



**SHIFT & GROW**

Dear ILA Members and Friends,

Writing the Annual Report is an opportunity to take a retrospective look at the past year in the association, and in Illinois librarianship. This year, it's hard to think back to a time before stay-at-home orders, remote learning, and daily Zoom meetings (and sometimes happy hours!). What hasn't changed is the strength, resilience, and dedication of all of you: both on behalf the people you serve in your communities, schools, universities, businesses, and other institutions, and here in ILA. I could not possibly have foreseen what serving as ILA President was going to be like this year, but I am truly honored and privileged to have done so.

Harkening back to the development of the conference theme for 2019—one of the first responsibilities of a newly elected Vice President/President-Elect along with the Conference Program Committee—“SHIFT! Where Will You Grow?”, I note that we have all had to shift this year. We shifted the way we provide services, from primarily in-person with some measure of electronic resources and phone or virtual reference service and instruction; to 100% virtual services temporarily as the State of Illinois' stay-at-home orders took effect. ILA reeled (and shifted!) along with everyone else as the new laws and rules were announced, seemingly one after another, and did our best to keep everyone up-to-date via our daily COVID-19 Updates, which thankfully have returned to their pre-pandemic status as an occasional section in the weekly ILA Alerts. We created the Bigger Than a Building campaign to help libraries promote the idea that the library remains open, and continues to serve beyond our buildings.

The nation shifted this summer with an unprecedented outcry for social and racial justice and equity following the violent deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd. Such injustices against Black Americans are not new, but these galvanized people, including librarians, in numbers and energy not seen since the Civil Rights Movement of the 1960s. ILA leadership quickly issued a statement focusing on the need to act in our own sphere of influence, librarianship, but real change takes time. We have in our strategic plan the twin goals “A Culture of Diversity and Inclusion in the Profession” and “...in the Association,” and while progress has been made (see “ILA Strategic Plan: Current Progress on the Strategy for a Culture of Diversity and Inclusion in the Association,” *ILA Reporter*, vol. XXXVII, issue 1, March 2020), there is much more to be done.

Ideally, the shifts we had to undertake this year will help us grow—as library staff, library trustees, and as an association. One member this year cited her new role as “armchair amateur epidemiologist!” Libraries truly are bigger than our buildings; and we can be better champions of social and racial equity in the communities we serve, and among our library colleagues. As I write this, I currently serve as the association's Past President, whose primary responsibility is to chair the Nominating Committee. I look forward to helping our association continue to shift and grow by helping recruit the next group of leaders to take ILA into the future.

Here's to 2021 and beyond,

A handwritten signature in black ink, reading "Molly Beestrum". The signature is written in a cursive, flowing style.

Molly Beestrum, Galter Health Sciences Library, Northwestern University, Chicago, IL  
ILA President, 2019–20

# STRATEGIC SHIFTS

2019-20 marks the first full governance year with ILA's strategic plan (approved in April 2019), with vision statement "Collaboratively shaping a new future for libraries in Illinois" and mission statement "Leadership, advocacy, partnership, and learning for the benefit of Illinois libraries." Work toward the goals identified in the plan began in earnest with the start of the governance year in July 2019, with significant progress made before the COVID-19 pandemic forced ILA temporarily into a maintenance-of-effort mode. A January 2020 assessment of progress toward strategic priorities included the following:

## ***Strategic Priority: A Culture of Diversity and Inclusion in the Association***

### **New activities toward the goals:**

- Implementation of the Statement of Appropriate Conduct for ILA events, including an online, anonymous, confidential reporting system unique among library associations, and training for staff and member leaders on receiving and adjudicating reports. The Statement is available on the ILA website at [www.ila.org/events/statement-of-appropriate-conduct](http://www.ila.org/events/statement-of-appropriate-conduct).
- The Nominating Committee, for the first time, issued an open call for suggestions (including self-suggestions) for nominee consideration.
- Clarification of policies applying to committees and increased transparency (e.g. ILA's policy on open meetings, available at [www.ila.org/about/committee-and-forum-resources/open-meetings-policy](http://www.ila.org/about/committee-and-forum-resources/open-meetings-policy)).
- Creation of two new Forums: Students and New Professionals, and Small and Rural Libraries.
- For the first time, offering pronoun badge ribbons at the ILA Annual Conference.
- Recognition in the form of "Committee Spotlights" in the ILA Alert e-newsletter and the weekly photo contest.
- Examination of committee charges and composition statements by several committees, resulting in proposed changes to the ILA Executive Board (e.g. iREAD, Best Practices) and approved (e.g. Public Policy and Advocacy).

