

Committee on the Status of Women in Librarianship (COSWL) Virtual Meeting
Thursday, 03.05.15, 11:00-12:00pm PST

Facilitator: Sandy Wee
Minutes: Jahala Simuel

Committee on the Status of Women in Librarianship (COSWL) Charge: To officially represent the diversity of women's interest within ALA and to ensure that the association considers the rights of the majority (women) in the library field. To promote and initiate the collection, analysis, dissemination, and coordination of information on the status of women in librarianship. To coordinate the activities of ALA units that consider questions having special relevance for women. To identify lags, gaps, and possible discrimination in resources and programs relating to women. To help develop evaluative tools, guidelines, and programs in cooperation with other ALA units designed to enhance the opportunities and the image of women in the library profession, thus raising the level of consciousness concerning women. To establish contacts with committees on women within other professional groups and to officially represent ALA concerns at interdisciplinary meetings on women's equality. To provide council and membership with reports needed for the establishment of policies and actions related to the status of women in librarianship, and monitor ALA units to ensure consideration of the rights of women.

Welcome/Introductions/Additional items to agenda	Sandy (5 minutes)
2014-2015 Projects – report outs – (45 minutes): <ul style="list-style-type: none">• Women's History Month PR – Sandy/Lorelle• Updates on website/social media – Darcell, Deborah, Diedra, Jahala, Rachel• COSWL co-sponsoring programs – Carolyn, Diedre• COSWL involved with "Statement of Appropriate Conduct at ALA Conference" document – Kate, Kathleen, Diedra• Facilitating COSWL's feedback on ALA new strategic plan – Lenese (20 minutes)	All (45 minutes)
ALA updates – Gail	10 minutes
Actions Plan summary	Sandy

Next meeting: at Annual @ San Francisco
Date: Saturday, 06.28.15, 4:30 – 5:30, TBD
Facilitator: Sandy Wee
Minutes: TBD

COSWL
Minutes of Telephone Meeting
Thursday, December 4, 2014
11 a.m. Pacific

Present: Sandy Wee, Chair
Lenese Colson
Diedre Conkling
Deborah G. Tenofsky
Kathleen M. DeLong
Kate Kosturski
Rachel Balko, Intern
Jahala D. Simuel, Intern
Lorelle Swader, Staff Liaison

Absent: Suzan A. Alteri
Darcell Graham
Julie VanHoose
Carolyn N. Willis

1. Approval of minutes of the meeting held on September 15, 2014
 - a. Kate moved to approve; Debbie seconded the motion.
 - b. Minutes were passed unanimously.
2. Discussion of Employment/Nondiscrimination Act (ENDA), which prohibits discrimination based on gender or gender identity.
 - a. Does COSWL want to endorse ENDA? General agreement that we should.
 - b. Deidre moved that COSWL endorse ENDA; Debbie seconded the motion.
 - c. Passed unanimously.
 - d. **ACTION:** Sandy will email Peter Hepburn to inform him of our decision to endorse so that he can pass that along to Council.
3. Sandy gave an update on PR for Women's History Month.
 - a. Sandy sent a draft of a press release for Women's History Month to SSRT, the Feminist Task Force, and the Women and Gender Studies section for input; there was no response. Sandy also sent the draft press release to COSWL members. Sandy suggested adding a link to the Women's History Museum to the release.
 - b. If anyone wants to contribute information about Women's History Month-related Midwinter events, they should tell Lorelle so she can add links to the release.
4. Updates from the Website/Social Media Subcommittee:
 - a. Debbie is working on the Caregiver Toolkit. She has reviewed the website, updated listed resources, added new resources, and has sent the updates to Lorelle (who has Admin rights to the page). Lorelle said the website will be updated soon (definitely by the end of the month). Once the revised page is live, Debbie will send a link to COSWL members and feedback is encouraged.
 - b. Deidre has been updating the COSWL Facebook page.

