute School of Information and Library Science. The cash award of $1,000 is given to an ALA member to attend their first international conference. The deadline for nominations is January 1, 2001. Application forms can be found at www.ala.org/work/international/bogle.html or by calling the International Relations Office at 800-545-2433, ext 3201. E-mail: intl@ala.org Nominations should be sent to: Jeannette Pierce, Bogle Pratt International Library Travel Fund Chair, Saint Louis University, Pius XII Memorial Library, 3650 Lindell Blvd., St. Louis, MO 63108. Email: pierce@slu.edu

Nominations sought for Humphry/OCLC/Forest Press Award for International Librarianship — The American Library Association (ALA) is accepting nominations for the 2001 John Ames Humphry/OCLC/Forest Press Award for International Librarianship. The deadline for nominations is January 1, 2001. The cash award of $1,000 and a certificate is presented at the International Relations Round Table’s International Visitors Reception at the ALA Annual Conference. Nominations should be sent to Jeffrey C. Huestis, Humphry/OCLC/Forest Press Award Chair, Virtual Library Architect, Washington University Libraries, Campus 1061, One Brookings Drive, St. Louis, MO 63130. E-mail: jeff-huestis@library.wustl.edu.

USAID Library Open House and International Development Information Resources Fair — The U.S. Agency for International Development (USAID) Library staff invite ALA Midwinter attendees to an open house on Tuesday, January 16, 2001 from 9:00 a.m. to 12:00 noon. The open house will include an International Development Information Resources Fair. USAID Library staff will provide tours and demonstrations and librarians from other organizations involved in international development will display publications and discuss their print and online resources. The USAID Library, which is open to the public, is located on the Mezzanine level of the Ronald Reagan Building and International Trade Center, 1300 Pennsylvania Ave., NW, Washington, D.C. Walk from the Washington Convention Center or exit directly into the Reagan Building from the Federal Triangle Metro stop. Both the open house and fair will be at the USAID Library. Find more about the USAID Library at http://library.info.usaid.gov

RPCV Librarians Get Together During Midwinter — Returned Peace Corps Volunteer (RPCV) librarians and friends will get together for lunch during ALA Midwinter at 1:00 p.m., on Saturday, January 13, 2001 at the Haad Thai restaurant, 1100 New York Avenue, NW, Washington, DC. The restaurant is within easy walking distance of the Washington Convention Center. As a group reservation will be needed, please contact Gail Wadsworth of your intention to participate. Email: wadmark@erols.com

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Library Conferences Around the Globe

VII Jornadas Españolas de Documentación in Bilbao, Spain

More than 700 librarians and other information professionals from Spain, Europe, and North and South America gathered on October 19-21, 2000, in Bilbao, Spain for FESABID 2000, the seventh biannual meeting of the Federación Española de Sociedades de Archivística, Biblioteconomía y Documentación. The overall theme of the FESABID conference was “Knowledge Management: Challenges and Solutions for Information Professionals.” Held in the Basque region of northern Spain, the meeting was co-sponsored by ALDEE, the Basque Association of Archivists, Librarians, and Documentation Specialists.

Current issues in European librarianship are similar to concerns in the U.S.: copyright of electronic materials, Web access, resource sharing, the changing role of information professionals, and the future of librarianship in the electronic and global environment.

Conference participants were treated splendidly with typical Spanish hospitality and warmth. In addition to the excellent professional program, attendees enjoyed local sights including the world-famous Guggenheim Museum and the nearby town of Vitoria, the capital of the Basque region. U.S. participants included Adan Griego (Stanford University); Irene Farkas-Conn (Arthur L. Conn & Associates, Ltd. Chicago); and Bob Seal. (Contributed by Bob Seal, University Librarian at Texas Christian University)


The Chinese American Librarians Association (CALA) sent a seventeen-member delegation from fifteen different libraries in the U.S. attending the second annual conference of CSLS held at Hailar, Inner Mongolia, China, on July 17-21, 2000. More than seven hundred librarians, library educators, policy makers, and local officials took part in the conference. At the opening ceremony, Yu-Lan Chou, President of CALA, delivered the congratulatory greetings from ALA President Nancy Kranich and Executive Director Bill Gordon. Mr. Too Young Lee, President of the Korean Library Association, also attended the conference. In his speech, he reported the planning progress on the 72nd IFLA conference to be held in Seoul, 2006. Dr. Hwa-Wei Lee, Dean Emeritus of the Ohio University Library and Prof. James Ho, Associate Director of the Howard University Library, were invited as keynote speakers. In addition, the nine CALA members in the delegation gave presentations at group discussion sessions. The speeches and presentations were well received. The CSLS 2001 conference will be held at Chengdu, Sichuan Province in China. The date is to be announced. (Contributed by Lisa Zhao, Cataloger at University of Illinois at Chicago)

Call for International Poster Session

The ALA’s International Relations Round Table (IRRT) invites you to present a poster session at the ALA Annual Conference in San Francisco, June 14-20, 2001. It is a forum for librarians around the world to share their successful ideas by presenting a research study, a practical problem-solving effort or an innovative library program. Suggested subject categories for poster sessions are: conservation and preservation services, special collections, technology, library services to special groups, reference and information, circulation services, etc. The receipt deadline for proposals (no more than 150 words) is January 8, 2001. Proposals received after this date may be considered if space is available. The proposals must be in English, including title, author or authors, affiliated institution, contact information for authors, and one or two word subject description of the content. For more information and for submitting proposals, please contact: ALA International Relations Office, 50 E. Huron Street, Chicago, IL 60601, USA. Phone: (312)280-3201, fax: (312)280-3256, e-mail: intl@ala.org
Seven ALA members attended Zimbabwe International Book Fair (ZIBF) and Indaba (the conference that proceeds ZIBF) in Harare on July 29 through August 5 as part of the ZIBF-ALA Free Pass program. This program, now in its second year, partially subsidizes attendance at ZIBF by ALA members. Details on this cooperative program are available from the ALA website http://www.ala.org/work/international/zimbabwe.html.