### **Ongoing activities toward the goals:**

- Continuation and improvement of inclusion of ALA's ethnic affiliates operating in the state/region, including promoting ILA committee and forum volunteer opportunities.
- Ongoing discussion of ways to make strategic investment in restricted funds such as the Diversity Scholarship Fund or Intellectual Freedom Fund [Note: Subsequent to this January 2020 report, the ILA Executive Board did transfer \$10,000 from ILA's net asset balance to the Diversity Scholarship Fund].

## ***Strategic Priority: A Culture of Diversity and Inclusion in the Profession***

### **New activities toward the goal:**

- Equity, diversity, and inclusion programming by Mark Puente, Senior Director of Diversity and Leadership Programs at the Association of Research Libraries at the ILA Annual Conference, and slated to present at Elevate, the library leadership development event produced in collaboration with the library systems and the Illinois State Library. [Note: Elevate was subsequently cancelled due to the COVID-19 stay-at-home order.]
- Collaborated with Chicago State University on an IMLS grant proposal "Library Leadership and the Promotion of Resilience as a Community Development Strategy."

### **Ongoing activities toward the goals:**

- Continued focus on topics of this nature for the Illinois Youth Services Institute, ILA Annual Conference, and other continuing education opportunities; both in terms of individual presentations and overall conference themes.
- Continued support of the Sylvia Murphy Williams Scholar program.



## ***Strategic Priority: Legislative Advocacy***

### **New activities toward the goals:**

- Library-focused presentation at the Illinois Association of Park Districts Annual Conference 2020.
- Increased hours contracted with legislative consultant.
- Coalition work with media literacy organizations on advocating for school librarian to be appointed to state's proposed Media Literacy Task Force.
- Coalition work with Census 2020 with Forefront and other advocacy groups to raise profile of libraries as trusted partners in delivering a complete count.
- Coalition work with Freedom to Learn Campaign regarding censorship in prison libraries.

### **Ongoing activities toward the goals:**

- Ongoing work to identify and promote annual legislative agenda via ILA's Public Policy Committee and the ALA's Public Policy and Advocacy Office.
- Direct advocacy with members of U.S. Congress and the Illinois General Assembly.
- Annual series of Legislative Meet-ups to bring together elected officials and their staff with librarians, library staff, and library trustees.

## ***Strategic Priority: Community Advocacy***

### **New activities toward the goals:**

- Development of preparatory video for Library Legislative Meet-ups
- Potential story-collection workshop
- Identification of member leader to participate with the ILA Executive Director in ALA's Fly-In Day

### **Ongoing activities toward the goals:**

- Traditional work with other library-related organizations to advance legislative agendas (AISLE, ALA, other state chapters, etc.).
- Participation in ALA Fly-In Day and National Library Legislative Day.
- Continued content at ILA Annual Conference such as "Legislator Panel" and in 2019, mini "Advocacy Boot Camp" presented by ALA advocacy staff.

## ***Strategic Priority: Leadership***

This priority has one goal: Convene critical conversations with partners in the library ecosystem including the Illinois State Library, the three systems, AISLE, and other related consortia and organizations.

### **New activities toward the goals:**

- Development of proposal for the Secretary of State to increase per capita rate for public and school libraries.
- Worked with the Illinois State Library and systems on publication of *Serving Our Public 4.0: Standards for Illinois Public Libraries*.
- Codified participation of CPL and IHLS in ILA's Public Policy Committee composition statement.
- Increased state support for Directors' University educational event and Trustee Forum Workshops.
- Opened communications with Reaching Forward South about how ILA can best support it, with sponsorship in 2020 and possibly a partnership in the future.
- Proactively reached out to new CPL Commissioner to discuss future partnering and increased engagement between ILA and CPL.

