

BCALS Annual Report

2022-2023

BCALS EXECUTIVE TEAM FOR 2022-2023

- Chair: Karleen Delaurier-Lyle, University of British Columbia
- Chair-Elect: David Gill, Alexander College
- Recording Secretary: Jennifer Zerkee, Simon Fraser University
- Continuing Education Coordinators: Alex Kuskwoski, University of British Columbia (2nd Year), Susie Wilson, University of Northern British Columbia (2nd Year), Kat Louro, University of Northern British Columbia (1st Year)
- Student Representatives: Peyton Moriarty, UBC iSchool, Katie Punia, UBC iSchool, Hanna Lee, Langara College

SUMMARY

BCALS Executive focused on moving the [Anti-Racism Action Plan](#), developed in 2021, forward. Just as in the previous year, goals fell under a focus on communications, continuing education and knowledge sharing, and material support. BCALS Executive reviewed the [Implementation Plan](#) for 2022/23 and set specific goals for the year, these included:

- Interviewing library workers who are doing anti-racism work in their organization and share via BCALS channels like Perspectives.
- Continue adding to our [resource list](#) on publications on academic librarianship and anti-racism work.
- Contact with ViMLoC, IDEAS, and the BCLA Multicultural Services Interest Group
- Create an Accountability Statement for past, ongoing, and continued Anti-Racism work at BCALS

The Chair-Elect gave a Speaker's Spotlight ([see here](#)) presentation on BCALS antiracism plan to the Multicultural Services Interest Group during their February Meeting. A result of this presentation was an inquiry about BCALS collaboration with other BCLA interest groups and sections about their anti-racism work. However, as BCLA as a whole is working with [The](#)

[Commons Consulting](#) the decision was made to connect with others after the annual BCLA conference. The Chair-Elect also met with representatives from [IDEAS@UBC](#) and a notable idea from the conversation was to create BIPOC only spaces and/or events; for example at the BCLA annual conference. Note: the current anti-racism progress for the year can be found [here](#).

The Continuing Education (CE) Coordinators organized the annual Winter Event and CV clinic for librarian and library technician students. The Student Representatives maintained our social media presence and highlighted IBPOC voices, initiatives, and topics. BCALS has noted a lack of representation from Library Technicians and from professionals outside of the province's lower mainland. This year we contacted program advisors for Library Technician programs at the University of the Fraser Valley and Langara College to see how BCALS could be of support; this resulted in Hanna Lee, a student from Langara, joining BCALS as a student representative.

The Outstanding Contribution Award was also awarded to Ebony Magnus (SFU) at the 2023 BCLA conference.

BCALS CONTINUING EDUCATION

BCALS Winter Event

The BCALS Annual Winter Meeting Event took place virtually on Friday, November 18, 2022, 9:30 am PST - 2:30 pm PST with 108 registrants. Although many events had returned to in-person attendance, the decision was made to keep the Winter Event virtual for accessibility (physical, geographic, financial, etc.); for the second year in a row this event was free for attendees.

BCALS also chose to collaborate with Keeping it ReAL (Research in Academic Libraries) to co-host a two day event focused on the theme: building capacity; this collaboration began because both organizations serve similar audiences. This year the Chair sat on the organizing committee for Keeping it ReAL and the CE Coordinators were able to attend several planning meetings when needed.

Through Keeping it ReAL (and SFU specifically) the planning committee was able to secure funds to pay presenters an honorarium for the joint event. The event consisted of workshops, presentations, and lightning talks and CE Coordinators selected a diversity of speakers using our [Speaker Selection Policy](#).