- c. Jahala had nothing to report.
 - d. Rachel has been updating the COSWL Facebook page; reports that the page currently has 190 “Likes.”
 - e. Lorelle has the Twitter password and updates the feed regarding national-level issues. Rachel has also noted that Facebook updates are automatically sent to the COSWL Twitter feed.
5. Update on COSWL’s feedback on the new ALA Strategic Plan.
- a. Sandy said the Executive Board is still working on the plan; there may be more information available at our March meeting.
 - b. Lorelle said there is a planning guide and a website, and will forward those to the group. The planning guide has a list of questions to get people talking, and information on how to join the Connect group re: the Strategic Plan (open group). There are also Google “hang-outs” on various topics – there will be one on December 11 on professional development. Previous hang-outs were held on information policy and advocacy. Lorelle suggested that we as individuals participate to make sure that women’s issues are represented in the Strategic Plan. If we want to contribute as a group, we need to present our concerns to the committee before the Strategic Plan is put together in April – we should discuss at our March meeting.
6. Deidre reported that COSWL’s work on co-sponsoring programs is ongoing; nothing new to report.
7. Update on COSWL’s involvement with the Statement of Appropriate Conduct at ALA Conferences document.
- a. Kate reported that there are three main suggestions of how COSWL can support the Statement:
 - i. Discussion Groups: a networking meeting and no-host dinner at Midwinter are planned (people may be more comfortable sharing in a less formal setting); the subcommittee is working on choosing a restaurant and time for the no-host dinner. Sunday is probably not a good choice due to the Super Bowl. General consensus that Friday would probably be the best choice.
 - ii. Communications: At the Conference, there will be an app for reporting inappropriate conduct, as well as signage about what to do about inappropriate conduct.
 - iii. Conference Buddy: Deidre is talking with others to find out more about the Conference Buddy concept and will send more information to the group as she receives it.
 - b. Lorelle reported that Mary Deakins spoke to Lorelle about finding someone local to Chicago who may be able to help with how to identify difficult situations/inappropriate attention at conferences. (This is a problem in the university community as well.) Lorelle has approached some contacts at the University of Indiana Bloomington. There may be an open presentation/panel at Midwinter. Contact has also been made with a Chicago lawyer regarding what the legal recourse may be for inappropriate behavior. If the anti-harassment action plan is successful at Midwinter, it may also be instituted at the Annual Conference.

- c. Kate suggested finding subject guides on sexual harassment, rape, etc., and talking to the librarians who created them about how they found these resources. Lorelle said that she believes such a subject guide would be within the mission of COSWL to take the lead on, but Lorelle also suggested contacting Mary Deakins regarding anything with legal implications. We could also involve the other “women’s” groups in ALA. Kate would like us to have resources on the COSWL website that librarians could use as a starting point for creating their own subject guides regarding harassment issues.
8. Lorelle asked for input on when to “drop” the Women’s History Month press release; there was general agreement on mid-February. If anyone has additions for the press release, they should send them to Lorelle or to the COSWL discussion group by early February.
9. The next meeting will be held on Thursday, March 5, 2015, at 11 a.m. Pacific time. Jahala will take the minutes.
10. This meeting was adjourned at 11:51 a.m. Pacific time.

Submitted by Rachel Balko

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COSWL

Minutes of Telephone Meeting

Thursday, March 5, 2015

Present: Sandy Wee, Chair
Jahala Simuel, Intern
Lenese Colson
Darcell Graham
Lorelle Swader, Staff Liaison
Diedre Conkling
Gail Slater
Kate Kosturski, JSTOR
Debbie Tenofsky

Approval of the minutes held from December 14, 2014.
Kate moved to approve minutes and Darcell 2nd the motion.

2014-2015 Project (Women in History)

Website and Social Media

Deidre keeps posting things on Facebook page which feeds into our Twitter

Co-Sponsoring Programs

Have not heard of anything of now for ALA Annual, Diedra will continue to look and we all should try to look out there to see what we can co-sponsor with. Defining co-sponsors of programs. Lorelle mention that it has been in name only but depends on the program and the charge of COSWL. Annual doing a program with Black Girl Code and a webinar, it was brought up if we are interested in partnering/co-sponsoring with this program.

Statement of Appropriate Conduct at ALA

Kate-the grand plan is to do an informal dinner or discussion group at ALA Midwinter, but didn't have time due to ALA was held over super bowl weekend. Would like to revisit the idea for San Francisco. Know IOS app available only app available is for Droid . Debbie mentions that business cards were available in a fish bowl with the Statement of Appropriate Conduct of ALA. Do we have a contact for conference services? Think more signage out pertaining to this versus the small cards. Gail will pass this along to Executive Board regarding the concerns. Follow up through email with group on what is going on and possible getting more visible signage for San Francisco.