### **Ongoing activities toward the goals:**

- Work with ISL on legislative issues such as patron privacy.
- Continued annual collaboration on Directors' University and Elevate with systems, ISL and ILA leaders.
- Continued focus on Public Policy Committee toward initiatives that broaden access and oppose initiatives that lessen access.

## **Strategic Priority: Delivery of Member Value**

### **New activities toward the goals:**

- New joint student membership offer with ALA (plus new forum for Students and New Professionals).
- Making Zoom account available to committees and forums for remote meetings, enabling broader participation.
- Facilitating new involvement with events, such as IACRL Open Educational Resources (OER) webinar and Young Adults Services Forum Seminar in Winter 2020.
- New forum for Small & Rural Libraries.
- Maximized use of budget and staff time based on member input to convert *ILA Reporter* to a quarterly publication schedule.
- Offered new member communication and engagement opportunity via the ILA Connector blog and the weekly photo contest.

The above report is from January 2020; once the COVID-19 pandemic was declared ILA shifted to keep up with the rapid-fire pace of legislative developments and gubernatorial executive orders, doing our best to keep our members informed. Sometimes members were better informed than we were, and shared information with us so we could in turn share it with the entire Illinois library community. ILA worked closely with the Illinois State Library, Chicago Public Library, and the three systems to make sure we understood and disseminated the most current information available. Following the killings of Ahmaud Arbery, George Floyd, and Breonna Taylor, the ILA President, Past-President, Vice-President/President-Elect, Executive Director, and staff released a statement condemning racism and violence and promising action in ILA, featured on the ILA home page at <https://www.ila.org>.

Advancing our strategic priorities took a back seat to coping with these crises, while much of ILA's activity did in fact align with our priorities, particularly leveraging technology and increasing communication with members to deliver enhanced member value: We heard many times how valuable our ILA Daily COVID-19 Updates were, for example.



# ILA'S ADVOCACY EFFORTS

Early in the year, ILA followed our normal process, developing a legislative agenda in the Public Policy Committee in the fall, following other legislation and making a decision to either support or oppose items that would have an impact on libraries, and, with the Advocacy Committee and local coordinators across the state, producing our series of Legislative Meet-ups in February to help get across our message to elected officials. We had a significant success in achieving an increase in the per-capita rate for state dollars allocated to school and public libraries. This rate was established in 1995 at \$1.25 for public libraries and \$0.75 per student for school libraries. Statute allows for these to be under- or over-appropriated; comparing the history to the last time the minimum wage was raised in 2010: From 2010 to 2019 the per capita grants were under-appropriated six times, fully appropriated four times, and never over-appropriated. This year, the approved state budget included an 18% increase to \$1.475 for public libraries and \$0.885 for school libraries, truly remarkable in a year featuring severe budgetary turmoil as a result of the pandemic.

In addition to advocating for increased library funding, it is important for libraries to be at the table when legislative issues that affect us are being discussed. This year, we were invited to present at a meeting of the Local Government Subcommittee of the Illinois General Assembly's Property Tax Relief Task Force, and were able to provide input on a proposed bill allowing for library districts in localities with recreational cannabis dispensaries to collect a 1% tax on cannabis sales. Neither property tax reform, nor the cannabis tax, advanced this year; but ILA will continue to make sure our voice is heard on such issues.



As the state looked toward reopening and Governor Pritzker announced his "Restore Illinois" plan with phases and regions identified to reopen gradually, libraries too planned for post-pandemic operations. Libraries across the state continued to offer services while physical buildings were closed; it became apparent that we needed to emphasize this fact to our publics and our stakeholders. Hence, "Bigger Than a Building" was created. Designed to give librarians tools, evidence, articles, graphics, and talking points that would enable them to make the case to stakeholders, whether in a public district or municipal setting, or an academic one, the campaign was developed with leadership from Marci Merola, the former director of ALA's Office for Library Advocacy.