Additional Resources:

- Full schedules for each day:
<https://www.eventbrite.ca/e/lis-and-collaboration-keeping-it-real-nov-17-bcals-nov-18-tickets-445352410047>

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- Keeping it ReAL Final report:
https://docs.google.com/document/d/1t_Fe4KyObPDIDN3LDfci9ccC_DA_Rr9r9IIGSTLm7Z/edit
 - YouTube recording: https://www.youtube.com/watch?v=EYq_O3_ZQbQ

After the Winter event a Qualtrics survey was shared with BCALS members in order to learn what they think BCALS should be working on, who we should be connecting with, and what gaps they identify in our work. To summarize the survey results in order to set goals for the next year, BCALS found the following:

BCALS should connect:

- with University researchers and librarians
- with national and international groups related to academic libraries
- academic librarians to advocacy work
- With library employees outside of the lower mainland

Requests related to events:

- More professional development activities (for example: opportunities for new librarians related to interview skills)
- In person events & hybrid events
- More engagement to increase membership

DEI related comments:

- BCALS should do less social engineering and telling people what to think
- Recommendations to connect with Irshad Manji: https://irshadmanji.com/about_irshad/
- Balance DEI language with allowing membership to safely share their personal opinions

Library Student Curriculum Vitae and Cover Letter Clinic

The CV Clinic took place online over the course of two weeks from March 27-April 7, 2023. These dates were determined based on earlier attendee feedback to have the event earlier in the year. Those invited to participate were: current Library Technician students, MAS/MLIS students, and any recent graduates from these programs. Students, and recent graduates, were paired with volunteers who have: MLIS/MAS and/or Library Technician hiring experience; the [call for volunteers can be found online here](#). Volunteers were given 2-3 CVs for review and met with each student for 30 minute sessions to provide feedback on: format, layout, information organization, language, and suggestions on applying their work experience to respond to job qualifications.

There were 18 student participants (4 Library School students and 14 Library Technician students) and 14 volunteers. Based on last year's goals for this event CE Coordinators investigated ways to

implement and support BIPOC students by placing them with BIPOC volunteers; a previous concern was that this change would place higher demand on BIPOC volunteers. CE Coordinators received a higher number of BIPOC students than volunteers and confirmed that dividing the labor amongst volunteers was challenging. Another additional challenge was that there were more library technician students and not enough volunteers who had experience hiring Library Technician positions. There were 4 volunteers who were not matched with participants due to the high number of library technician participants, and high number of volunteers who only had experience hiring for librarian/archivist positions.

Feedback from the event:

All volunteer respondents to the post survey (50% of participants) were satisfied with the level engagement and time commitment required and said they would volunteer again.

All participants who responded to the post-event survey (50% response rate, note all but one respondent had recently completed a Library Technician Diploma) were satisfied with the level of communication and feedback provided by their matched volunteer, and would recommend the CV Clinic to other recent grads.

Comments from volunteers:

- One participant more or less told volunteer they didn't care about their feedback - mentor asked for "further screening of participants"
- Appreciation for flexibility of being able to meet virtually and the opportunity to give in-depth feedback
- Suggestion for general interview strategies workshop (group) for students, mentees expressed request for more information around preparing for interviews, beyond applying. [Volunteer offered to lead that session for us!]
- BIPOC volunteer found intentional matching of BIPOC students and professionals "very valuable!"

Comments from participants:

- Participants appreciate the ability to connect virtually, and to set their own times for the meeting
- Suggestion for some general information, potentially in a webinar format, exploring the different library positions in academic libraries across BC, to get a sense of the types of opportunities available for working in academic libraries
- Overall gratitude and thanks for the CV Workshop
- BIPOC participants all indicated that being matched with a BIPOC volunteer added value to their experience in the CV Clinic

Based on the feedback we plan to:

- Continue to allow volunteers and participants to schedule own meetings virtually

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- Stress to participants that this a service volunteers are providing and to be respectful of their time and expertise (ie sending in materials with time to review before the meeting)
 - Consider how best to support BIPOC volunteers
 - Look for more Library Technician mentors/Librarians who supervise Library technicians are involved in their hiring

BCALS ON SOCIAL MEDIA

Student Representatives were: Peyton Moriarty, Katie Punia, and Hanna Lee. Each month one Student Representative took the lead on maintaining BCALS presence on [Twitter](#). Just as in previous years, Student Representatives posted retweets, original tweets, or quoted tweets at least 1-2 times per week.

