

**American Library Association
Committee Information Update
Report from Annual Conference 2019**

Name of Committee: Training, Orientation, and Leadership Development

Committee Chair: Libby Holtmann

Members: Kim Copenhaver, Elisandro Cabada, Tracy Sumler, Beth Martin, Jill Dixon, Jane Blue, Peggy Danhof, Robin Wood and Amed Demihran

Staff Liaison: Lorelle Swader

ALA Executive Board Liaison: Trevor Dawes

Accomplishments

- The Committee convened via virtual meetings in-between the 2019 Midwinter Meeting and the 2019 Annual Conference to facilitate planning and collaborative progress toward identified goals.
- The Committee hosted the ALA & Council Committee Chair Strategic Leadership Meeting at the ALA Annual Conference on June 22, 2019 from 12:00 pm – 2:00 pm. The agenda was focused on providing contacts and resources that would assist Chairs in having a successful year as leaders. TOLD committee members shared tips and tools for working with the Associates. Follow up communication providing links to resources shared during the session will be disseminated along with an assessment survey to continue program improvement.
- At the 2019 ALA Annual Conference, the Committee hosted the third ALA & Council Committee Associate Discussion Forum to promote the position as a valuable leadership development opportunity, answer questions regarding the application process and to provide a networking opportunity for current and potential intern participants. Unfortunately, there were no attendees. The plan is to transition this meeting in 2020 to a social networking opportunity on Friday night. This may provide a better time slot and opportunity for Associates to convene.
- The Committee met in person on Friday, June 21, 2019 at the 2019 ALA Annual Conference in Washington, D.C. A review of the Committee Charge, assessment of current activities and accomplishments was undertaken to inform development of a work plan for the 2019-2020 year.
- The Committee disseminated timely reminders and leadership development content to the ALA & Council Committee Chairs and Associates via ALA Connect and via the @ALA_TOLD twitter account. Our goal is to move towards monthly communications utilizing the TOLD Marketing Subcommittee via Connect to provide timely content.

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- TOLD Committee member, Libby Holtmann served as the committee representative to the Equity, Diversity and Inclusion Task Force and reported monthly on Task Force progress and in return receive feedback from TOLD members to share with the EDI Task Force. The final TF-EDI report and recommendations has been submitted to ALA Executive Board at Annual Conference for approval.
- TOLD Committee member, Jill Dixon served on the ALA 101 task force to share information from TOLD and ensure we shared new member content with leaders.
- On behalf of the TOLD committee, Libby Holtmann submitted a letter to ALA regarding the impact of changes proposed to Midwinter and the impact for TOLD.
- The past and current Chair uploaded a wealth of resources and past meeting documentation to ALA Connect. Committee members then organized the information creating a library for those that will continue to serve as members of the committee.

Planned Activities

- Virtual committee meetings will continue to facilitate planning and ensure sustained progress toward goal achievement leading up to an in person meeting scheduled for the ALA Midwinter Meeting in Philadelphia, PA.
- The Leadership Development Subcommittee will coordinate an inventory of leadership development and mentoring resources provided by divisions, round tables, chapters and sections of ALA and update current member leader resources. They will plan and host the Leadership Development Meeting for Member Leaders at the 2020 ALA Midwinter Conference in Chicago, IL.
- The Communication and Marketing Subcommittee will revise the communication schedule authored for ALA & Council Committee Chairs and ALA & Council Committee Associates to facilitate communication and engagement within these groups. They will continue with a social media campaign to build awareness of member leader resources within the Association. They will work to promote the Associate position in advance of the application cycle. They will work with the ALA Membership department to create member profiles illustrative of the Leadership Journey within ALA.
- The Committee Associate Subcommittee will work to promote the opportunity as a viable path to leadership within ALA. They will work to update current documentation to reflect the renaming of this level of committee membership and envision a path forward for this important leadership development opportunity. They will create supportive materials and programs for ALA & Council Committee Chairs to assist with onboarding and mentoring the Associate members of their Committee. They will create supportive materials and programs for ALA & Council Committee Associates to assist with engagement and

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mentoring of newer Associate members. They will offer a fall Associates webinar to orient new Associates.

Issues that affect the committee's work and their implications for the future

- After Midwinter 2019, the committee submitted to Ms. Clara Bohrer a report from TOLD about the value of meetings and convening trainings during Midwinter for leadership.

Interactions with other units within ALA

- Libby Holtmann, Chair of TOLD and TF-EDI member worked with Aliqae Geraci, Chair of HRDR to document EDI strategies used across the association and divisions.
- Jill Dixon worked with New Members Roundtable Table to work on the ALA 101 initiative.

Current level of committee members' involvement

- Committee members participate in subcommittee activities throughout the year to ensure sustained progress on the disparate elements of the committee's charge.
- Members attend virtual meetings of the entire committee to facilitate communication and leverage collaborative support toward the execution of shared goals and agreed upon deliverables.

Committee self-check on its value and viability

- The committee continues to fulfill its charge: to plan and coordinate training, orientation, and leadership development for member leaders at all levels across the association. To inventory training and orientation modules in divisions, round tables, and other association groups. To support members serving as ALA & Council Committee Associates.