ILA's Legislative Meet-ups in 2020 saw a slight decrease in attendee participation from 518 to 505 attendees, and a bit larger decrease in legislator participation from 72 to 61 legislators or legislative staff in 2019. For the third year, we hosted eight events around the state, ensuring full state coverage. For the first time, ILA created a preparatory video, featuring ILA Legislative Consultant Derek Blaida and Executive Director Diane Foote presenting the state and federal legislative agenda, and sharing tips for making the most of the Meet-ups. For the second year, the Reaching Across Illinois Library System made available a promotional video, this one titled "Elders of the Internet," to show at the events themselves. This video features Nick Offerman starring in an imagined futuristic conversation with "Social Media," "Search Engine," "Fake News," "Pop-Ups," and "VideoTube" in which it becomes clear the library is truly the best source of information.

## ***On the Federal Level***

While the annual National Library Legislative Day, scheduled for early May 2020, was cancelled, the American Library Association hosted its second annual Fly In Days on February 10-11, 2020, with library funding as the top priority. ILA Executive Director Diane Foote and Rockford Public Library Director Lynn Stainbrook visited with staff from the offices of Senators Duckworth and Durbin, and Representatives Quigley, Schakowsky, and Bustos to discuss library funding priorities. Representatives Quigley and Bustos serve on the House Appropriations Committee.

For the fourth year in a row the proposed White House budget, released while we were in DC, sought to completely eliminate IMLS. Congress, however, has recognized the value of libraries and has consistently voted to fund the agency and the funds it administers through LSTA. In fiscal year 2020, IMLS received a modest increase to \$195.4 million from \$183 million in 2019; including \$5.6 million for Illinois via the Grants to States program. We advocated for another modest increase in 2021, to \$206 million, which still does not meet the previous peak level of funding, \$213 million in 2010.

While the funding priorities have changed to relief bills with the arrival of the COVID-19 pandemic and associated declarations of disaster and stay-at-home orders, we can thank our Illinois senators and representatives for their support of library funding. Senators Duckworth and Durbin both signed both letters in support of fully funding the Library Services and Technology Act and the Innovative Approaches to Literacy Act for school libraries, and 10 out of 18 Illinois representatives signed one or both. Please note, Reps. Bustos and Quigley were not among the signers, not because they don't support library funding, but because as members of the Appropriations Committee, the letters were addressed to them.

As the COVID-19 pandemic developed, four federal relief bills were enacted over spring 2020, beginning with Coronavirus Preparedness and Response Supplemental Appropriations Act, signed on March 6; the Families First Coronavirus Response Act, which includes the Emergency Family and Medical Leave Expansion Act and the Emergency Paid and Sick Leave Act, signed on March 18; the Coronavirus Aid, Relief, and Economic Security (CARES) Act, which included \$50 million for libraries via IMLS and established the Paycheck Protection Program (PPP), signed on March 27; and a fourth bill that extended PPP funding, signed on April 24. The Health and Economic Recovery Omnibus Emergency (HEROES) Act, including an additional \$5 million for libraries, passed the U.S. House of Representatives on May 15, but was not taken up in the Senate. A fifth relief bill remains elusive, with the House, Senate, and White House budget staff remaining in negotiations.



# CONFERENCES AND EVENTS

More than 1,600 people attended the ILA Annual Conference in Tinley Park on October 22-24, 2019. Three full days of programs, exhibits, and awards provided an opportunity for attendees to focus on the conference's theme: "SHIFT—Where Will You Grow?" Conference Co-Chairs Heather Jagman and Alissa Williams led a Conference Program Committee that assembled a strong array of speakers on a wide variety of topics, including the Opening General Session Robert Stein of the Shedd Aquarium's Guest Experience and Communications Department, the President's Program featuring author, mathematician, and concert pianist Eugenia Cheng, a full day focused on trustee programs, the ILA Advocacy Committee's popular program "Learn Effective Advocacy to Legislators from Legislators," among many others.