In 2021/22 Twitter analytics indicated that the majority of engagement came from original content such as original tweets and as well as adding quotes re-tweets that promoted other library-related accounts; therefore this practice was carried forward for 2022/23. This year BCALS also debated whether or not it should remain on Twitter. Noting that BCLA still had presence on Twitter, and that no other section, interest groups, and/or committees of BCLA had stopped using Twitter either, BCALS Executive decided to continue presence on the social media site until further notice.

Although Canva, an online design and publishing tool, was not used as heavily this year, BCALS Executive did discuss the potential for creating a paid Canva account. Since BCLA has an account with Canva already, there is potential for BCALS to be a test case by gaining access to the account for content creation related to communication. Should BCALS choose to pilot this project, the BCLA Project Manager must be contacted and findings need to be shared with other BCLA sections, committees, and interest groups for the benefit of all.

BCALS increased awareness of anti-racism or BIPOC-created content through social media sharing. Google Scholar notifications for: *academic OR universities OR college OR higher education AND librar* AND EDI OR Equity Diversity and inclusion OR racism OR antiracism OR decolonization OR indigenization* was used to stay current with resources to share. This revealed 10+ articles of interest, which were then summarized and recommended to Twitter followers, providing a supply of original tweets with academic content. Topics tweeted/retweeted included Residential Schools records and events; DEI in libraries and archives; digitization programs; library metadata lessons; library business; support for dealing with banned books; library association conferences; career information for information school students and alumni; mentorship in Visible Minority Librarians of Canada; and the webinar at ViMLoC.

In the future, students could conduct more outreach on social media, and converse more with other users regarding topics of interest; this would allow for more reciprocation from Twitter users, more relevant content for BCALS followers, and more engagement overall.

BCALS OUTSTANDING CONTRIBUTION AWARD

Established in 2002, the BCALS Outstanding Contribution Award is presented to an individual or team working in academic libraries whose professional achievements have made a real difference to students, faculty, or colleagues in British Columbia.

In 2021/22 the BCALS Executive began reviewing and revising specific nomination criteria for the Outstanding Contribution Award; these areas were specific to who can be nominated and who can nominate. These changes were to remove any conflict of interest regarding current, incoming, or running for election BCALS Executive; the 2021/22 changes can be found [here](#).

The 2023 BCALS Outstanding Contribution Award was presented to Ebony Magnus, the Associate Dean, Academic Engagement at SFU Library. Magnus was the recipient of this award for the following noteworthy contributions:

- un/settled exhibit: <https://www.lib.sfu.ca/about/reach-us/news-events/unsettled-exhibit>
- is a founding member of the Black Caucus
- teaches in the iSchool at Syracuse University
- served as the Chair of the Kaleidoscope Task Force in the Association of Research Libraries
- is a member of the editorial board of the Canadian Journal of Academic Librarianship
- has served on the CAPAL Census Working Group
- balances centering both colleagues and students in her work
- gives both students and colleagues support and hope in our profession

BCALS would also like to recognize the work of the volunteers who gave their time to serve on the awards committee:

- Karleen Delaurier-Lyle, University of British Columbia
- David Gill, Alexander College
- Alex Kuskowski, University of British Columbia
- Sajni Lacey, University of British Columbia
- Susie Wilson, University of Northern British Columbia

BCALS FINANCES

Funds are typically collected for the annual Winter Event. For the second year in a row BCALS partnered with Keeping it ReAL; since they sponsored the honorariums for BCALS speakers there is no financial report for 2022/23.

BCALS MEMBERSHIP

As of May 26, 2023 BCALS increased by 43 members with a total of 109 active BCLA members, this is 15% of the total BCLA membership.

GETTING INVOLVED WITH BCALS

New members are welcome! There are a variety of ways to participate, such as: events, online discussions, CV clinics, and more. You can also:

- Follow us on Twitter [here](#)
- Check out our YouTube channel [here](#)
- Learn more about BCALS on our website found [here](#)
- Contact us at bcals@bcla.bc.ca

BCALS communication occurs through the [BCLA Online Forum](#), to freely access the BCLA Forum (and BCALS communications) see [here](#); subscribe to the BCALS online forum [here](#).