The events of the week provided opportunities not only for acquiring materials published in Africa for American libraries, but also for learning first hand about current initiatives in African publishing and libraries and discussing them in person with African publishers, librarians and booksellers. The beautiful exhibition area, out of doors, in the midst of the gardens of the National Gallery of Zimbabwe’s sculpture court, was filled all day long with people looking at, talking about, and purchasing books and journals and other materials such as posters and videos. Visiting American librarians learned about the relative ease with which American libraries can purchase materials published in Africa from the African Books Collective in Oxford, United Kingdom http://www.africanbookscollective.com/.

There were opportunities to donate books to rural libraries through a program sponsored by the Zimbabwe Book Development Council. Exhibitions focussed on expanding literacy, including a children’s reading tent. There was a writer’s workshop throughout the week that brought together publishers, award winning as well as aspiring authors and all interested the book in Africa. Robert Mubage, the President of Zimbabwe, made an official visit to the fair.

Official statistics for ZIBF 2000 include 317 exhibitors from 31 countries and over all attendance of 23,729. The overall theme for ZIBF 2000 was Celebrating African Books. The country of focus for ZIBF 2000 was Ghana and the theme of the Indaba was Millennium Marketplace. The Indaba provided seven lively plenary events as well as over 50 panel sessions that addressed a broad range of issues. The program for the Indaba is at the web site http://www.zibf.org/indaba00.html.

Throughout the week of the book fair, day long conferences, seminars and workshops sponsored by many different organizations such as the African Book Development Education Trust, the Pan African Booksellers Association, the Swedish Library Association, the Zimbabwe Library Association and the Zimbabwe Book Development Council focussed on such issues as African scholarship, copyright, marketing, library selection, publishing, writing, etc. Many other books and cultural events surrounded the book fair. These included a film festival and exhibition of original illustrations from children’s books published in Africa both held at the National Gallery of Zimbabwe directly adjacent to the site of ZIBF. There were also book launchings, singing, readings and dramatic presentations as well as performances of music and dance and multiple receptions every evening at a number of different venues. Highlights of the week also included presentation of the first Caine Prize for African Literature, the Zimbabwe Book Publishers Association Literary Awards and the launching of the Africa’s 100 Best Books program.

The ZIBF 2001 will be held in Harare, on August 3-11, 2001, with an overall theme of Transformation. The country of focus in 2001 will be Senegal and the Indaba theme will be “Changing Lives: Promoting a Reading Culture In Africa.” Preliminary information about ZIBF 2001 is already on the web site at http://www.zibf.org/welcome/html. It is hoped that another group of ALA members will experience the excitement of ZIBF and learn first hand about the world of African books and publishing. (David L.Easterbrook is Curator of African Studies at Northwestern University)
The IFLA 2001 National Organizing Committee (NOC) met at the end of October in Boston to go over the plans for the conference with IFLA President Christine Deschamps and IFLA Executive Officer Carol Henry. Both were pleased with the progress so far and both are expecting a lot of interest in Boston from colleagues around the world.

Discounts For ALA Members
IFLA 2001 will be the first year that IFLA non-members will have to pay a higher registration rate than IFLA members. Fortunately, all ALA members attending the IFLA 2001 Conference in Boston, August 16-25, 2001, are eligible to register at the discounted IFLA member rate since ALA is an association member of IFLA.

The ALA IFLA membership number is US-0002. Please include this number in the box for IFLA membership number when you register. All IRRT members were sent an IFLA 2001 Final Announcement in early October. If you have not received a final announcement, you can ask the International Relations Office for a copy, or you can find all the information on the IFLA 2001 website at http://www.ifla.org/IV/ifla67/index.htm

IFLA 2001 Information at the ALA Midwinter Meeting
There will be an IFLA 2001 Information Session at the ALA Midwinter meeting on Sunday, January 14, 2000 from 12:30 p.m. to 1:30 p.m. at the Convention Center, Room 1 & 2. Members of the IFLA 2001 National Organizing Committee will be on hand to bring you up to date on the latest developments. If this time isn’t convenient for you, please stop by the IFLA 2001 booth in the Exhibit area. The IFLA 2001 website will answer a lot of questions you might have about the conference. The website also includes a ‘Frequently Asked Questions’ section. If you still have questions, please feel free to contact the ALA International Relations Office at intl@ala.org.

Support Still Needed For Library Fellows
As of November 1, 2000, the IFLA 2001 NOC was 1/3 of the way toward the goal of $300,000 to provide fellowships for around 100 international colleagues from developing countries who would not otherwise be able to attend the meeting. If you, or your library, would like to contribute to the fellowship fund, please contact Jim Neal, Chair of the IFLA 2001 Fund Development Committee, at jneal@jhu.edu.

Publicity and Promotion
IFLA 2001 materials have been sent to all of the 26 state and regional association meetings this fall. However, we are still looking to get the word out about the conference to as many people as we can. If you are attending a meeting in the next few months or can submit information to library newsletters, please contact the ALA International Relations Office. We’d be happy to supply you with brochures or copy.

Welcome New IRRT Members!
Kate Brown
Tanya Feddern
Alison Foster
Mark Holmes
Sherise Kimura
Zapopan Muela
Eve Okawa
Beth Payne
Mohammad Shahid-Uddin
Ravil Veil

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