Apart from the Annual Conference, most ILA programming takes place in the spring; this year, some events were cancelled and others shifted to a virtual experience. The Library Trustee Forum Workshops (expanded to two in 2019) were slated for March 7 in Springfield and March 14 in Oak Brook; the former took place in person with the latter shifted to a webinar format on April 30. Featured speaker Amanda Standerfer of Fast Forward Libraries presented "Plan—Implement—Communicate: Building Strategic Planning and Storytelling Capacity for Community Impact" at both events, which were supported by a grant from the Illinois State Library (ISL).

Mark Puente, then senior director of diversity and leadership programs as the Association of Research Libraries, was slated to present at the Elevate Illinois Libraries Leadership Program, an annual one-day workshop supported by an ISL grant scheduled for April 18. This event was cancelled, but is expected to return in 2021.



ILA partnered again with the Illinois State Library, the Illinois Heartland Library System, and the Reaching Across Illinois Library System to once again put on Directors' University, traditionally a one-week intensive training course held in early June for new public library directors. This year, Directors' University took place over a series of Fridays from June through September online, featuring the same educational lineup of sessions covering public library budgeting and finance, human resources, policies and records retention, and more. Similarly, Reaching Forward, scheduled to take place on Friday May 1, was converted to a series of "Reaching Forward Fridays," which featured online presentations of programs that had been accepted for Reaching Forward, including "Experience Required: Building Supervisory Skills When You're Not a Manager," "Advocacy for Introverts, Advocacy for Extroverts: How You Can Make a Difference in Trying Times," "Top Marketing Trends for Libraries," "Programming 101," and more.



Even prior to COVID, ILA had begun to increase our portfolio of educational offerings with "Noon Network," a series of short, relatively informal, and free-of-charge online programs that attendees could enjoy while eating lunch. This model proved to be prescient, as we already had it in place when online programs out of necessity became the norm. Noon Networks included "Multi-Generational Story Time Field Trips," "Connecting with Staff Remotely," "How I Grew My Teen Volunteer Program and You Can, Too," "Music Programming in Libraries," "Connecting with Staff Remotely," and more.



All online programs are archived and available to view on the "Remote Learning" section of the ILA website at <https://www.ila.org/events/remote-learning>.





# GROWING THE BOTTOM LINE

ILA enjoys a diverse array of revenue sources, making the association unique among state chapters of ALA. Membership, continuing education, and publications are all traditional sources of revenue; and the LIRA insurance pool, the CallOne affinity program, and especially the iREAD summer reading program enable ILA to survive and thrive as traditional revenue sources face pressure from tight budgets and changing environments. The Fund for Illinois Libraries continues to offer ILA institutional members who do not have their own associated foundations or friends groups a way to accept donations and apply for grants.

iREAD marked its 39th year in 2020 with the theme, “Dig Deeper! Read, Investigate, Discover.” This year was like no other as libraries scrambled to offer virtual and remote summer reading and learning activities. iREAD Committee members Lindsay Herron and Ashley Stewart presented “Digging Deeper Into the 2020 Summer Reading Program” in a webinar for the Illinois Heartland Library Association that was subsequently shared in the iREAD newsletter and the 2020 section of the [ireadprogram.org](http://ireadprogram.org) web site, focusing on ideas for converting a summer reading program to a virtual experience. Committee chair Portia Latalladi led an effort that included art by a fantastic array of illustrators including Rafael López, David Roberts, Aleanna Harris, and Jingo de la Rosa. The U.S. Department of Defense continues to purchase iREAD resources and incentives for military libraries worldwide and California, Minnesota, and Alaska adopted the program in summer 2020.

This year ILA acted quickly to apply for a Paycheck Protection Program forgivable loan, which was approved. We, like so many others, were concerned about the impact of COVID-19 and its associated stay-at-home orders to our budget and therefore our program portfolio, and this loan, which we expect to be fully forgiven, helped us through that period of uncertainty. Although we did have to cancel two events because the tight timeline made it too difficult to pivot to an online experience, for the most part ILA operations continued throughout the pandemic: processing Fund for Illinois Libraries donations to member libraries, keeping up communications, converting as many continuing education opportunities to virtual experiences, and so on. We did not lay off or furlough any staff, although staff continues to work primarily remotely. Our members reciprocated with a strong show of support: We closed fiscal year 2019–20 at 97% of our budget for membership, which is a truly remarkable figure. We are so very appreciative of our members, who stuck with us throughout this time of uncertainty.