ALA Strategic Plan

Lenese stated she started discussion board via ALA Connect on Advocacy, Leadership Policy, and Information Policy. Three questions are asked of us for each area 1. What will success look like, 2. How will you know if you are successful, and 3. How do you think we might get there. And. How do we know we are successful? Helping to support staff. Interesting starting with Advocacy for the COSWL group. Board came up with 3 initiatives that are ongoing. Think about what you want, not publicize enough, or it doesn't exist. What you want to focus on or see

what is unique. Suggestions: outreach, remaining relevant in communities, safe spaces for diversity ideas. Kate stated when she thinks of advocacy she think of policies and if we are represented on ALA Legislature assembly. Have some type of task forces if possible. Very easy to get on the legislature assembly. There have been some things that have been done according to Lorelle and they did something pertaining to Packquidity. Try to define a path to get these things through ALA initiative

Information Policy-Disseminating information to the public and making it understandable, increasing the public awareness of what Information Policy means and it also turned into Information Privacy as well. Where does COSWL fit in this? Lorelle mention that every one of these area may not be applicable to our needs. As a group if we feel that we don't have anything to contribute in this area don't worry. Committee had nothing to add to this policy

Professional Leadership and Development- some of the suggestions was to increase membership through ALA, interest in Professional Development needs, soliciting ongoing feedback. Are we preparing the Women Leaders to be prepared to work in the outside world? Is there a way to help develop women leaders COSWL has been instrumental with capturing data pertaining to women in management and representation at conferences and speakers at conferences? Like to see more of these numbers capture and advertised. More statistics gathering and publication so hopefully this will be the foundation to implement training if possible.

ALA Updates

Lorelle will share her contact information for Gail, Gail is part of COSWL roster now

Next communication will be via email and next meeting is at ALA Annual in San Francisco
Get all comments to Lenese by the 13th and this will give Lenese and Darcell time to compile everything to get to Lorelle by the 20th

Actions Plans

Follow up regarding San Francisco, possible gathering and increasing signage pertaining to the Appropriate Conduct of ALA.

Respectfully submitted by,

Jahala D. Simuel

COSWL's Feedback to ALA's Strategic Plan
compiled by Lenese Colson/Darcell Graham
submitted 03.17.2015

Advocacy

Thinking about the American Library Association as a community of members, staff, external allies and others in the field...

What would success look like?

- Everyone will know about the importance of libraries
- Libraries will be viewed as a key component for successful communities

How will we know if we're successful?

- Get support from communities

How do you think we might get there? How might you/your community (division, round table, committee, chapter, affiliate) help us get there?

COSWL can help:

- Educate and provide outreach to communities
- Create partnerships within our communities

Professional and Leadership Development

Thinking about the American Library Association as a community of members, staff, external allies and others in the field...

What would success look like?

- Engaged membership
- Increased attendance participation at conferences
- Ability to meet professional development needs; ongoing relevant training

How will we know if we're successful?

- Positive response from membership, when surveyed

How do you think we might get there? How might you/your community (division, round table, committee, chapter, affiliate) help us get there?

COSWL can help:

- Solicit ongoing feedback with surveys, studies, etc...
- Provide outreach
- Market programs and other opportunities via COSWL's network

Information Policy

Thinking about the American Library Association as a community of members, staff, external allies and others in the field...

What would success look like?

- Libraries viewed as an active and engaged partner
- ALA members can adequately convey and discuss information policies

How will we know if we're successful?

- Legislative policy will support libraries and the freedom of information

How do you think we might get there? How might you/your community (division, round table, committee, chapter, affiliate) help us get there?

COSWL will help:

- Provide a representation from COSWL on the ALA Legislative Assembly
- Provide resources that are easily located
- Partner with other taskforces, committees to support policies at legislative level

Committee on the Status of Women in Librarianship (COSWL) Virtual Meeting
Saturday, June 27, 2015, 4:30-5:30pm, MAR - Sierra Suite B

Facilitator: Sandy Wee
 Minutes: Suzan Alteri

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What we wished we accomplished	All (10 minutes)
Thank you!	Sandy