Contributions to the association also continue to increase, most notably through the Illinois Library Luminaries program, which supports the ILA Endowment and saw one new inductee in 2018-19, Mary McTague Huchting. Such income also helps build ILA’s array of restricted funds, which primarily support awards and scholarships, including the Hugh C. Atkinson Memorial Fund, the Diversity Scholarship Fund, the Intellectual Freedom Fund, the Legal Defense Fund, the Valerie J. Wilford Memorial Fund, and the Robert R. McClarren Fund. This year, the ILA Executive Board itself voted to transfer \$10,000 from ILA’s net asset balance into the Diversity Scholarship Fund, to enable it to support initiatives broader than its traditional role in the Sylvia Murphy Williams Scholar program.



## Fiscal Report (Year Ended June 30, 2020)

### Revenue

General Operations	\$ 143,969
Membership	\$ 287,039
Conference	\$ 442,070
iRead	\$ 2,277,526
Publications	\$ 96,357
Public Policy	\$ 2,000
Awards	\$ 5,480
Endowment Contributions	\$ 5,286
Workshops	\$ 26,580
Reaching Forward	\$ 7,295
Donor Restricted Funds Contributions	\$ 2,185
<b>Total Revenue</b>	<b>\$ 3,295,787</b>

### Expenses (reflecting allocation of staff salaries, taxes, and benefits to functional areas)

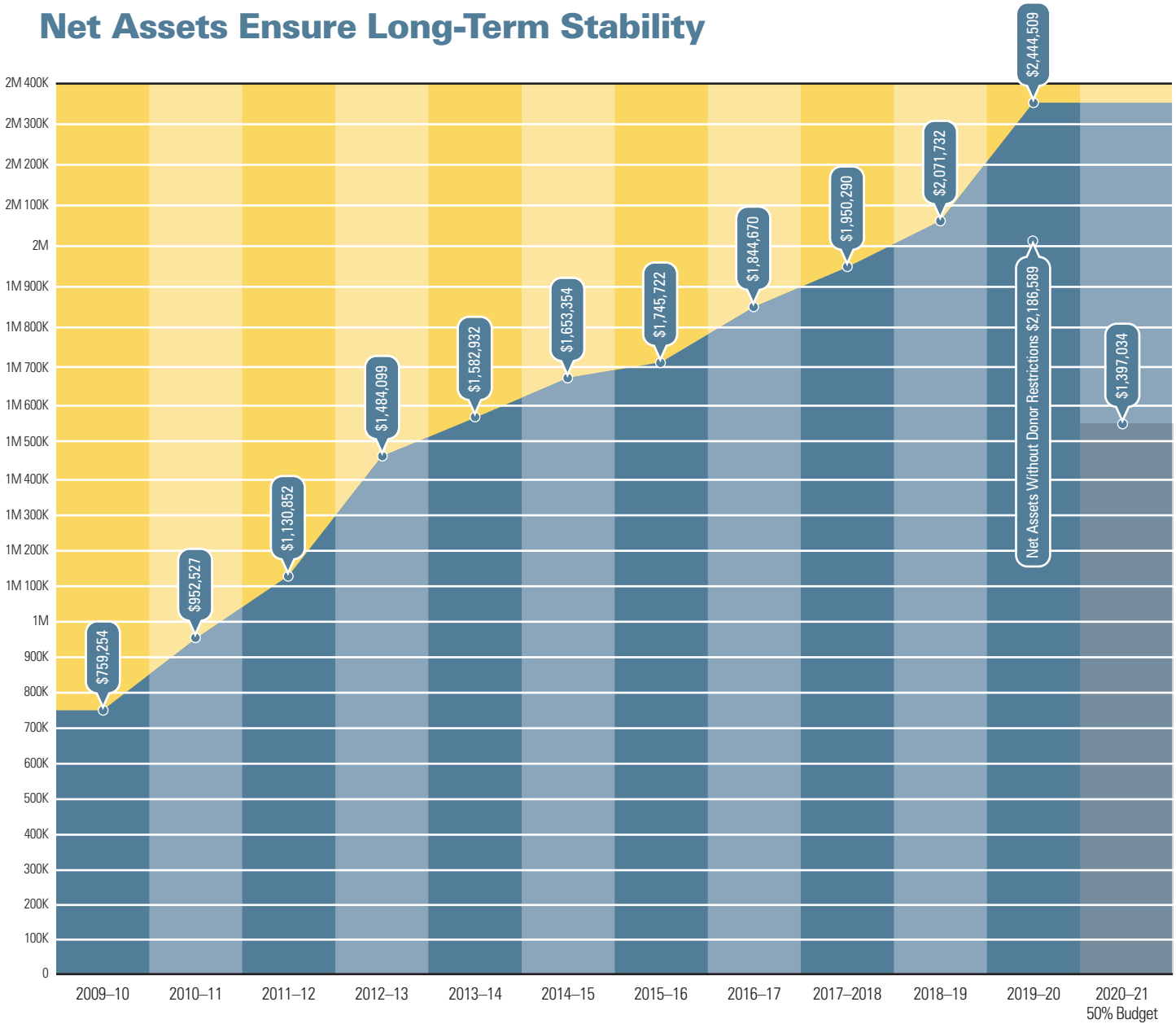
General Operations	\$ 298,293
Membership	\$ 153,726
Conference	\$ 370,894
iRead	\$ 1,793,982
Publications	\$ 68,936
Public Policy	\$ 117,308
Awards	\$ 20,916
Workshops/Projects	\$ 80,113
Forums & Committees	\$ 5,407
Reaching Forward	\$ 31,990
<b>Total Operating Expenses</b>	<b>\$ 2,941,565</b>

Operating Net	\$ 354,222
Other Revenue: Gain on Long-term Investments	\$ 25,060
Other Expenses: Amortization, Depreciation	\$ 6,506
Increase in Net Assets	\$ 372,777
Net Assets at end of FY 2019	\$ 2,071,732
Net Assets at end of FY 2020	<b>\$ 2,444,509</b>

### Net Assets Comprise:

Net Assets Without Donor Restrictions	\$ 2,186,589
Net Assets With Donor Restrictions	\$ 257,920
<ul style="list-style-type: none"> <li>• Atkinson Memorial Award: \$2,004</li> <li>• Robert R. McClarren Award Fund for Legislative Development: \$8,891</li> <li>• Legal Defense Fund: \$915</li> <li>• OCLC Users Group: \$25,266</li> <li>• Valerie Wilford Fund: \$17,966</li> <li>• Diversity Scholarship: \$3,830</li> <li>• Diversity Scholarship (Board Designated): \$10,000</li> <li>• Intellectual Freedom Fund: \$2,005</li> <li>• Endowment Fund: \$191,585</li> <li>• Unappropriated Endowment Fund Earnings: \$5,458</li> </ul>	
<b>Total Net Assets at end of FY 2020</b>	<b>\$ 2,444,509</b>

# Net Assets Ensure Long-Term Stability



## Cumulative Surplus

The growth in ILA’s net assets, particularly net assets without donor restrictions, has been a conscious strategy over the past 20-plus years, with the goal of producing an annual budget surplus that will build up a reserve fund of net assets without donor restrictions equal to at least 50% of the subsequent year’s budgeted expenses, according to ILA fiscal policy. This goal has been achieved since 2013; this year, of the net assets listed in the chart above, \$2,186,589 are without donor restrictions. The expense budget for 2020-21 totals \$2,794,069; 50% is \$1,397,035.

2019-2020	\$ 372,777
2018-2019	\$ 121,442
2017-2018	\$ 105,620
2016-2017	\$ 98,948
2015-2016	\$ 92,368
2014-2015	\$ 70,422
2013-2014	\$ 98,833
2012-2013	\$ 353,247
2011-2012	\$ 178,331
2010-2011	\$ 193,267
2009-2010	\$ 372,938
1896-2009	\$ 386,316
<b>Grand Total</b>	<b>\$ 2,444,509</b>



## 2019–2022 ILA Strategic Plan

### ***Vision***

Collaboratively shaping a new future for libraries in Illinois

### ***Mission***

Leadership, advocacy, partnership, and learning for the benefit of Illinois libraries

### ***Core Strategic Values***

- Energizing, visionary leadership
- Adaptation to change
- Long term strategic perspective/direction
- Member service focus
- Partnerships and alliances
- Diversity and equity of opportunity

### ***Core Values of the Profession***

Information access, equity, intellectual freedom, and objective truth

## Strategies, Goals, and Desired Outcomes

### ***Strategy: Advocacy***

#### **Goal: Legislative Advocacy**

- Invest in advocacy. Educate and mobilize activist groups and other professional associations to understand and support the cause and critical nature of libraries.
- *Desired outcomes:* Activated strategic alliances and informed advocacy at all levels achieve adequate funding for libraries. Governmental decision-makers increase support for libraries.

#### **Goal: Community Advocacy**

- Develop education and tools for library leaders and staff to establish clear understanding of libraries' worth among the people served, resulting in community and stakeholder ambassadorship and engagement.
- *Desired outcomes:* The communities and people served value the presence and vitality of libraries. The communities and people served are vocal advocates for libraries.

## Strategy: A Culture of Diversity and Inclusion

### ***Goal: In the Profession***

- Develop education for library leaders and staff about increasing diversity in collections and programs and creating an inclusive environment in libraries and librarianship.
- *Desired outcome:* Library leadership and staff are cultivated and engaged in advancing equity, diversity, and inclusion in the communities they serve.

### ***Goal: In the Association***

- Review and revamp the committee and volunteer system for functionality, diversity, inclusivity, and recognition. Increase awareness, understanding, and commitment to creating an inclusive environment in ILA.
- *Desired outcomes:* Members recognize their ownership in and have equitable access to participate and be heard in ILA's volunteer structure. Members connect collaboratively for sharing and creation of knowledge.

### ***Strategy: Delivery of Member Value***

- Goal: Assess and refresh programs and services, integrating new approaches and technologies to deliver member value in programming, communication, and involvement.
- *Desired outcome:* Members in every segment find relevant value from ILA programs and services.

### ***Strategy: Leadership***

- Goal: Convene critical conversations with partners in the library ecosystem including the Illinois State Library, the three systems, AISLE, and other related consortia and organizations.
- *Desired outcomes:* Access to library service continually expands to increasing numbers of Illinois residents. Librarians, library staff, and trustees are supported effectively and efficiently by the library ecosystem in the state.

# 2019–2020 EXECUTIVE BOARD

## **President**

Molly Beestrum, Northwestern University Galter Health Sciences Library, Chicago

## **Vice President/President-Elect**

Veronica De Fazio, Plainfield Public Library

## **Immediate Past President**

Cynthia Fuerst, Vernon Area Public Library District, Lincolnshire, IL

## **Treasurer**

Brian Shepard, Indian Trails Public Library District, Wheeling, IL

## **Directors**

Janine Asmus, Leyden High Schools District #212  
Amber Creger, Schaumburg Township District Library  
Joseph Filapek, Aurora Public Library  
Jennifer Jackson, University of Illinois-Chicago  
Timothy P. Jarzemsky, Bloomingdale Public Library  
Kate Kite, Six Mile Regional Library District, Granite City  
Richard Kong, Skokie Public Library  
Megan Millen, Joliet Public Library  
Miguel Ruiz, Evanston Public Library  
Anne Slaughter, Reaching Across Illinois Library System  
Diana Brawley Sussman, Carbondale Public Library

## **ALA Councilor**

Jeannie Dilger, Palatine Public Library District

## **Ex Officio**

Diane Foote, Illinois Library Association, Chicago  
Greg McCormick, Illinois State Library, Springfield

## **2019–2020 ILA Staff**

Diane Foote, Executive Director  
Kendall Harvey, Administrative Coordinator  
Tamara Jenkins, Communication and Engagement Manager  
Tina Koleva, Membership and Product Services Manager  
Cynthia M. Robinson, Deputy Director





*Diane Foote*

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